



Statewide Clinical Support Services (SCSS)

ROLE DESCRIPTION

Role Title:	Lead Implementation Scientist
Classification Code:	MeS-3
LHN/ HN/ SAAS/ DHW:	Statewide Clinical Support Services (SCSS), CALHN, SA Health
Hospital/ Service/ Cluster:	SA Pathology
Division:	SCSS
Department/ Section/ Unit/ Ward:	Biochemical Genetics, Genetics and Molecular Pathology
Role reports to:	Directorate Manager and Biochemical Genetic Pathologist, Genetics and Molecular Pathology
Role Created/Reviewed Date:	March 2024
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

The Senior Implementation Scientist provides expertise in mass spectrometry to the Biochemical Genetics laboratory, with particular emphasis on support of the statewide Screening and Metabolic Laboratory services. The incumbent will take responsibility for the provision of Biochemical Genetics mass spectrometry services, synthesis/preparation of isotopic & non-isotopic standards and calibrations and undertake translational research and development activities in relation to the provision of improved Neonatal Screening, Metabolic and other diagnostic services.

Key Relationships/ Interactions:

Internal

- > Interacts closely with personnel at all levels on a daily basis within SA Pathology regarding specimens, tests, results and equipment.

External

- > Communicate with clients regarding specimens, testing and results.
- > Exchange of information with requestors and personnel from other Pathology providers to retrieve samples, answer queries and provide test-related information.
- > Interacts with clinicians and suppliers.
- > Membership of national or international societies of Mass Spectrometry and involvement in the professional development of scientists in the field of clinical chemistry and mass spectrometry.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Being aware of and providing up to date analytical methods that employ mass spectrometry.
- > Responsibility for coordination of the Mass Spectrometry services within Biochemical Genetics
- > Providing cost efficient solutions with high capital cost mass spectrometer equipment
- > Keeping up to date with the latest developments in the applications of mass spectrometry

Delegations:

- > No Financial Delegation in accordance with SCSS Delegations

Key Result Areas and Responsibilities

Key Result Areas	Major Responsibilities
Leadership	<ul style="list-style-type: none"> > Responsible for the scientific operation of the Biochemical Genetics mass spectrometry instruments including the applications and utilisation of mass spectral analytical assays for the department. > To provide expert advice on, and where necessary supervise the development of, the required analytical procedures utilising mass spectrometry. > Manage the operating budget of the mass spectrometry section and to monitoring expenditure against activity or consumable procurement. > Work with external groups requesting mass spectrometry services and where required in collaboration with various scientific programmes of the Department. > Establish and maintain a culture of the highest levels of quality within the laboratory. > Monitor and review laboratory performance and reporting this to the management team. > Ensure that work practices meet the regulatory requirements. > Determine work priorities and maintain an efficient and effective work flow. > Exercise professional judgement the execution of duties. > Ensure systems are in place for effective communication. > Communicate changes of policies, procedures and protocols to staff. > Act as a resource person on relevant scientific and technical matters. > Responsible for the efficient management of designated staff and accepting professional responsibility for standards of work undertaken. > Participate in the selection process, commissioning and management of equipment. > Participate as a member of relevant committees.
Service Provision	<ul style="list-style-type: none"> > Perform routine and complex diagnostic tests and reporting across multiple disciplines according to worksite requirements. > Ensure that a high standard of analytical performance and test throughput are achieved and maintained. > Develop, implement and maintain laboratory documents and procedures. > Develop, supervise and participate in training and continuing education programs by: <ul style="list-style-type: none"> ○ Participate in the selection, supervision and training of scientific and technical staff and ensuring that competencies are monitored to the levels required; ○ Train and supervise staff in the application of procedures.

	<ul style="list-style-type: none"> > Review, follow up and resolution of received feedback. > Responsible for the performance of routine and complex tests. > Communicate with clients to resolve issues related to testing and interpretation. > Communicate with Pathologists to ensure needs of the Discipline are met. > Develop effective maintenance protocols and ensure that equipment is fully maintained and operational at all times. > Supervise the provision of the screening and diagnostic services to the mass spectrometry > Supervise and synthesise unlabelled and radio-labelled substrates to be used throughout the Department for the diagnosis of metabolic disorders > Undertake the preparation of stable isotope-labelled and non-labelled compounds for use as reference standards in chromatographic analysis > Where appropriate, act in a supervisory role to provide mass spectrometry data for the validation and confirmation of analytical data obtained by other Sections of the Department > Develop analytical procedures including the sample preparation, mode of instrumentation operation and nature of mass spectrometry and facilitate the translation into the neonatal screening laboratory > To be aware of the latest developments in the field of mass spectrometry and isotope technology, particularly in the field of metabolic disease > Initiate and conduct research programmes for the study of inherited metabolic disease and other disorders of interest using mass spectrometry and allied techniques > To assist in the preparation and submission of research grant applications which include the use of mass spectrometry. > Communicate new screening test development within the Department and collaborate in further testing requirements > Communicate the results of test procedure development and research activities at various professional societies meetings and to publish results in medical and scientific literature > To contribute to the specialised consultancy services provided by the Department, particularly in the area of metabolic disorders, by providing expert advice
Quality Management	<ul style="list-style-type: none"> > Implement and analyse systems and practices to assist in ensuring that the laboratory maintains accreditation standards. > Implement and lead the active participation in the application of Quality Management principles in accordance with appropriate regulatory framework. This includes: <ul style="list-style-type: none"> ○ Procedural audits and reviews as directed ○ Implementation of new methods and procedures ○ Ensuring acknowledgement of relevant procedural updates ○ Ensuring appropriate and immediate reporting of incidents, errors and complaints ○ Participate in risk management and continuous quality improvement activities as part of day to day work practices. > Maintain and apply the principles of internal quality control and external quality assurance programs and solve problems that may arise. > Action and follow up of manufacturers recalls.

Professional Development	<ul style="list-style-type: none"> > Implement and lead programs of staff training and development. > Provide staff with educational resources. > Participate in professional development activities and remaining informed about current developments in medical laboratory science. > Assist with the training of staff in current and new methodologies. > Encourage the ongoing development of staff within the discipline by initiating and authorising staff development projects, establishing deadlines and monitoring and reviewing staff performance.
Work Health & Safety	<ul style="list-style-type: none"> > Contribute to Work Health and Safety within SA Pathology by taking reasonable care to protect personal health and safety of other staff, wear protective clothing and use safety equipment as directed. > Report incidents and risks in a timely manner. > Handling and processing of biological hazardous samples. > Collaborate with senior staff in resolution of issues and mitigation of risks. > Complete mandatory training obligations including emergency evacuation and fire training.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

[The Requirements for Supervision in the Clinical Governance of Medical Pathology Laboratories \(Fifth Edition 2018\)](#) by the National Pathology Accreditation Advisory Council (NPAAC), defines a scientist as a person with competence to perform the functions required and who is authorised to perform these functions. A medical scientist must possess one of the following qualifications:

- a. A degree at Australian Qualifications Framework level 7 awarded from a university in Australia with >70% of subjects relevant to the field of pathology of a 3-year degree*
- b. A degree at Australian Qualifications Framework level 7 with subjects relevant to the field of pathology awarded by an overseas tertiary institution if the qualification is assessed as equivalent to a degree accredited by the Australian Institute of Medical Scientists*
- c. An associate qualification conferred by the Australian Institute of Medical Technologists before 1 December 1973.*

Personal Abilities/Aptitudes/Skills:

- > An ability to lead, motivate and develop staff.
- > A high level of relevant scientific expertise.
- > High level analytical skills.
- > Accept accountability and responsibility for own practice.
- > Demonstrate excellent communication, critical thinking, organisational and problem-solving skills.
- > Ability to establish priorities and adapt to changing work demands.
- > Exercise effective time management skills.
- > Ability to evaluate, develop and implement new techniques and procedures.
- > Ability to provide high level of personal, oral and written communication skills with professional and other staff at all levels, from both internal and external sources.
- > Ability to collaborate with diagnostic and research personnel.
- > Function as a proactive team member and be able to communicate openly and honestly.
- > An ability to work autonomously.
- > A high level of interpersonal skills.
- > Must be able to demonstrate a positive commitment to customer service.
- > An ability to operate effectively under pressure.
- > Ability to plan for the future to achieve organisational objectives.
- > Ability to manage and optimise complex workflow

Experience:

- > Experience in the leadership and training of staff.
- > Extensive diagnostic pathology laboratory experience.
- > Demonstrated high levels of expertise in the interpretation and reporting of tests in a complex laboratory environment.
- > Experience in the interpretation, monitoring, evaluation and management of quality control and assurance.
- > Experience in the use of various software applications.
- > Experience in Organic Chemistry, Analytical Chemistry and/or Biochemistry
- > Experience in mass spectrometry

- > Experience in complex chemical syntheses

Knowledge:

- > Specialised knowledge in a relevant medical laboratory discipline.
- > Knowledge of computer applications for analysis of laboratory data.
- > Extensive knowledge of quality procedures.
- > Knowledge of Work Health and Safety practices.
- > Knowledge of laboratory reporting and management systems.
- > Knowledge of chromatography and mass spectrometry methods

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > BAppSc (Med Lab Sc) or equivalent qualification accepted as suitable for full professional membership of an appropriate professional society (AIMS- professional membership, HGSA – full membership, ASC - non-medical membership, AACB- Associate Member, ASM - professional membership.
- > Post Graduate qualifications in a relevant field.

Personal Abilities/Aptitudes/Skills:

- > Ability to identify factors that impact team and individual performance.
- > Ability to communicate effectively at a national and international level
- > Ability to develop and evaluate diagnostic techniques
- > Proven track record of working independently
- > Ability to show initiative and motivation in the performance of duties
- > Ability to work with staff at all levels
- > Proven track record of time management skills

Experience:

- > Experience in the provision of a quality client service and dealing with client requirements.
- > Post-doctoral experience in analytical chemistry, organic chemistry and/or biochemistry
- > Extensive experience in tandem mass spectrometry, UPLC and HPLC mass spectrometry
- > Synthesis of isotopic/radio-labelled compounds
- > Preparation of reference standards for use in Liquid Chromatography and Mass Spectrometry
- > Experience with maintenance and troubleshooting of analytical equipment

Knowledge:

- > Recognised knowledge in one or more disciplines of diagnostic pathology.
- > Extensive knowledge of computer applications in diagnostic pathology.
- > Knowledge of multiple pathology disciplines
- > An extensive practical and theoretical knowledge in mass spectrometry and its applications in clinical chemistry and a solid understanding of organic synthesis
- > Requirements for the accreditation of a diagnostic testing laboratory.

Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided the a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

Genetics and Molecular Pathology is a diverse, rapidly evolving area in clinical practice and diagnostic investigative pathology. Its aim is to understand the genetic basis of both inherited and acquired diseases. To that end, the Directorate brings together committed professionals in the areas of biochemical genetics, molecular pathology, cytogenetics, clinical genetic services and research across the three main metropolitan hospitals. Our vision is the provision of high-quality genetic health care for all South Australians. We aim to execute this vision through a strong customer focus, exemplary ethical practice and continued research excellence.

Values

Statewide Clinical Support Services Values

Within SCSS our people are at the heart of what we do. We are committed to building a strong, vibrant culture and place to work, and to providing high-quality care to our patients and consumers that demonstrates our values in action. Our five core values are Integrity, Compassion, Accountability, Respect and Excellence (ICARE):

Integrity:	We are honest, consistent and act fairly. We make evidence-based decisions that are in the best interests of the South Australian community.
Compassion:	Patients and consumers are front of mind in everything we do, and we approach care for others with empathy and kindness. We provide an environment that is safe and caring and we will support each other at all times.
Accountability:	We take ownership of our responsibilities and actions. We own our mistakes and take proactive measures to find effective solutions. We demonstrate our values in our actions and behaviours
Respect:	We foster a culture that is respectful of our consumers, patients and each other. We value diversity and everyone's input and demonstrate trust in each other.
Excellence:	We complete and promote work of the highest standard. We challenge the normal way of doing things to ensure continuous improvement and we seek consumer input to represent the diversity of our community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name:

Signature:

Date: