MODEL POSITION DESCRIPTION
Clinical Scientist

Primary Objectives

The Clinical Scientist:

- Will work collaboratively with pathologists as part of the clinical team, undertaking a specialised scientific role, combining problem solving with clinical interpretation and extensive scientific expertise and leadership.
- May be responsible for delegated clinical supervision of testing, validation of complex reports, identification of results requiring urgent action or referral to a pathologist when appropriate and providing scientific laboratory advice to clinicians and other health care professionals when appropriate.
- May be in-charge of a laboratory and/or providing supervision to one or more laboratories, supporting clinical governance.
- Provides a senior leadership role contributing to strategic planning and organisational objectives and planning including implementation of new and high-level programs.
- Plays a key clinical advisory role in regulatory compliance, quality management, risk management, supervision of quality improvement initiatives, instrument and method selection, validation and ongoing monitoring.
- Will be involved in the design of training, competency and education of laboratory staff, and delivering training for senior scientific staff and medical staff including trainee pathologists.
- May be involved in translational research and the evaluation or development of new assays and bringing these into clinical use in collaboration with pathologists and other clinicians.

Key Accountabilities / Relationships

- Reporting lines through clinical and scientific structures.
- Works collaboratively with management in relation to providing effective clinical governance.
- Works collaboratively with internal and external stakeholders, including clinicians, professional bodies, and national pathology networks, to support high-quality diagnostic services.
- Provides independent expert clinical advice to clinicians, with limited or indirect professional oversight where such advice falls within their scope of practice and relates to the interpretation of laboratory tests and results. Clinical advice must not relate to treatment or patient management.

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PO Box 334 St Ives NSW 2075
P: 1300 471 742 **E:** contact@publicpathology.org.au **W:** publicpathology.org.au

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Key Responsibilities

1. **Clinical Science and Supervision**
   - Collaborate and assess current directions in diagnosis and work with pathologists, and senior scientific staff to develop programs to improve services.
   - Within the scope of expertise, and in collaboration with pathologists, use professional judgement to provide clinical interpretation of laboratory tests, assisting clinicians with diagnostic testing strategies, as a member of the team providing clinical care.
   - Provide expert specialist advice and contribute to the daily review of patient results, including assessing complex information and identifying training and development opportunities for scientists.
   - Represent the organisation and contribute authoritative clinical scientific expertise to clinical groups both in hospitals and in the community.
   - Responsible for delegated clinical supervision aligned with the NPAAC *Requirements for Supervision in the Clinical Governance of Medical Pathology Laboratories*.
   - Contribute to strategic planning and development of organisational priorities.
   - Contribute to scientific leadership in the introduction of new instruments, tests and methods including preparing scoping requirements, business cases, tender evaluation, and all steps in the implementation of new methods of equipment locally or statewide (e.g. policies, procedures, validation or verification studies, piloting, designing workflow).

2. **Education and Training**
   - Contribute to the education and training of health professionals including trainee pathologists, registrars, senior scientists and trainee clinical scientists.
   - Advise on the design of structured training, competency assessment and education modules.
   - Lead, provide expert specialist advice to, and participate in scientific activities of relevant professional bodies, societies and educational institutions at state, national and international level.
   - Undertake comprehensive and critical literature reviews of clinical pathology data and information to inform clinical advice and pathology advancement.
   - Maintain expert scientific and clinical knowledge by participating in an approved continuing professional development (CPD) program including peer review.

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3. **Research and Innovation**
   - Contribute to strategic research direction including assessing business opportunities, writing grant applications, providing advice on departmental research programs and active horizon scanning for new developments to provide better quality services.
   - Provide expert specialist advice and significant contributions to the research programs of clinician and academic researchers.
   - May participate in translational research and service innovation projects, specifically research and test development for new assays and bringing new developments into clinical use in their specialist fields.
   - May undertake scientific research, including the evaluation of scientific literature, to introduce new scientific procedures or solve diagnostic or therapeutic problems within their field.
   - Analyse data and information, publish research papers in peer reviewed journals, protect Intellectual Property and present research findings at national and international scientific meetings.

4. **Regulatory Compliance and Quality Governance**
   - Provide clinical scientific input into work practices and recommend changes based on evidence-based laboratory practices to improve quality and develop implementation pathways
   - Clinical scientific leadership role in the application of Quality Management principles in accordance with appropriate regulatory frameworks
   - Provide clinical scientific leadership in the review of application of the principles of internal quality control and external quality assurance programs and liaise with laboratory leaders for resolution of problems that may arise

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Knowledge, Skills and Experience

Essential Minimum Requirements

Educational/Vocational Qualifications

Fellowship of the RCPA Faculty of Science, or other relevant fellowship by examination, with at least 5 years of relevant medical laboratory experience, or qualifications that would meet NPAAC laboratory supervision requirements in the NPAAC *Requirements for Supervision in the Clinical Governance of Medical Pathology Laboratories*.

Personal Abilities/Aptitudes/Skills

- Demonstrated leadership skills to effectively lead, manage, and motivate people as well as participate within a team to achieve objectives.
- Highly developed written and verbal communication and interpersonal skills.
- Demonstrated ability to work in a specialised field by adapting precedents and making significant departures from traditional approaches; applying high-level strategic, conceptual, analytical and creative skills to initiate and execute service improvement in response to organisational requirements and customer needs.
- Demonstrated commitment to client support with a high level of negotiation and influencing skills. The ability to develop and maintain strong collaborative relationships with internal and external stakeholders and interact professionally with a diverse range of people at all levels.
- Demonstrated ability to develop and translate assays and improvements into clinical use efficiently and cost-effectively while maintaining high levels of excellence.
- Research skills and the ability to apply a research methodology to initiatives and problems.
- Demonstrated strategic planning skills and professional networks in a speciality of pathology relevant to the position, and a thorough understanding of the role and function of public pathology laboratories within Australia.
- Ability to provide professional opinion to clinicians on the clinical significance of diagnostic findings.
- Ability to work with clinicians and advise on testing strategies and interpretation.
- Ability to establish and maintain workplace training programs for education and training.
- Ability to work independently and as a member of a team with limited supervision.
- Demonstrated ability to contribute at a senior level to professional and service level changes across the organisation.
- Demonstrates accountability and responsibility for own professional practice ensuring compliance with clinical governance, quality and safety standards.

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Experience

- Extensive experience in leading and overseeing the strategic planning, development and implementation of critical and complex diagnostic interpretive services, programs and projects including leading, managing and overseeing the clinical interpretation of laboratory tests and providing expert scientific analytical advice to pathologists and senior scientific staff.
- Demonstrated leadership, research, publication history and innovation in the laboratory.
- Demonstrated experience in the development and implementation of diagnostic methods in a pathology service.
- Demonstrated experience with the implementation of quality improvement and risk management including an understanding of the relevant legislative and regulatory requirements in healthcare.
- Experience in providing clinical interpretation of laboratory tests in their area of discipline expertise.
- Experience in assisting clinicians with diagnostic testing strategies in their area of discipline expertise.
- Experience in providing a high level of advisory and consultancy service to executive and management on a range of technical and scientific requirements.
- Experience in using complex software for data analysis.
- Experience in report writing.
- Experience with national committees to develop policy, planning and other initiatives.

Knowledge

- Extensive knowledge of the operation of the laboratory and clinical practices in their area of discipline expertise.
- Comprehensive knowledge of current national and international trends within their area of discipline.
- Advanced knowledge and operating competency with Laboratory Information Systems, Microsoft Office applications and Quality Management Systems and proven data analysis skills.
- Knowledge of contemporary human resource management principles, in particular equal opportunity, diversity, occupational health and safety, ethical behaviour and professional development.
- Knowledge of NATA/RCPA and quality systems accreditation requirements.
- Knowledge of the regulatory environment for pathology.

Version	Endorsement	Date	Notation	Review Date
Draft	Workforce & Training SIG/ Chief Pathologists	21 July 2026	First version	2027
1	PPA Board	21 August 2026	First version	2027

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