

## ***Position Description: Radiation Oncologist***

Business area: Clinical

FTE: As per Conditions of Employment

Reports to: General Manager Cancer Care

<b>Our Vision</b>	Leading cancer care in Aotearoa – we bring inspiration and innovation together to positively impact the lives of New Zealanders.
<b>Our Mission</b>	To be the patient's choice for world class cancer care delivered by people with passion.
<b>Our Values</b>	<p>Excellence</p> <ul style="list-style-type: none"> <li>We deliver outstanding care to our patients with a focus on continuous improvement.</li> </ul> <p>Resilience</p> <ul style="list-style-type: none"> <li>We are flexible and responsive to the needs of our patients and our people.</li> </ul> <p>Collaboration</p> <ul style="list-style-type: none"> <li>We work in partnership with our patients, their whanau, and our staff.</li> </ul> <p>Integrity</p> <ul style="list-style-type: none"> <li>We act with authenticity and to the highest standard of performance and conduct.</li> </ul>

### ***Position Objective:***

*Provide safe technical expertise during the implementation phase of the MR Linac including:*

- 1. Development of protocols for use of the MR Linac*
- 2. Training for staff in use of the MR Linac*
- 3. Patient care*

### ***Functional Relationships:***

<b>Internal:</b>	<b>External:</b>
<ul style="list-style-type: none"> <li>General Manager</li> <li>Practice Manager</li> <li>Clinical Director Radiation Oncology</li> <li>Clinical Director Medical Oncology</li> <li>Consultant Oncologists</li> <li>Clinical Leader Radiation Therapist</li> <li>Clinical Leader Medical Oncology</li> <li>Medical Physicists</li> <li>Radiation Therapists</li> <li>Other St George's staff</li> </ul>	<ul style="list-style-type: none"> <li>Clinicians</li> <li>Allied health professionals</li> <li>Patients and support persons</li> <li>Cancer Society</li> </ul>

## ***Position Description: Radiation Oncologist***

### *Key Areas of Accountability:*

<b>Area of Accountability</b>	<b>Expected Results</b>
<b>Implementation of the MR Linac</b>	<ul style="list-style-type: none"> <li>• Develops protocols for safe use of the MR Linac</li> <li>• Provides training to radiation therapists and other clinical staff in safe use of the MR Linac</li> <li>• Builds and maintain effective relationships with key internal and external users, promoting the use of the MR Linac</li> </ul>
<b>Professional Practice</b>	<ul style="list-style-type: none"> <li>• Provides comprehensive scope of clinical radiation oncology care of patients</li> <li>• Is available to all appropriate medical surgical and oncology colleagues and other disciplines for patient consultations</li> <li>• Performs the full range of general radiation oncology duties (clinical assessment, tumour delineation, dosimetry review, on treatment review and appropriate imaging review and patient follow-up in a timely manner</li> <li>• Provides prompt, relevant and quality advice to patients referred for a specialist oncology opinion</li> <li>• Ensures patients are well informed of options available to them and promotes patient-centred care</li> <li>• Promotes an inter-professional model of practice</li> <li>• Contributes to specific tumour site R&amp;D initiatives with appropriate local, national and international collaboration</li> <li>• Ensures patient records are comprehensive, accurate and up to date</li> <li>• Letters and reports are completed and dispatched in a timely manner</li> <li>• Maintains confidentiality of patient information and documentation</li> </ul>
<b>Interpersonal Relationships/Leadership and Teamwork</b>	<ul style="list-style-type: none"> <li>• Maintains approachability and an open, effective communication style.</li> <li>• Models St George's Cancer Care vision, values and goals.</li> <li>• Respects lines of authority and uses proper channels of communication.</li> <li>• Is open and receptive to feedback.</li> <li>• Establishes collaborative networks across teams for mutual benefit.</li> <li>• Collaborates with peers to achieve strategic goals.</li> <li>• Reinforces patient/client focus through education, practice, policies and/or procedures.</li> <li>• Recognises individual efforts in excellent patient/client focus.</li> <li>• Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need.</li> <li>• Empowers others to take action to resolve patient/client issues promptly</li> <li>• Creates a culture of patient/client focus through person-centered care.</li> <li>• Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Participates actively in quality improvement activities by planning, implementing and evaluating improvements.</li> <li>• Initiates, participates in design and evaluates audits and applies outcomes to improve service provision.</li> <li>• Participates actively in Ministry of Health Certification and Accreditation process.</li> <li>• Documents and reports incidents accurately in accordance with hospital policy.</li> </ul>

## ***Position Description: Radiation Oncologist***

<b>Area of Accountability</b>	<b>Expected Results</b>
	<ul style="list-style-type: none"> <li>Participates actively in the development/review of policies and procedures.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Maintains and continuously updates professional portfolio.</li> <li>Maintains own professional development and mandatory updates.</li> <li>Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation .</li> <li>Identifies own learning requirements/deficits and develops a plan in conjunction with line manager.</li> <li>Demonstrates and facilitates contemporary knowledge and skills.</li> <li>Understands and adheres to all legislative requirements and follows St George's Hospital policies and procedures.</li> <li>Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation.</li> <li>Identifies own learning requirements/deficits and discusses development plan with Manager.</li> <li>Attends CPR updates and familiarises self with emergency equipment.</li> <li>Attends relevant study days and in-service education.</li> <li>Fosters an environment conducive to learning, enquiry and research.</li> <li>Participates in approved research programmes as requested.</li> </ul>
<b>Organisational Culture</b>	<ul style="list-style-type: none"> <li>Promotes harmonious working relationships .</li> <li>Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for customer focus.</li> <li>Assists in facilitating positive inter-departmental relationships.</li> <li>Maintains confidentiality in respect to CCC's operations, business, employees, clients and patients.</li> <li>Models CCC's values</li> <li>Adheres to St George's policies and procedures.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>Understands and has knowledge of Te Tiriti o Waitangi.</li> <li>Collaborates with colleagues regarding the integration of Te Tiriti principles in practice.</li> <li>Displays a willingness to work positively with organisational strategies to improve outcomes for Māori.</li> </ul>
<b>Cultural Safety</b>	<ul style="list-style-type: none"> <li>Promotes an awareness of cultural differences amongst colleagues and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice</li> </ul>
<b>Health &amp; Safety</b> To ensure a safe working environment	<ul style="list-style-type: none"> <li>Complies with the Office of Radiation Safety's Codes of Safe Practice</li> <li>Complies with the Radiation Protection legislation</li> <li>Complies with and supports all health and safety policies, guidelines and initiatives.</li> <li>Ensures all incidents, injuries and near misses are reported in the St George's H&amp;S reporting tool.</li> </ul>
<b>Organisational effectiveness</b> To contribute to the cost effectiveness and changing needs of the hospital business	<ul style="list-style-type: none"> <li>Sets appropriate priorities for workload.</li> <li>Looks for ways and means to actively and effectively promote cost effectiveness.</li> <li>Accurately completes cost accounting documents as appropriate.</li> <li>Ensures department remains within budget and provides rationale for exceptions.</li> </ul>
<b>Other Duties</b>	<ul style="list-style-type: none"> <li>Undertakes other duties as requested from time to time</li> </ul>

## *Position Description: Radiation Oncologist*

Area of Accountability	Expected Results
	<ul style="list-style-type: none"> <li>Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.</li> </ul>

### *Qualifications, Experience and Personal Qualities*

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Be registered as a medical practitioner with the Medical Council of New Zealand (MCNZ) or be eligible to apply for provisional vocational registration with MCNZ</li> <li>Hold a current Fellowship of the Royal Australia and New Zealand College of Radiologists or a similar qualification that can be registered with the Medical Council of New Zealand for the practice of Radiation Oncology</li> <li>Must hold an up-to-date Annual Certificate of Registration at all times</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<b>Experience &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>Must have depth of experience and current knowledge of all Oncology specialities</li> </ul>	<ul style="list-style-type: none"> <li>Use of MR Linac</li> <li>Research experience</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Demonstrated commitment to high quality patient care</li> <li>Good organisational skills</li> <li>Effective interpersonal skills and be able to work as part of a small team.</li> <li>Highly motivated and be able to work without supervision.</li> <li>Able to work effectively and efficiently under occasional periods of pressure.</li> <li>Good oral and written communication skills.</li> <li>The ability to successfully train technical people in new techniques</li> <li>Prepared to work flexible hours.</li> <li>Innovative and have the ability to do research and development.</li> <li>Appreciate the need for sensitivity when dealing with patients and their relatives.</li> </ul>	