

Indicative Position Description – Under Review

Senior Sleep Scientist – Grade 5

Organisation	Woolcock Institute of Medical Research
Department	Sleep Laboratory
Location	Woolcock Institute of Medical Research, Sydney
Classification/Award Level	TBC
Reporting to	Chief Sleep Scientist
Date of Approval	July 2026

Position Purpose / Job Summary

Independently perform analysis of sleep investigations, perform overnight, daytime and at home sleep investigations, and provide training and day-to-day supervision of Grade 1-4 Sleep Technologists. Assist the Chief Sleep Scientist and Senior Paediatric Sleep Scientist in monitoring quality and performance indicators, and delivery of quality improvement activities for service delivery, sleep study acquisition and analysis. Provide high quality patient and research participant care, performing, supervising, and training staff on the setup, monitoring and analysis of sleep studies. The role supports cutting edge sleep research through performing analysis of research sleep studies, assisting Grade 1-4 Sleep Technologists in implementing research protocols, independently conducting research sleep studies including with research-related equipment, as required. Work with the Senior Paediatric Sleep Scientist to manage consumable stock in the sleep lab.

Supervisory Responsibilities

Day-to-day supervision for a small number of Grade 1-4 Sleep Technologists.

Training Responsibilities

Deliver on-the-job training to Grade 1-4 Sleep Technologists. Assist Grade 1-4 Sleep Technologists with troubleshooting as required. Provide timely, constructive feedback to Grade 1-4 Sleep Technologists on the technical competence of sleep studies they performed and/or analysed.

Key Result Areas

- Reliably deliver safe, high-quality, person-centred care, ensuring dignity, privacy, and informed consent in all patient and participant interactions.
- Independently perform, and provide on-the-job training to Grade 1-4 Sleep Technologists for, sleep studies in accordance with protocols and procedures, ensuring accuracy, technical quality, and appropriate troubleshooting.
- Provide timely expert review of sleep study acquisition and analysis when requested by reporting physicians/Sleep Technologists. Provide timely, constructive feedback to the person requesting review, and deliver training as required following review.
- Maintain accurate, timely, and comprehensive clinical and research documentation in line with protocols and Good Clinical Practice (GCP) standards.
- Consistently achieve high quality data acquisition and analysis for diagnostic PSG studies and research study protocols while adhering to study protocols, ethical standards, and GCP requirements.
- Adhere to clinical, organisational, and regulatory standards; identify and report protocol deviations, equipment faults, and compliance issues. Proactively resolve issues in line with your experience and the scope of the role, and test potentially faulty sleep lab equipment in a timely manner.

- Continuously maintain a safe, clean, and compliant work environment, including infection control and timely reporting of IT, estates, and WHS issues, incidents and hazards.
- Consistently communicate effectively and respectfully with patients, participants, colleagues, and stakeholders; provide clear handovers and collaborate within a multidisciplinary team.
- Deputise for the Chief Sleep Scientist when required, and as directed.
- Assist the Chief Sleep Scientist and Senior Paediatric Sleep Scientist with out-of-hours calls from the Sleep Technologist team.
- Actively participate in quality improvement and quality assurance activities, and facilitate and support wider team participation in these activities.
- Perform day-to-day line management responsibilities for a small number of grade 1-4 Sleep Technologists.
- Maintain required certifications without lapse and actively engage in ongoing professional development to build your own competency and the competency of more junior team members. Apply CPD activities and learnings to ensure local compliance with industry standards and regulatory standards.
- Promote the Woolcock Institute of Medical Research as a research institute and clinical service by always providing the best possible care and service.
- Provide training and support to Grade 1-4 members of the technologist team. Consistently demonstrate best-practice protocols and procedures. Provide timely and constructive feedback to Grade 1-4 members of the technologist team.

Role duties	
Domain	Duty
Sleep Study Services	• Provide high quality, person-centered care to all patients/participants. • Communicate clearly with patients and participants, and their families/carers, to ensure privacy, dignity, and principles of informed consent are adhered to throughout their visit. • Perform data acquisition and analysis of sleep studies independently, in accordance with protocols. Provide timely, accurate, and high-quality reporting of sleep studies, and communicate with stakeholders regarding results as required, in accordance with protocols. • Record a clean set of biological calibrations for every study performed, in accordance with protocols. • Assure the technical competence of sleep studies performed, troubleshooting extensively, and liaising with suppliers/colleagues as required. Provide timely, constructive feedback to colleagues regarding the competence of sleep studies they performed and/or analysed. • Identify, report and document any equipment or facilities which may have a fault appropriately, as soon as practicable. Proactively resolve equipment/facility faults within the scope of your experience and role, and appropriately document and communicate this. Perform timely testing and assessment of potentially faulty sleep lab equipment. • Comprehensively and accurately document all patient/participant interactions before, during and after sleep studies. • Maintain comprehensive and regular observations of all signals recorded and analysis performed. • Identify and report any deviations from protocols, or any issues preventing adherence to protocols, as soon as practicable to the Chief Sleep Scientist/Senior Sleep Scientists and research team members, if applicable. Work collaboratively with the Chief Sleep Scientist/Senior Sleep Scientists to proactively prevent, and reactively resolve, non-conformities. • Clean and disinfect all equipment following use, and facilities where required, according to protocol.

Research	• Adhere to documented protocols, maintain principles of Good Clinical Practice (GCP) and informed consent. • Comprehensive and appropriate documentation in accordance with GCP guidelines. • Collect and generate (via sleep study analysis and reporting) high quality research sleep study data within the scope of the role. • Assist the wider technologist team in high quality research data acquisition through teaching and training. • Communicate with appropriate research team members regarding any issues not explicitly delegated.
Service Management	• Provide handover report at the end of night shifts, prepare overnight documentation for night shift when working days, and communicate effectively with colleagues. • Act upon any studies meeting urgency criteria, according to protocol, and as communicated by colleagues. • Recognise when to seek advice about the appropriateness of a sleep study request based upon the presentation and information available. Assist with review of sleep study requests and bookings, and communicate with the Medical Director, their delegates, and the Chief Sleep Scientist, to ensure lab preparedness. • Maintain a safe environment. Report all Work Health and Safety accidents, incidents, hazards, and near misses as soon as practicable and within 24 hours of occurrence. Report all IT-related, facilities, or sleep lab specific issues as soon as practicable. • Participate in, review and provide feedback on quality management processes within the scope of the role. Assist Grade 1-4 Sleep Technologists in participating in quality management processes. • Assist the Chief Sleep Scientist in assessing quality and performance indicators, and act upon data and feedback to achieve quality improvement. Communicate quality and performance indicator data, and quality improvement strategies to the wider team.
Professional Practice and Compliance	• Follow policies to maintain the privacy and security of patient/participant data and information. • Understand, stay up to date with and adhere to relevant international, regional, and local guidelines for sleep studies. Update local procedures and guidelines when required to maintain compliance with regulations and current with professional standards. • Adhere to all Workplace Health and Safety legislation and the Woolcock WHS Policy. • Maintain valid NSW Working With Children Certificate (WWCC), Basic Life Support (BLS), and Good Clinical Practice (GCP) certification.
Communication and Team Collaboration	• Consistently demonstrate well developed and effective written and verbal communication skills, and strong social skills and customer service skills. • Work within the scope of the role, escalating when required. • Communicate proficiently with physicians, colleagues, research staff and students, and stakeholders. • Consistently demonstrate teamwork skills. • Attend, contribute to, and lead meetings, as required.
Professional Development and Training	• Possess a detailed understanding of abnormal sleep, physiological signal acquisition, their analysis and interpretation, particularly regarding EEG and respiratory signals, their treatments and association with other medical conditions. • Actively participate, and assist in the delivery of, institute and departmental training, applicable to maintain competencies for sleep studies and research studies. Deliver training to Grade 1-4 Sleep Technologists and actively support their development. • Engage in professional development to support growth within scope of role including working towards expertise in: ○ EEG analysis and interpretation ○ Recognising rare and abnormal sleep and circadian disorders

- Full 10-20 EEG analysis and interpretation (21-lead EEG)
- Training and development of junior staff

Pre-requisites

Essential

Tertiary degree in health-related or science subject, or equivalent qualification.
 Appropriate accreditation for sleep scientists/technologists/physiologists (e.g. ACCP Level 2, Certification in Sleep Science).
 Proven ability to independently, and competently, perform and analyse sleep studies.
 Able to set-up, monitor, and perform comprehensive troubleshooting for sleep studies for both clinical and research purposes.
 Demonstrated ability in timely, appropriate, and comprehensive, sleep study specific documentation.
 A detailed understanding of sleep and respiratory medicine and physiology, a detailed understanding of an array of sleep diagnostic tests, when and why they are used, and the use and application of patient/participant monitoring and equipment.
 A detailed understanding of troubleshooting sleep study hardware and software.
 Well-developed interpersonal, communication and problem-solving skills.
 Demonstrated ability to work independently and perform tasks to completion without supervision.
 Demonstrated ability to provide feedback and training support to junior colleagues.
 Demonstrated ability to work effectively in a multidisciplinary team.
 Available to be rostered for daytime, as well as evening and overnight shifts as required to support training and service delivery.
 Experience in the role of *Sleep Technologist* [– Grade 4], typically gained over a minimum period of 12 months, or comparable experience. A minimum of 2 years experience in a relevant, age-equivalent sleep disorders service.

Desirable

Member of Australia and New Zealand Sleep Science Association (ANZSSA) and/or Australasian Sleep Association (ASA).
 Experience in training and supervision of Sleep Technologists.
 Experience in stock management and stakeholder management.
 Experience in a clinical research environment.
 Experience in Compumedics sleep study hardware and software.

Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.

While performing the duties of this job, the employee is frequently required to:

- stand
- sit
- walk
- stoop, kneel, crouch and/or crawl
- regular lifting and/or moving up to 5kg
- occasional lifting/moving up to 10kg
- reach with hands and arms; climb or balance

Visual Acuity

- close vision

• distance vision • colour vision • depth perception • ability to adjust focus
Hearing Requirements • ability to hear, understand and distinguish speech and/or other sounds (e.g., machinery alarms, medical codes or alarms)

Key relationships	
Who	Why
Internal	
Chief Sleep Scientist	To escalate any issues and collaborate on solutions. To report and collaborate closely to ensure the quality and accuracy of sleep studies.
Senior Paediatric Sleep Scientist Sleep Technologists Research staff Clinicians Sleep bookings / Clinic Staff	To work as a team with colleagues in providing high quality care to all patients and participants, and ensuring the quality and accuracy of sleep studies.
Medical Director	To follow Medical Director's leadership of clinical standards and patient safety.
External	
Patient/Participant Their families/carers Suppliers	To interact with patients/participants, their families/carers, providing the best possible care and experience throughout any interaction with Woolcock Institute services. To ensure consumable and stock management of the sleep lab is maintained, with value for money for the Institute, and the reputation of the Institute is strengthened.

Capabilities for the role-

Below is the full list of capabilities and the level required for this role.

Competency Profile:

Competency	Definition	Examples of Positive Behaviours
Adaptability	Adapting to changing circumstances and ambiguity, accepting new ideas and change initiatives; adapting one's interpersonal style to suit different people and situations.	• Views the prospect of change at work as a positive opportunity. • Responds positively when faced with new ideas or change. • Adjusts to changes in work approaches or methods. • Adapts interpersonal style to suit different people and situations.
Communication	Communicating in a way that is clear, concise and easily understood; using appropriate language, style and terminology for the situation.	• Communicates clearly and concisely both orally and in writing. • Engages listeners by maintaining eye contact and showing genuine interest in others. • Uses appropriate communication mediums (phone, face-to-face, email etc.) according to the content and nature of the information being communicated.

Patient/ Research Participant Service Orientation	Taking personal responsibility for external and internal patient/research participant satisfaction by anticipating their needs, consistently delivering outstanding service and solutions and exceeding their expectations.	• Clarifies the situations or needs of patients/research participants. • Responds with empathy to the concerns of patients/research participants. • Takes personal responsibility for resolving patient/research participant problems where appropriate. • Takes opportunities to exceed patient/research participant expectations, without making unreasonable commitments. • Checks to ensure that patients/research participants are satisfied and commits to following-up actions when appropriate.
Attention to Detail	Consistently giving careful consideration to all detailed aspects of the role, showing a high concern for quality and accuracy.	• Follows established procedures for completing tasks and assignments. • Ensures high quality work that is free from errors. • Takes action to correct quality problems and/or informs others appropriately.
Initiative	Taking prompt action to accomplish tasks/ goals/objectives, taking action to achieve beyond what is required; being proactive.	• Responds quickly when confronted with a problem or situation at work. • Takes appropriate action to address problems or issues without waiting to be asked including consultation with senior team members as appropriate. • Goes above and beyond job requirements to achieve work tasks, goals and objectives.
Time Management	Effectively managing one's time and resources to ensure that work is completed effectively.	• Identifies more critical and less critical activities and tasks and adjusts priorities when appropriate. • Prepares so that own work can be done effectively. • Effectively allocates own time to complete work; avoids scheduling conflicts. • Uses time effectively, prevents irrelevant issues or distractions from interfering with work completion.
Working with Others	Working effectively and cooperatively with others as part of a team; establishing and maintaining good working relationships.	• Establishes and maintains good interpersonal relationships at work. • Places priority on completing team and organisational tasks, goals and objectives as well as personal tasks, goals and objectives. • Collaborates with others and offers help and support when appropriate.
Technical/ Professional Knowledge	Having achieved a satisfactory level of technical and professional skill or knowledge relevant to one's role; keeping up with current developments and trends in areas or expertise.	• Stays abreast of developments and trends in areas of technical/professional expertise. • Participating in learning and development activities to refresh technical/professional skills and knowledge. • Ensures that new learning and development is applied on-the-job.