
Position Description

Position Title:	Medical Scientist
Salary Range:	Grade 2 - Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement (EA) 2017-2021
Reporting Manager:	NIPT Head of Laboratory
Direct Reports:	Group Leader, NIPT Laboratory
Home Group:	Reproductive Genetics

Who are we?

Victorian Clinical Genetics Services (VCGS) is a not-for-profit subsidiary of the Murdoch Children's Research Institute www.mcric.edu.au and provides a wholly integrated genetic testing, diagnostic and counselling service for health professionals, patients and their families across Victoria, Australia and globally. Our clinical geneticists and genetic counsellors work in close consultation with our medical scientists to provide the most accurate interpretation for complex genetic tests. VCGS also plays a pivotal role in research and development, driving translational research and policy development in the field of genetics.

What is it like to work for us?

We are committed to ensuring a positive working environment that values all backgrounds and experiences. We cultivate an inclusive culture that is underpinned by equal opportunity for all and a culture based on respect, consideration and dignity. We are also committed to developing our people and fostering an environment where learning and development is central to our staff reaching their full potential.

Position Overview

The non-invasive prenatal testing (NIPT) laboratory provides an expanded prenatal screening service based on massively parallel sequencing (MPS) of cell-free DNA (cfDNA) isolated from maternal plasma. The laboratory has a commercial focus and aims to produce high quality test results in a rapid manner. The laboratory service is supported by a team of genetic counsellors who provide educational and clinical support to patients and their doctors. In addition to its commercial focus, the laboratory aims to be an innovative leader in the provision of cfDNA analysis at a national and international level.

The role involves input into all aspects of NIPT testing from sample receipt through to data analysis, report generation and report validation. A thorough understanding of acceptable QC for sample processing and patient data analysis is required. The role's primary focus will be on analysis, interpretation, and reporting of genome-wide NIPT results.

Key Accountabilities

- Acting as a point of reference in the NIPT Laboratory
- Performing daily analysis, interpretation, report writing and validation of genome-wide NIPT results
- Providing professional and appropriate advice on scientific and clinical matters to stakeholders
- Providing assistance and support to NIPT Group leader/Team leaders
- Liaising with Genetic Counsellors/Clinicians/Referring Doctors regarding patient samples and test results
- Performing test procedures
- Monitoring the performance and operation of laboratory equipment according to standards set out in laboratory manuals
- Providing support to VCGS Pathology laboratories as required
- Having a full knowledge and practical experience of all day to day procedures carried out in a Diagnostic laboratory.
- Meeting targets within required timeframes, displaying good organisational, time management and prioritisation skills
- Participating in internal and external quality control and assurance programs, continual quality improvement.
- Actively participate in the scientific and educational activities of the laboratory
- Monitoring supplies of laboratory consumables
- Maintaining laboratory statistics

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- Assisting in research and development, including method validation, establishment of cut-offs and follow-up procedures in order to maintain the optimum standard of laboratory service.
 - Participating in staff or student training and supervision
 - Ensuring consumers are able to exercise their rights and responsibilities e.g. adherence to MCRI Privacy policies / proper records kept to track samples
 - Being responsive to patient and family complaints and concerns.
 - Participating in Research & Development translation plans and outcomes including identification of opportunities
 - Providing and demonstrate leadership capabilities, responsibility for laboratory staff
 - Workplace compliance with Australian Standards and accept the delegated responsibility
 - Performing tasks without direct supervision on a wide range of diagnostic tests or procedures, and or work which requires specialised knowledge.
 - Willingly taking on projects relevant to the position
 - Exercise initiative and offer suggestions for improving processes
 - Involving others in the identification of change initiatives and the implementation process
 - Giving internal and external presentations as required according to specific expertise
 - Membership of a limited number of committees relevant to the group's outputs
 - Engaging in the campus culture including professional development activities and attending internal/external campus conferences and seminars
 - Complying with any and all relevant Environmental Health and Safety (EHS) policies, procedures and work practices and participate in training and other health and safety activities where required.
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Selection Criteria

Essential

- Bachelor of Science or Bachelor of Applied Science and/or Honours
- Demonstrated experience and competence in the performance and understanding of a range of genetic/genomic diagnostic tests or procedures, or of complex and specialised tests
- Knowledge/experience in cytogenetic prenatal diagnosis
- Demonstrated ability in giving professional advice within and outside the laboratory on appropriate scientific and clinical matters relevant to experience and grading
- Excellent time management, organisational and analytical problem-solving skills
- Demonstrated excellent verbal and written communication skills

Desirable

- Membership of HGSA (MHGSA) qualification or equivalent
 - Experience with copy number analysis and curation (by microarray or sequencing)
 - Previous employment in an NATA/IANZ accredited cytogenetics laboratory
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Conditions of Employment

- Working with Children & National Police Clearance (if appointed) in compliance with the Victorian Governments Child Safety Standards
 - The right to reside and work in Australia and you meeting any applicable visa conditions
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Health, Safety & Wellbeing

- We are committed to providing and maintaining a working environment which protects the health, safety and wellbeing of our people, partners and the community.
 - Employees conducting duties on behalf of VCGS are expected to meet the environment, health and wellbeing requirements and responsibilities specifically required for the role.
 - We are committed to supporting children in their right to be safe and adhere to the responsibilities we have to ensure their protection and safety as per the Child Safety Standards Policy.
 - Specified positions may be subject to medical review to ensure that the inherent requirements of the role can be undertaken safely.
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