

# Position Description

## Urology Clinical Fellow

<b>Classification:</b>	As per contract
<b>Business unit/department:</b>	Urology
<b>Work location:</b>	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
<b>Employment type:</b>	Fixed-Term Part-Time
<b>Hours per week:</b>	32
<b>Reports to:</b>	Divisional Medical Director
<b>Direct reports:</b>	
<b>Financial management:</b>	Nil
<b>Date:</b>	June 2025

### Position purpose

The Clinical Urology Fellow position provides advanced post-fellowship training in all aspects of complex urological surgery within a leading tertiary referral centre. The role is designed to consolidate specialist surgical skills, foster expertise in integrated multi-disciplinary care, and provide opportunities for meaningful contribution to clinical research and surgical audit.

The Fellow will actively participate in multi-disciplinary team meetings, ensuring comprehensive patient management across the continuum of urological care. In addition, the role requires the Fellow to support and teach junior medical staff, contributing to their development through supervision, guidance, and patient management responsibilities.

Reporting to the Director of Urology Services, this position is integral to maintaining the Unit's reputation for excellence in clinical care, education, and innovation, while preparing the Fellow for independent consultant practice in urology.

### About the Urology Department

The Department of Urology is located on Level 8 of the Harold Stokes Building, Austin Hospital campus, with clinical activity occurring in Ward 6 South ONJ and The Surgery Centre (TSC) at the Repatriation campus. The multidisciplinary team includes consultant urologists, accredited and unaccredited general surgical registrars, hospital medical officers (HMOs), urology fellows, and clinical nurse consultants (CNCs).

The department delivers a comprehensive range of inpatient and outpatient urological services, including surgical consultations, urodynamics, flexible ureteroscopy, and advanced urological procedures. Robotic surgery has recently been introduced at Austin Health, enhancing the department's surgical capabilities. Additionally, in partnership with the Renal Transplant Unit, the Urology Department plays a key role in the hospital's live kidney donor program. The department maintains strong academic ties with the University of Melbourne and is actively engaged in teaching, training, and research at both undergraduate and postgraduate levels. It also has a dedicated research team and participates in a range of clinical trials.

## Position responsibilities

### Reliable, Safe, Person-Centred Care

- Undertake standard clinical duties, including supervision of registrars during surgery and the performance of routine surgical procedures under the direction of Consultant Urologists. This may include occasional replacement of registrars during periods of leave.
- Provide direction and support to resident medical staff regarding ward responsibilities, with a particular focus on postoperative patient care and outpatient clinic attendance.
- Deliver comprehensive inpatient and outpatient urology care in accordance with best practice standards and within the Fellow's approved scope of practice.
- Participate in the Unit's on-call and consultative roster, ensuring timely and appropriate specialist advice and intervention.
- Support the Director of Urology in fostering a culture of clinical excellence, continuous improvement, and patient safety within the Unit, including active participation in open disclosure where required.
- Engage in multidisciplinary clinics and meetings to ensure coordinated, collaborative care planning and decision-making for patients.
- Participate in clinical research projects, surgical audit, and scholarly activities within the Urology Unit.
- Contribute to the auditing and review of clinical practices, identifying opportunities to improve patient outcomes and care pathways.
- Attend and contribute to Divisional forums including Surgery Audits, Surgical Grand Rounds, Medical Outcome Review Committee, and the Divisional Quality, Safety and Risk Committee, as required.

### Talented, Capable and Engaged People



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- Contribute to a high-performing, collaborative, and respectful Unit culture that attracts, retains, and supports talented clinical staff.
- Provide clinical leadership and mentorship, supporting staff through periods of change, fostering resilience, and promoting professional development.
- Support workforce planning and operational requirements, including contribution to position descriptions, duty allocations, and medical staff rosters as directed by the Urology Director.

## Teaching, Training and Research

- Actively participate in undergraduate and postgraduate teaching and training activities at Austin Health.
- Support and contribute to clinical and translational research within the Urology Unit, including participation in research design, execution, and dissemination of findings.
- Assist in the development of research capacity within the multidisciplinary team and foster integration of research outcomes into clinical practice.
- Supervise and mentor junior medical, including participation in performance appraisal, feedback, and skills development.
- Engage in regular clinical audit and service evaluation to support evidence-based improvements in patient care and clinical outcomes.

## All Employees:

- 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 principals of patient centred care
- Comply with Austin Health mandatory training and continuing professional development requirements
- Work across multiple sites as per work requirements and/or directed by management

## Selection criteria

### Essential Knowledge and skills:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA)- (note eligible applicants will be assisted through this process)
- Hold a Fellowship of the Royal Australasian College of Surgeons or its equivalent.
- Have appropriate training and experience applicable in the field of Urology.
- Clear ability to manage the complex issues that pertain to access, patient flow and discharge practice across all aspects of patient care.



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- Superior understanding of Clinical Governance and a passion for providing exceptional patient care.
- Demonstrated excellent organisational and management skills.
- Evidence of advanced communication skills including the ability to influence and liaise with a wide range of stakeholders.
- A commitment to excellence in developing and improving performance in Urology at Austin Health.
- A clear focus on engagement, teamwork and collaboration.
- 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.
- A sound understanding of information technology including clinical systems and applications relevant to the management of rostering and risk management reporting or as required for the role and/or department.

### Professional qualifications and registration requirements

- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Hold a Fellowship of the Royal Australasian College of Surgeons 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:



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- 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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