

Position Description

Radiologist with Interventional Radiology capability (IR)

Classification:	Medical Specialist
Business unit/department:	Radiology
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026 Choose an item. Choose an item.
Employment type:	Fixed-Term Part-Time
Hours per week:	20 hours per week until 6.2.2028
Reports to:	A.Prof Natalie Yang – Medical Director Radiology
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	October 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 purpose of this appointment is to support the provision of a high-quality Radiology service at Austin Health. In addition to performing the duties expected of a Clinical Radiologist, this role requires the doctor to provide tertiary level Interventional Radiology services, within the approved scope of clinical practice, as part of the Radiology Department at Austin Health.

A core component of this role is the requirement to provide vascular and non-vascular interventional radiology (IR) services, and reporting of diagnostic radiology studies to a standard expected of an FRANZCR accredited diagnostic radiologist, during business hours.

This is a senior medical position and carries with it the professional responsibilities of teaching, training, administrative requirements, and audit/research.

The position reports to the Medical Director of Radiology.

About the Department

Austin Radiology is a tertiary level teaching department, supporting the imaging needs of Austin Health, the Mercy Hospital for Women (Heidelberg), the broader community, and the statewide services of liver transplant, spinal cord injury, respiratory support, and child inpatient mental health services. Austin Health has three campuses, the Austin Campus, the Repatriation Campus, and the Royal Talbot Rehabilitation Centre – with imaging of all sites provided by the Department of Radiology.

The Department currently comprises 23 Staff Radiologists, 5 Visiting Radiologists and 24 Radiology Registrars/Fellows.

Austin Campus: The Department of Radiology is located on Levels 1 and 2 of the Lance Townsend Building. This campus includes 3 MRI scanners, 2 CT scanners, 3 angiography suites, including two bi-plane hybrid theatres, 5 Ultrasound units and fluoroscopy.

The Emergency Radiology and afterhours inpatient services are co-located within the Emergency Department and offers CT, US and Plain Radiography, and Cone Beam CT. The Emergency Department is one of the busiest Emergency Departments in the state.

The Heidelberg Repatriation Hospital Radiology Department predominantly provides outpatient imaging and low risk interventional services. The campus includes 2 CT scanners, Cone Beam CT, fluoroscopy, mammography and 5 Ultrasound rooms.

Position responsibilities

Role Specific:

Determining a practitioner's scope of practice will help protect the practitioner from demands that might be outside their comfort zone and help identify areas where further expertise may be required. Initial goal setting upon engagement and annual performance reviews will facilitate clear delineation of individualised expectations, work and workload.

It is expected that the doctor will perform Core Scope Duties of a Radiologist. In addition, the doctor will have achieved subspecialist qualifications in interventional radiology to undertake duties within these extended scopes.

Core Scope: Clinical Radiology Practice

Clinical Radiologists are involved in a range of activities, including:

1. Acting as an expert specialist consultant to the referring medical practitioner and patient
2. Diagnostic activities
3. Screening activities
4. Participation as an indispensable member in multidisciplinary team meetings
5. Radiation protection and safety i.e. ensuring that radiation effects on the human body are minimised both for patients and staff



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6. Magnetic resonance safety to protect patients and staff
7. Maintenance of a safe work culture with all staff and follow safe work practices
8. Participation in Continuing Professional Development (CPD) to maintain current knowledge and to upskill as required.

Clinical radiologists practice diagnostic radiology using a range of medical imaging techniques including, but not limited to radiographs (X-Rays), fluoroscopy and digital subtraction angiography (DSA), computed tomography (CT), magnetic resonance imaging (MRI) and ultrasound (US).

Clinical radiologists provide care to patients using minimally invasive image-guided techniques for diagnosis, management, and treatment of disease. Clinical radiologists provide this care to patients via a range of image-guided procedures, such as biopsies, injections, drainage, and vascular access procedures.

Clinical attendance is determined by the Medical Director of Radiology, as per the Weekly Medical Roster. Clinical radiologists are expected to participate in their respective on call roster.

Other Duties Expected of a Clinical Radiologist:

- Assist in administrative duties, as directed by the Medical Director, including the development and review of policies and procedures for the provision of Radiology services, updating as needed to reflect best practice and evidence-based medicine.
- Assist in Quality improvement, as directed by the Medical Director, including:
 - Participation in the evaluation of Radiology Services from a quality and risk perspective
 - Participation in quality and incident reviews
 - Assistance in the implementation of appropriate quality and risk initiatives.
- Assist in making a safe working environment by:
 - Reporting any incidents of unsafe work practices, sites, or equipment
 - Assist in the resolution of these raised issues.
- 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.
- Regularly access Austin Health's email system and respond in a timely manner to correspondence

Extended Scope of Clinical Practice - Interventional Radiology including Advanced Peripheral Endovascular Therapy

Interventional Radiologists are expected to have specialist knowledge, clinical skills and technical capability to deliver a broad range of advanced image guided interventional techniques, procedures, and therapies.

These can be broadly classified:

- Vascular Diagnosis and Intervention
- Non-Vascular Interventions in the chest, gastrointestinal tract and hepatobiliary systems
- Intervention in the Genito-urinary tract and renal transplants
- Intervention in the Musculoskeletal System
- Interventional Oncology

https://www.cirse.org/wp-content/uploads/2018/07/cirse_IRcurriculum_syllabus_2017_web_V5.pdf

To assist and contribute to the delivery of 24/7 emergency interventional radiology services, it is expected that the interventional radiologist is capable to perform the following procedures independently:



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1. Procedures related to haemorrhage control - e.g. embolisation of GI bleeding, embolisation of Trauma bleeding, stent grafting in trauma
2. Procedures related to sepsis control - e.g. biliary drainage and stenting, nephrostomy, abscess drainage
3. Procedures related to thrombolysis - e.g. arterial for acute limb ischaemia, venous for phlegmasia)

Interventional Radiologists are expected to:

- Participate in clinic as per the Weekly Medical Roster
- Participate in the interventional radiology on call roster
- Supervise and train Interventional Radiology Fellows and other junior medical staff
- Participate in the Health Service, Department of Radiology and Department of Surgery audit and governance processes

All Employees:

- Abide by Austin Health corporate policies, procedures and practices as varied from time to time, which are located on the intranet (The Pulse)
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks

Comply with the Code of Conduct

Credentialing and Scope of Clinical Practice

Core Scope of Clinical Practice - *Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing. This only applies to practice at Austin Health and its campuses/services.*

1. X-ray radiology
2. Fluoroscopy and digital subtraction angiography (DSA),
3. Computerised tomography (CT)
4. Magnetic resonance imaging (MRI)
5. Ultrasound (US)
6. Mammography
7. Diagnostic Radiologists: Needle biopsies and drainage procedures of superficial and deep lesions in the body using image guidance.
8. Interventional Radiologists: Renal procedures including nephrostomies; Angiographic studies including selective and non-selective catheter studies; Hepatobiliary procedures using imaging guidance; Peripheral Vascular Angio-intervention; and Endoluminal Interventional procedures

This will be assumed if the Radiologist has a Fellowship of The Royal Australian and New Zealand College of Radiologists (FRANZCR) and an ongoing continuous practice in this specialty.

Extended Scope of Clinical Practice - *Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing after additional training, qualifications and experience as determined by the Director/Head of Unit.*

The Director/Head of Unit is expected to apply guidelines from the respective specialist medical college and/or appropriate state, national and international bodies. Where guidelines are not explicitly available, the Director/Head of Unit must apply 'best-practice' principles to ensure safe clinical care.



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1. Advanced Breast imaging and procedures
2. Coronary CT Angiography (Level A and Level B)
3. CT Colonography
4. Interventional Radiology including Advanced Peripheral Endovascular Therapy
5. Neurovascular Intervention

Emergency/Life threatening Situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health **is permitted to provide necessary patient care**, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.

Please note – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty's scope of clinical practice, this should occur in consultation with the Head of Unit. Applications must go through the formal process of the New Technology Committee, with appropriate amendment of the Extended Scope of Practice, prior to commencement of service.

For general accreditation the following need to be satisfied

- Demonstrated continuing professional development
- Regular attendance at audit
- Participation in one or more of the following
 - Teaching or research
 - Organising audit
 - Clinical governance
 - Other role within Austin Health but outside of the unit/specialty
 - College role

For each area where special expertise needs to be demonstrated

Some or all of the following criteria will be used to assess accreditation

- Specialist training or a specific fellowship
- Significant accumulated total experience in the field

Recent experience (adequate number of cases per year in previous years). Satisfactory completion of an acceptable outside organisation's credentialing requirements.

Selection criteria

Essential Knowledge and Skills:

- A commitment to Austin Health values
- Be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA), with currency of practice
- Hold a Fellowship of the Royal Australian and New Zealand College of Radiology (RANZCR) or its equivalent
- Have appropriate training and experience applicable to the field of Radiology and Interventional Radiology (EBIR preferred)
- Have demonstrated commitment to high quality patient care
- Have demonstrated commitment to teaching
- Have demonstrated ability to communicate at all levels
- Have demonstrated capability and interest in research
- Have demonstrated teamwork and collaboration



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- Have demonstrated computer skills including use of email, internet, word processing and spreadsheets
- Have demonstrated understanding of, and commitment to Clinical Governance

Professional qualifications and registration requirements

- Be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA), with currency of practice
- Hold a Fellowship of the Royal Australian and New Zealand College of Radiology (RANZCR) or its 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 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.



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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.



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