

POSITION DESCRIPTION

POSITION TITLE	Senior Histologist
CLASSIFICATION	RES 4.1 – 4.8 (currently \$90,675 - \$104,157 base per annum, full time)
ROLE	Full time (36.25 hours per week)
LOCATION	Aikenhead Centre for Medical Discovery (ACMD), Fitzroy

ABOUT US

The Bionics Institute is an internationally recognised, non-profit medical research institute that solves medical challenges with technology.

Proudly affiliated with Swinburne University of Technology, we lead the world in the research and development of innovative medical devices and therapies to improve human health. Our multidisciplinary team comprises world-class scientists, engineers and researchers, and our laboratories are located at St Vincent's Hospital Melbourne, close to our clinical collaborators.

Together we transform the lives of people with a range of conditions, including Alzheimer's disease, hearing impairment, Crohn's disease, chronic pain, Parkinson's disease and arthritis.

ABOUT THE ROLE

To enable effective cross disciplinary research, improve capabilities and maintain and enhance critical skill sets, the Bionics Institute utilises a "Capability Pillars" model of functional expertise, accessible to all projects.

The Histology and In Vitro Team (HIT) is a key capability pillar within the Institute. This pillar aims to provide histological and in vitro support by ensuring the provision of outstanding technical services, data analysis and timely staff and student training. Based within the capability, the Senior Histologist will play a key role in providing operational coordination and management support within HIT, contributing to the effective and efficient operation of the team and broader organisational priorities.

Reporting directly to the Team Leader, this role will work closely with the Research Leaders the Animal Research Team, and the HIT team members to deliver outstanding technical services, supporting effective collaboration and consistent, high-quality outcomes. Key focus areas include assisting in the management of HIT, operational support and enablement of research at ACMD, with an emphasis on accuracy, timeliness, and alignment with relevant policies, procedures, and best practice. The Senior Histologist also plays an active role in fostering strong working relationships and a collaborative, solutions-focused culture across Histology and In-Vitro Team.

Key responsibilities

- Deploy technical expertise to collect and analyse data for project work under general supervision. Research activities will include:
 - Collection of tissue (perfusions);
 - preparation of tissue specimens (fixation, sectioning, and staining);
 - image capturing by operating optical microscopes; and
 - analysis of histological data using image analysis software
- Coordinate the resources and research activities associated with project work to ensure timely delivery of research project outcomes:
 - co-ordinating staff to complete research activities;
 - monitoring, planning and ordering of consumables;
 - reviewing and approving variances to established protocols; and
 - drafting new protocols for approval by Team Leader
- Assist in the management of HIT personnel by:
 - Providing coverage for Team Leader during periods of absence
 - Supervising casual staff
- Work with Team Leader to provide histology input into experimental design and the development of histological processes that support research projects.
- Identify and implement opportunities for continual improvement in histological processes
- Oversee HIT data management by organising, maintaining and disposing of histological data such as histology logs and inventories, laboratory notebooks, tissue, slides, and electronic data as appropriate
- Responsible for training staff and students to achieve competency in histological processes including appropriate use of equipment and compliance with standard operating procedures.
- Management of equipment booking system including
 - Organising or facilitating training as required
 - Advising on appropriate storage of chemicals and samples in line with ACMD requirements

Responsibilities Shared Across All Team Members

- Acts as cover for other team members during periods of absence or leave. Supports the team to effectively manage workload.
- Adhere to all HIT internal procedures ensuring a consistent and professional delivery.
- Seek to continuously improve HIT process and systems.
- Ad hoc duties as required.

Core Competencies for the Role

Task complexity – Some complexity

Work involves a number of variables which complicate the work tasks, but the position holder can overcome problems by applying own knowledge and experience within the field or position.

Knowledge required - General

Degree level theoretical knowledge, and knowledge of up-to-date professional standards and precedent.

Judgement and problem solving – Interpretive

Uses own judgement to solve problems in own work area. Can apply own skills and knowledge to assess best approach to a work task or problem. At this level, position holder is expected to start to show initiative to recommend and apply work process improvements. Has latitude to decide on work scheduling and priorities and can exercise own judgement over when to refer a matter to a higher level.

Level of supervision and independence - General

Position holder is told what outcomes are expected and when they are expected to be achieved. Position holder can determine own priorities and some work methods and has some scope to be able to choose from established procedures to achieve work goals. Supervision is typically weekly or fortnightly and specific outcomes are reviewed.

Organisational relationships and impact - Strong

Position holder is able to apply their knowledge of their work area and understand the impact of their actions on other work areas and employees. Can provide advice or assistance to others based on in-depth knowledge within field of expertise. Has started to develop ability to recommend changes to processes and procedures to improve operations.

ABOUT YOU

You bring strong technical histology expertise combined with a collaborative and service-oriented approach, enabling high-quality research outcomes through the delivery of accurate, reliable, and timely histological services. You are committed to maintaining high standards of quality, compliance, and consistency across a diverse range of projects.

Highly organised and solutions-focused, you are comfortable managing competing priorities in a busy research environment. Your strong attention to detail, analytical capability, and ability to independently manage workloads enable you to coordinate activities effectively, solve problems proactively, and adapt to changing priorities. With a practical and calm approach, you bring structure, coordination, and follow-through to complex operational and research activities.

A collaborative and approachable team member, you enjoy sharing your expertise and supporting the development of others through training, guidance, and technical support. Through strong communication and relationship-building skills, you work effectively with researchers, staff, and students, fostering accountability, collaboration, and continuous improvement while contributing positively to team culture.

SELECTION CRITERIA

Essential

- A tertiary qualification in a relevant field or equivalent combination of education and relevant experience (i.e. pathology testing or histology)
- Proven experience in immunohistochemistry or histopathology
- Demonstrated experience in project coordination within a research and development, scientific or laboratory environment
- Demonstrated experience in developing or maintaining standard operating procedures (SOPs), protocols, or other controlled documents

- Proven experience in using image analysis software such as Imaris and FIJI/Image J

Desired

- Experience providing input to experimental design
- Experience in developing image analysis pipelines

Additional Requirements: Prior to any offer being made, and at any point during employment, any of the following may be required to be provided:

- A national police check via Fit2Work or an alternative as identified by Bionics Institute.
- Evidence of holding the legal right to work in Australia with no restrictions.
- Evidence (for sighting) of any vaccinations required by the Bionics Institute under any applicable laws, rules, regulations and government public health orders or directions.

OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

As our research transforms the lives of people across all walks of life, we recognise that a diverse, engaged, and united team makes us stronger, and we hire qualified people from all different backgrounds and experience levels.

We encourage employees to speak with your manager or a member of our HR team about the type of working arrangements that would help you thrive in your role at the Bionics Institute.