



Position Description

Position title:	Medical Scientist
Salary range:	VCGS Medical Scientist Salaries – Grade 1 - Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement (EA) 2021-2025
Reporting manager:	Head of Clinical Genomics
Direct reports:	TBD
Home group:	VCGS Clinical Genomics

Who we are

Victorian Clinical Genetics Services (VCGS) is a not-for-profit subsidiary of the Murdoch Children's Research Institute. We provide a wholly integrated genetic testing, diagnostic and counselling service for health professionals, patients, and their families across Australia and New Zealand.

Our clinical geneticists and genetic counsellors work closely with our medical scientists to provide the most accurate interpretation for complex genetic tests. VCGS also plays an important role in research and development, driving translational research and policy development in genetics.

Our values

People at VCGS follow our values



Value people first

People are at the core of our business. We lead with empathy. We display compassion and respect towards each other, our patients and the community.



Build trust

We communicate and act with transparency, sincerity, and truthfulness in all aspects of our work.



Pursue excellence

We share a commitment to delivering high-quality, sustainable science and services. We acknowledge mistakes and encourage each other to learn and grow.



Be innovative

We encourage curiosity, collaboration and critical thinking. We value new ideas, and continuous improvement.

Position Overview

The Victorian Clinical Genetics Service has a long history of delivering high quality genetic and genomic testing to individuals across Victoria, Australia, and internationally. A core strength, especially in the delivery of complex genomic testing, is derived from our multi-disciplinary approach where clinicians and scientists work hand in hand with genetic counsellors, bioinformaticians, and genetic pathologists to analyse and interpret test results and constantly develop, review and refine new and existing approaches to service delivery.

The Medical Scientist works as part of a collaborative team to analyse clinical cases based on genetic and genomic assays. Working with the Section Leader and Clinical Genomics Head, you will help deliver world-leading genetics and genomics services, including pre and early pregnancy genetic screening. The position covers all aspects of the testing procedure, from specimen reception and sample processing to variant data analysis and curation, data storage, report generation, LIMS integration, regulatory compliance and quality management. The role focuses on the generation of data and collection of evidence used to derive interpretative clinical reports. The Medical Scientist efficiently manages their workloads to ensure optimal quality (including TATs) and performance standards are adhered to. The role may also require training staff or trainees, trouble-shooting methods or equipment and managing workloads in the team environment. It is also expected that you will assist, as required, in research and development, including method validation and establishment of new services.

The position will willingly, adaptively and collaboratively work across all areas of genetic and genomics testing services and rotate into different teams as operationally required and/or directed by supervisors.

Key Accountabilities

- Gather evidence for analysis, assess quality of assay data and interpret genetic and genomic test results
- Report writing
- Discuss complex and/or difficult cases with team leaders, section leaders, genetic counsellors, clinical genetics fellows
- Assist with coordination and running of CRM (case review meeting) and other laboratory meetings.
- Present data/results at multi-disciplinary team meetings
- Adhere to as well as maintaining all documentation and record keeping in accordance with NPAAC/NATA requirements
- Maintain proficiency in all genetic and genomic assays and procedures relevant to current work.
- Participate in internal and external quality control and assurance programs and measures of continued quality improvement
- Provide support to within this and other Divisions as required
- Actively participate in the scientific and educational activities of the Division
- Willingly rotate into other VCGS work areas as operationally required and directed
- Perform tasks independently or with minimal supervision on a wide range of diagnostic tests or procedures, and or work which requires specialised knowledge

Selection Criteria

- Bachelor of Science or Bachelor of Applied Science and/or Honours and/or Masters
- Eligible for a Graduate Membership of the Australian Institute of Medical Scientists
- A minimum of 3 years employment in an IANZ/NATA accredited molecular genetics laboratory or in any other laboratory with a demonstrable focus on clinically relevant genetics/genomics research is preferred but not essential
- Knowledge of molecular basis of human disease
- Knowledge of genomic techniques and methodologies of the following is preferred:
 - mtDNA NGS analysis and interpretation
 - Exome/Genome variant prioritisation
 - Exome/Genome variant analysis and interpretation
- Excellent work ethic, high initiative and meticulous attention to detail with low analytical error rate.
- Strong commitment to achieve and maintain highest laboratory and professional standards.
- Excellent written and verbal communication skills

- Ability to work efficiently and professionally both as an individual and as part of a team

Conditions of employment

- Keeping children safe is our highest priority. We maintain rigorous safeguarding standards and employ comprehensive screening processes to ensure the safety of the children we work with. This includes mandatory screening processes for all successful candidates, including:
 - Valid Working with Children Check (or equivalent)
 - Satisfactory criminal record check
- The right to reside and work in Australia and you meeting any applicable visa conditions

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 Policy
- The Institute is committed to the safety of children and young people, and takes a zero-tolerance approach to all forms of child abuse, exploitation and harm. The Institute prioritises child safety in our decision-making at all levels of the Institute and supports our employees to understand and enact their safeguarding responsibilities
- We are committed to a diverse, inclusive workplace where all staff are supported to reach their full potential, regardless of gender, career status, age, disability, cultural background, religion or sexual orientation. Staff contribute to campus efforts in gender equity, diversity, inclusion and wellbeing through participation, active learning and by role modelling our values
- Specified positions may be subject to medical review to ensure that the inherent requirements of the role can be undertaken safely

As VCGS evolves to meet its changing strategic & operational needs and objectives, so will the roles required of its employees. As such, this document is not intended to represent the position which the occupant will perform in perpetuity. This position description is intended to provide an overall view of the incumbent's role as at the date of this statement.