

Drs4Drs Tasmania – Medical Director Position Description

Position Title

Medical Director

Purpose of the Role

The Medical Director is responsible for providing clinical leadership, governance, and strategic direction for Drs4Drs Tasmania, ensuring the delivery of a confidential, safe, and high-quality support service for doctors, medical students, and their families. This position guides callers in understanding their options, empowers them to take appropriate next steps, and facilitates connections with relevant health and support services as necessary. Additionally, the role encompasses clinical involvement, leadership of the on-call workforce, stakeholder engagement, and advocacy initiatives to advance the wellbeing of doctors throughout Tasmania. The role is offered as an independent contractor arrangement for a two-year term, remunerated at \$20,000 per annum (GST exclusive).

Service Overview

Drs4Drs Tasmania is a free, confidential, non-judgemental support service operating 24/7. Support is primarily delivered via a telephone advice, triage and referral line staffed by experienced doctors, complemented by education, networking and wellbeing activities.

Key Responsibilities

Clinical Leadership and On-Call Responsibilities

- Provide clinical leadership and governance for the Drs4Drs Tasmania service
- Participate in the 24/7 on-call roster as an on-call doctor
- Provide compassionate, non-judgemental listening, advice and support to callers
- Undertake risk assessment, escalation and referral in line with clinical guidelines
- Act as a point of clinical escalation and support for on-call panel doctors

On-Call Workforce Leadership

- Lead, support and provide professional oversight to the on-call panel doctor team
- Support recruitment, onboarding and retention of suitably qualified doctors
- Promote roster sustainability and service continuity
- Convene and chair regular meetings to support clinical governance, communication and quality improvement

Program Leadership and Development

- Support the development, delivery and sustainability of the Drs4Drs Tasmania program
- Ensure services are delivered professionally, ethically and in accordance with legal and funding requirements
- Contribute to service planning, monitoring and continuous improvement

Education, Engagement and Advocacy

- Lead and contribute to education, networking and wellbeing activities
- Represent Drs4Drs Tasmania in relevant forums, events and advocacy activities
- Build and maintain effective relationships with key stakeholders including health services, professional bodies and training organisations
- Promote awareness of Drs4Drs Tasmania across the medical community

Governance, Compliance and Risk

- Ensure compliance with statutory, regulatory and professional obligations
- Identify, disclose and manage conflicts of interest
- Maintain confidentiality and professional boundaries at all times

Key Relationships

- On-call panel doctors
- Drs4Drs Tasmania Program Lead and office team
- Drs4Drs Board and national network
- Government, professional and education stakeholders

Essential Qualifications and Experience

- Medical degree recognised in Australia (MBBS or MD)
- Current AHPRA registration with no conditions incompatible with the role
- Current medical indemnity insurance
- Significant clinical experience in a relevant field (e.g. general practice)
- Strong understanding of clinician wellbeing, mental health and professional risk

Key Skills and Attributes

- Strong clinical judgement and risk management skills
- Excellent listening, communication and interpersonal skills
- Ability to provide calm, empathic and non-judgemental support
- Reflective practice and openness to feedback
- Commitment to confidentiality, ethical practice and professional boundaries
- Cultural awareness and inclusivity

Compliance and Screening Requirements

Appointment to, and ongoing engagement in, this role is subject to the completion and maintenance of appropriate workforce screening and suitability checks, in accordance with applicable legislation, funding agreements, and standards. This may include, where required, working with vulnerable people or equivalent registrations, police history checks obtained from relevant State, Territory, or Commonwealth law enforcement agencies, and personal or professional reference checks, having regard to the nature of the role and the jurisdictions in which the individual has lived or worked. Individuals engaged in this role are required to maintain current and valid screening clearances as applicable and to comply with any screening, renewal, or verification requirements.

Performance and Review

The Medical Director works collaboratively with the Drs4Drs Tasmania team. Ongoing reflective discussion and feedback are integral to the role. Formal performance review may occur by agreement.

Signature:

Full Name:

Date:

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