Position Description

Scientist Grade 1 - Infectious Molecular

Classification:	Scientist Grade 1 (RX1-RX7)
Business unit/department:	Pathology – Molecular Diagnostics Laboratory
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Employment type:	Fixed-Term Full-Time (Parental Leave Cover)
Hours per week:	38 (+ ADO)
Reports to:	Senior Scientist
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	November 2026

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Medial Scientist Grade 1 contributes to the delivery of high-quality diagnostic testing within Austin Health Pathology's Molecular Diagnostics Laboratory. The position is responsible for performing, interpreting and reporting molecular diagnostic assays, maintaining compliance with quality and accreditation requirements, and supporting the ongoing provision of a safe, efficient and patient-focused laboratory service.

Working as part of a multidisciplinary team, the scientist applies scientific knowledge and technical expertise to ensure accurate and timely laboratory results, participates in quality improvement activities, and contributes to the implementation, evaluation and continuous development of molecular diagnostic methods and technologies.

About the Directorate/Division/Department

Austin Health Pathology provides comprehensive diagnostic pathology services to Austin Health, Mercy Hospital for Women, regional health services, community healthcare providers and external clients across Victoria. As an accredited laboratory service, Austin Health Pathology is committed to delivering high-quality diagnostic testing, supporting patient care, education, research and innovation within a major tertiary teaching hospital environment.

The Molecular Diagnostics Laboratory provides a broad range of diagnostic molecular testing services, including infectious diseases, transplant virology, blood-borne viruses, respiratory pathogens, sexually transmitted infections, human papillomavirus screening and other specialised molecular assays. The laboratory operates advanced automated and molecular testing platforms and is committed to quality, innovation, education and continuous service improvement whilst maintaining compliance with NATA, NPAAC and other relevant accreditation standards.

Position responsibilities

- Perform molecular diagnostic testing in accordance with approved laboratory procedures, policies and quality requirements.
- Maintain compliance with NATA, NPAAC, NSQHS and Austin Health quality and safety requirements.
- Accurately analyse, interpret and authorise results within approved scope of practice and competency.
- Perform nucleic acid extraction, amplification and detection techniques, including real-time PCR and other molecular diagnostic methodologies.
- Operate, maintain and troubleshoot laboratory instruments and equipment in accordance with manufacturer instructions and laboratory procedures.
- Participate in instrument verification, validation, calibration, maintenance and quality assurance activities.
- Monitor and assess quality control results and take appropriate corrective actions when required.
- Participate in internal quality management activities, quality improvement initiatives and external quality assurance programs.
- Assist in the development, review and maintenance of laboratory procedures, work instructions and associated quality documentation.
- Maintain competency and participate in training, continuing professional development and mandatory education requirements.
- Contribute to the training, supervision and support of scientific, technical and student staff as required.
- Maintain reagent and consumable inventory levels to support uninterrupted service delivery.
- Use laboratory information systems and associated digital platforms in accordance with laboratory procedures.
- Participate in rostered laboratory operations, including weekend, public holiday, evening and on-call services as required.
- Undertake other duties consistent with the classification and requirements of the position.

Selection criteria

Essential skills and experience:

- Demonstrated knowledge of molecular biology principles and molecular diagnostic methodologies.
- Knowledge of, or experience performing molecular diagnostic testing, including nucleic acid extraction and real-time PCR techniques.
- Demonstrated understanding of laboratory quality management systems and accreditation requirements.
- Knowledge of quality control, quality assurance and quality improvement principles in a diagnostic laboratory environment.
- Ability to work effectively both independently and as part of a multidisciplinary team.
- Demonstrated ability to prioritise workload and perform effectively in a busy diagnostic laboratory environment.
- Experience using laboratory information systems and standard computer applications, including Microsoft Office.
- Effective written and verbal communication skills, including the ability to communicate with scientific, medical and operational staff.
- Ability to adapt to changing technologies, workflows and service requirements.
- Demonstrated commitment to ongoing professional development and continuous improvement.

Desirable but not essential:

- Previous experience in a diagnostic molecular pathology laboratory.
- Experience with high-throughput automated molecular testing platforms.
- Experience participating in assay verification, validation and implementation projects.
- Membership of a relevant professional scientific organisation (e.g. AIMS, ASM).

Professional qualifications and registration requirements

- Bachelor of Laboratory Medicine or equivalent science degree recognised by the Australian Institute of Medical and Clinical Scientists (AIMS) or other relevant professional body (AACB, AAM, ASC or ASM).

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.

- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety
Austin Health is committed to creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

Equal Opportunity Employer
We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment
We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.