

Position Description

Director Chemical Pathology

Classification:	Medical Specialist (Pathologist)
Business unit/department:	Pathology
Work location:	Austin Hospital <input checked="" type="checkbox"/> Other <input checked="" type="checkbox"/> (Regional sites including: Mildura, Swan Hill, Echuca, Goulburn Valley, Bendigo, and other sites that might later be included)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Full-Time
Hours per week:	40 hours per week
Reports to:	Medical Director Pathology
Direct reports:	Other Chemical Pathologists / Chemical Pathology Registrar(s)
Financial management:	Budget: N/A
Date:	February 2026

Position purpose

Austin Health Pathology is seeking a suitably qualified and experienced Chemical Pathologist to lead and provide the diagnostic and advisory service in all aspects of Chemical Pathology. The appointee will support the Medical Director Pathology in providing oversight and support of biochemistry laboratory testing at Heidelberg, and at the regional laboratory sites for which Austin Health is responsible.

The role will also provide support and clinical oversight to the Point of Care Services provided by Austin Health Pathology.

About the Directorate/Division/Department

Austin Health Pathology provides services to Austin Health and the co-located Mercy Hospital (Heidelberg) for Women, and also numerous GPs and Specialists in the metropolitan and regional communities. In addition, Austin Pathology has also taken on direct operational responsibility for a number of regional laboratories in the northwest region of Victoria.

These laboratories include at: Echuca, Swan Hill, Shepparton, and Mildura and Bendigo. Austin Pathology also provides direct operation of, and oversight to a number of point-of-care sites including: Castlemaine, Seymour, Kyneton, Kerang, Cohuna and Kyabram and in other regional towns. It is anticipated that this regional expansion will continue, and more regional laboratories, and point of care testing sites will become part of the Austin Pathology network in the near future.

Austin Pathology main Laboratories, at the primary tertiary Heidelberg site, are located on Levels 3, 5 and 6 of the Harold Stokes Building on the Austin Hospital Heidelberg campus. Austin Pathology comprises 39 pathologists, 16 Registrars/Fellows, the General Manager and other Senior Managers, Medical Scientists, Laboratory Technicians, Pathology Collectors, Courier, Client Services, the Revenue Team, the Quality Team and various Administrative Staff. Overall, currently, Austin Pathology has 530 staff.

Austin Pathology is committed to providing high quality patient care through routine and specialised diagnostic services, expert advice and support for teaching and research.

Austin Pathology is an accredited laboratory with the National Association of Testing Authorities Australia (NATA), the Royal College of Pathologists of Australasia (RCPA), National Safety and Quality Health Services Standards (NSQHS), National Pathology Accreditation Advisory Council and Medicare Australia, supported by a network of 33 Collection Centres at hospital sites, and within the community in metropolitan and regional Victoria.

Position responsibilities

In conjunction with the Medical Director Pathology, and the Chemical Pathologist and registrars, and the senior Biochemistry laboratory scientific team, the successful candidate would be expected to:

- Provide the medical specialist oversight and clinical governance across the full range of Biochemistry and Point of Care testing, at the Central tertiary Heidelberg site, and across all our regional sites, and Point of Care sites in Victoria.

Lead and Manage and coordinate all medical aspects of the Biochemistry Department across all Austin Pathology sites. This includes Biochemistry in the central and regional laboratories, point-of-care sites and any future areas that become the responsibility of Biochemistry.

- Be responsible to the Medical Director of Pathology for the timely provision of high quality, well-presented Biochemistry results and for ensuring the communication and notification of critical risk results.

Be responsible to ensure that the Biochemistry and Point of Care service, across all Austin Pathology sites, achieve and maintain full relevant NATA accreditation, across all relevant testing and testing platforms.

- Be responsible for setting and monitoring Key Performance Indicators, and for monitoring test numbers and workload for all areas of Biochemistry.
- Participate in Unit meetings and activities.
- Provide support to an on-call service as required.
- Provide a consultative service to other Units as required.



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- Provide supervisory visits to the regional laboratories as required annually to fulfil the supervision requirements provided by NATA, and as indicated at other times.
- To assist the Medical Director Pathology in management and administrative duties as required, including the development and review of policies and procedures for the provision of services, updating as needed to reflect best practice and evidence-based medicine, for example in progressing the provision of new or more contemporary Chemical Pathology assays..
- To assist in the evaluation of the delivery of services and in implementing appropriate quality and risk management initiatives.
- Demonstrate a commitment to working as a team member with peer medical, junior medical, nursing and other clinical staff to provide efficient, safe and quality care across the continuum.
- Ensure that all Department Policies and Procedures for Internal Quality Control and External Quality Assurance are practiced and maintained.
- Be responsible for ensuring that documentation relevant to the Biochemistry Department is written to NATA specifications and up-to-date. Assist in the preparation of Department Policy and Procedure Manuals when required. Ensure that all records are kept in accordance with NATA, HIC, NPAAC and other relevant guidelines.

Additionally, the successful candidate is expected to:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principles of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- From time to time visit our regional laboratory sites, as per work requirements and/or directed by management, in particular to satisfy NATA requirements for annual supervisory visits to those regional laboratory sites, or also at other times as needs may arise.

Teaching, Training and Research:

- To provide RCPA approved accredited training and supervision to Chemical Pathology registrar(s) in Advanced Training.
- Contribute also to the education and training of junior medical staff and other medical staff, nursing and other clinical staff, this may include participating in their performance appraisal and feedback processes.
- Participate in both undergraduate and postgraduate teaching activities.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.

To undertake and encourage clinical and laboratory research, and to support the numerous clinical trials conducted at the primary Heidelberg site, and also similarly at those hospitals where our regional laboratories are located.



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Selection criteria

Essential skills and experience:

The successful candidate:

- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Must hold current Fellowship of the Royal College of Pathologists of Australasia, or a RCPA recognised equivalent in the pathology discipline of Chemical Pathology
- Must have appropriate training and experience applicable to the field of Chemical Pathology
- Must provide evidence of up to date compliance with Continued Professional Development requirements
- Must demonstrate commitment to high quality patient care.
- Must demonstrate commitment and ongoing activity in research and/or clinical audit activities.
- Should be able to demonstrate ability to engage in teamwork and collaboration.
- Will be required to demonstrate ability to communicate effectively at all levels.
- Should be able to provide evidence of their commitment to Clinical Governance

Desirable but not essential:

- Evidence of attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
- Evidence of involvement in teaching and training of medical, technical and nursing staff, including at undergraduate and post-graduate level.
- Evidence of involvement in research and/or the active support of research programs and initiatives.

Professional qualifications and registration requirements

- Primary medical degree(s) MB, BS or MD, or equivalent
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Must hold current Fellowship of the Royal College of Pathologists of Australasia in Chemical Pathology, or a RCPA recognised equivalent

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 organizational 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.



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- 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 cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

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.



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