

Doctors Health Services Pty Ltd (Drs4Drs) Position Description Director - Doctor In Training

Position: Doctor In Training (DiT)
Status: Remunerated
Date: Jan 2026 (DRAFT)

Background

[Doctors' Health Services Pty Ltd \(Drs4Drs\)](#), established in 2015 as an independent subsidiary company of Australian Medical Association (AMA), is a national charitable organisation dedicated to the wellbeing of doctors and medical students. Governed by an independent Board of Directors, our mission is to support doctors and medical students in caring for themselves, their peers, and their patients.

Role Description

The Doctor in Training (DiT) Director contributes to the effective governance and strategic oversight of Drs4Drs. The DiT role enables contemporary insight into medical training environments while operating as a full Board Director, with the same fiduciary, legal and ethical responsibilities as all other Directors.

This is a governance role, not an advocacy or representative role. While the DiT Director brings valuable lived and professional insight, they must act at all times in the best interests of Drs4Drs as a company.

Role Focus

This role focuses on providing governance-level insight into the experiences and needs of doctors in training, strengthening the Board's understanding of contemporary training environments and emerging system pressures. The role bridges lived training experience with strategic oversight, supporting informed decision-making and alignment across the organisation's programs and priorities.

Responsibilities

The key responsibilities of the Doctor in Training Director are to:

- Provide informed governance input on matters affecting doctors in training, drawing on contemporary experience of training environments to assist the Board in understanding emerging risks, pressures and opportunities relevant to doctors' health and wellbeing.
- Contribute to the Board's strategic thinking and long-term planning by providing insight into workforce, training and wellbeing issues relevant to the sustainability of the medical profession.
- Support alignment between advisory inputs and Board strategy, ensuring perspectives related to doctors in training are considered alongside broader organisational priorities and system-level initiatives.
- Assist the Board in overseeing the effectiveness, sustainability and impact of Drs4Drs initiatives, particularly in relation to accessibility and relevance for doctors in training and medical students.
- Participate constructively in Board and committee deliberations, including active participation on Board sub-committees as required, to support robust decision-making, effective governance and a collegiate Board culture.
- Represent Drs4Drs externally when requested and in accordance with Board-approved positions, in a manner consistent with the organisation's vision, values and governance role.

Time Commitment

The Board meets approximately four times per year, either in person or via video conference. Additional time may be required for meeting preparation, participation in Board sub-committees, and director development activities. The position is remunerated with an annual stipend consistent with AMA subsidiary remuneration arrangements.

Qualifications

The Doctor in Training Director must:

- Be a Doctor in Training currently registered with the Medical Board of Australia.
- Be eligible for registration as a company director, including eligibility to obtain and maintain a Commonwealth Director Identification Number.
- Demonstrate an understanding of corporate governance principles, or the capacity and commitment to develop this understanding through induction and director education.
- Demonstrate an interest in doctors' health, wellbeing, medical education or health system improvement.
- Be able to engage effectively at Board level, including contributing constructively to discussions and supporting alignment between governance, management and advisory inputs.

Competencies

The Director should demonstrate capability and potential in the following key areas:

- Governance, Legal and Ethical Judgement: Understanding of the role, responsibilities and legal duties of a company director, including acting in the best interests of the organisation, managing conflicts of interest, maintaining confidentiality, and recognising when independent legal advice is required.
- Strategic Insight and Systems Thinking: Ability to contribute informed insight from medical training environments to support Board-level strategic planning, risk oversight and long-term organisational sustainability.
- Financial and Risk Literacy: Capacity to understand and engage with financial statements, budgets, funding arrangements and organisational risks, or a demonstrated willingness to undertake relevant director education to build capability.
- Board Contribution and Collaboration: Ability to exercise independent judgement, contribute constructively to Board deliberations, communicate clearly in a Board setting, and support collective decision-making within a collegiate governance environment.
- Values Alignment and Professional Integrity: Demonstrated alignment with the vision and values of Drs4Drs, including a commitment to ethical conduct, inclusive governance and respectful decision-making.

Desirable

- Previous experience in governance, board or committee roles (including AMA or medical training committees).
- Completion of formal director education.
- Exposure to medical education, training, workforce or wellbeing initiatives.
- Experience contributing to strategic discussions, policy development or organisational oversight.

Tenure

The appointment is for a four-year term. If the Director ceases to be a Doctor in Training during the term as a result of completing training, and all other conditions, they may continue to hold office for the remainder of the appointed term.

Conduct

Drs4Drs is committed to providing a safe environment where workplace participants (e.g. directors, staff, third parties) are treated fairly, with respect, and are free from unlawful discrimination, harassment, and vilification. Relevant policies and procedures provide a framework to help enable appropriate conduct of board members. Drs4Drs does not tolerate unlawful and unacceptable behaviour and will take strong action in dealing with such behaviours.

Inclusivity

Drs4Drs is committed to respectful, inclusive decision-making and an understanding of the value of diverse perspectives in effective Board governance.