

Clinical Director Staff Specialist or Senior Staff Specialist (Trauma Service)

L18-L27

Your opportunity

Cairns Hospital manages an increasing volume of trauma patients from across the Cairns and Hinterland Hospital and Health Service (CHHHS) and the Torres and Cape Hospital and Health Service (TCHHS). CHHHS currently does not have a dedicated trauma service; however, a multidisciplinary Trauma Service is to be established in conjunction with planned capital infrastructure expansion.

The Medical Director of the Trauma Service will provide high-level clinical leadership and operational oversight for the development and implementation of a regional Trauma Service at the CHHHS. The role will provide specialist trauma expertise and advice across all surgical and medical departments, working in partnership with relevant specialists and the multidisciplinary trauma team to optimise trauma care across CHHHS. This role will also support improved trauma care for rural and remote communities within CHHHS and the Torres and Cape Hospital and Health Service (TCHHS).

The position is for an initial 6 months. Opportunity will exist for this to be extended beyond this period with the ongoing development of the business plan for the Trauma Service. During this time candidates would be able to pursue/undertake their clinical duties in their own specialty at a 0.5FTE.

Cairns and Hinterland Hospital and Health Service [Strategic Plan 2023-2027](#)

First Peoples Health Equity commitment

As a Health Service, Cairns and Hinterland Hospital and Health Service have a key role to play in addressing health inequities in our region. We are committed to providing clinically and culturally safe access to health care for First Peoples. Please refer to our [First Peoples Health Equity Strategy](#) for further information.



[Visit us online](#)



[Our organisation structure](#)



Vacancy reference

CAH680399



Salary

\$187,569 - \$274,678 per annum full time
(plus superannuation and leave loading benefits)



Role type

Fixed Term Temporary
Full Time for 6 months



Location

Cairns



Team/Division

Intensive Care Womens and
Perioperative (ICWP)
Cairns and Hinterland



Closing date

20th May 2026



Contact

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How to apply

Please refer to the information for applicants guide that is provided to assist in the preparation of your application. The following information is required when submitting your application:

- your current CV or resume, including the names and contact details of two referees
- a short cover letter (maximum 2 pages) on how your key skills and abilities are relevant for the role.

Note: Applications submitted by an Agency incurring a fee will not be considered.

Applications will remain current for 12 months. Future vacancies may also be filled through this recruitment process.

Your key accountabilities

- Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Actively support the delivery of private practice where reasonable, and clinically appropriate in accordance with the Granted Private Practice Agreement.
- Establish a Cairns Hospital Multidisciplinary Trauma Service which will work in collaboration with relevant clinical teams to ensure an integrated, multidisciplinary approach to the clinical management of Trauma patients through the Cairns Hospital and wider CHHS
- Work in collaboration with other external health care providers to ensure an integrated, multidisciplinary approach to the clinical management of trauma patients through CHHS, T&CHHS and other health sites Queensland-wide

Undertake:

1. Strategic Planning and Service Development

- Develop interdisciplinary models of care for the Trauma Service.
- Develop the business plan for the Trauma Service, including operational and strategic advice relating to data, trends, KPIs, medical workforce recruitment, and contemporary models of care, with the aim of achieving Royal Australian College of Surgeons (RACS) accreditation as a Level 3 Trauma Service within 24 months of service commencement.
- Develop and lead programs and projects that support key performance indicators (KPIs) for care delivery, including patient flow, surgical access, interdisciplinary models of care, quality and patient safety, and quality improvement initiatives.

2. Clinical Leadership and Quality Assurance

- Develop and implement comprehensive trauma-related policies, procedures, and clinical workflows that support coordinated care across multiple services and disciplines.

Your key skills

We are looking for the best suited applicant for the role. We will do this by assessing your eligibility, your ability to perform the requirements of the role, and if relevant the way you carried out previous roles. We will also consider your potential to contribute to Cairns and Hinterland Hospital and Health Service and how your engagement would support our commitment to Compassion, Accountability, Respect and Integrity.

How you will be assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under 'Your role', the ideal applicant will be someone who can demonstrate the following:

- High level knowledge of trauma, with experience of working in one or more tertiary hospitals.
- High level of knowledge of management of trauma patients in a complex regional setting
- Experience in acute resuscitation and care of complex multi-trauma patients.
- A firm understanding of the importance of the 'continuum of care' for the trauma patient from time of injury until the end of rehabilitation.
- A clear understanding of the roles and responsibilities of the various healthcare providers involved with caring for the trauma patient throughout their 'trauma journey'.
- Involvement in continuing education in the field of trauma.
- Commitment to research within the field of trauma.
- A thorough understanding of the relationship between clinical decisions and resource utilisation.
- Leadership skills and ability to work as a team member to achieve goals of the work unit.

Our values



COMPASSION



ACCOUNTABILITY



INTEGRITY



RESPECT

- Lead and participate in clinical audit activities, including Morbidity and Mortality meetings.
- Establish and actively participate in the Cairns Hospital Trauma Review Committee.
- Represent CHHHS in regional and state-wide Trauma Clinical Network meetings and relevant governance forums as required.
- Participate in additional committees as requested by the CHHHS Executive.

3. Clinical Governance and Care Coordination

- Provide clinical leadership to ensure timely, high-quality trauma care through effective collaboration between treating teams.
- Oversee coordination and management of admitted multi-system trauma patients in consultation with Emergency, Surgery, Orthopaedics, Anaesthetics, Intensive Care, Rehabilitation, and Medicine, as required.
- Support and strengthen the role of the Trauma Clinical Nurse Consultant (CNC) within the organisation.

4. Education and Workforce Development

- Oversee staff education and professional development in the specialty of multidisciplinary trauma care.

5. Research

- Oversee contribution to the Australian and New Zealand Trauma Registry (ANZTR) to support high-quality data collection, research, benchmarking, and evidence-based trauma care for regional and remote populations in Far North Queensland.
- Oversee collaboration with relevant statewide and national trauma organisations such as the Queensland Trauma Clinical Network and Jameison Trauma Institute

Follow defined service quality standards, occupational health and work policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.

Fulfil the responsibilities of this role in accordance with CHHHS values.

Reporting line, staffing, and budget responsibilities

- Operationally reports to Divisional Director – ICWP
- Professionally reports to Director of Medical Services – Cairns Services
- As the Clinical Director, all Medical Officers within the Department of Trauma Services report to this position
- Financial Delegation – Band 6 - \$25,000

Responsibilities

As a Clinical Director of the Cairns and Hinterland Hospital and Health Service, you are accountable for the following dimensions as outlined in the CanMEDs framework:

As a **Medical Expert** you are accountable for:

- The **Clinical Care of Patients/Clients** allocated to you.
- The maintenance of appropriate **Credentials** and working within your awarded Scope of Clinical Practice (SoCP) as determined by the HHS and limited by the Clinical Service Capability Framework (CSCF) of individual facilities. At a minimum, this will require maintenance of registration as a (specialist) medical practitioner in a discipline relevant to the position as outlined above.
- The provision of high level **Knowledge and Skills** within the discipline/department.
- Providing high quality expert **Consultation and Advice** directly to patients or to GPs, and within the HHS as required.
- Providing high quality expert **Clinical Service** to patients of the Cairns and Hinterland Hospital and Health Service as directed within the above Scope of Clinical Practice.

As a **Professional** you are accountable for:

- Actively taking part in **Quality Improvement, Risk Management, Peer Review, Morbidity and Mortality Meetings and Audit** and to demonstrate positive change as a result. This includes support for National and College quality standards.



- Support the achievement of access targets as the annual Service agreement inclusive of NEAT, NEST and ELOS.
- Demonstrating **Ethical Practice and Decision Making** – in both clinical and non-clinical areas, including fulfilling all responsibilities of this role in accordance with Queensland Health’s core values, and the Queensland Public Service Code of Conduct at all times.
- Undertaking self-initiated **Reflective Practice and maintenance of Continuing Professional Development (CPD)** to maintain professional competence and expertise.
- Ensuring high quality and timely **Clinical and Non-Clinical Documentation and Management of Information** whether paper-based or enabled by information technology. This includes being responsible for the quality and timeliness of documentation of medical staff who report to you, including junior doctors.

As a **Manager** you are accountable for:

- Demonstrating Leadership and providing Clinical Governance and Supervision of staff reporting to you, including junior medical staff, including credentialing and scope of clinical practice, clinical services capability framework, clinical audit and complaints management.
- Being aware of, and complying with Legislation that applies to your area, as well as contributing to, and following QH, HHS and Local Policies and Procedures as published from time to time.
- Management of Resources available to you, including Financial and Value Management to reduce waste, and ensure that the resources available are used to deliver the greatest good to the greatest number of patients/clients. This includes economy in the use of equipment, investigations, drugs and therapeutics and prosthetics, and seeking approval by a higher medical authority where required (Non-LAM items, for instance).
- Actively involved in the cost centre management of medical budget, Casemix and activity based funding, expenditure, medical FTE and revenue as agreed in the budget planning cycle.

As a **Scholar** you are accountable for:

- **Supporting and/or Undertaking Research** within your area of practice, including the obtaining of research funding where possible. (Within the Ethics framework as outlined above)
- Actively supporting and undertaking **Teaching of Undergraduate and Post-Graduate Clinical Staff** including medical and non-medical clinicians as well as non-clinical staff as required.

As a **Collaborator** you are accountable for:

- Supporting and working harmoniously with:
- Your immediate (medical) team and Multidisciplinary members of your workplace
- Other Departments/Service Lines/Streams and Facilities within the CHHS
- External Stakeholders
- Attending and supporting appropriate **Social and Team Building** activities.
- Participating, if requested, in the provision of services in clinical Service **Networks** in Queensland Health and nationally.

As a **Communicator** you are accountable for:

- Developing, displaying and utilising high level **Communication Skills** in all modalities including:
- Professional quality written communication in all documentation, including the medical record and emails as well as formal letters and reports.
- Audio and Visual communication, from formal presentations to informal conversations.
- Non-Verbal communication, including body language and other forms of communication.
- Developing and maintaining **Effective Working Relationships and Empathy** in dealings with colleagues and patients/clients as well as external stakeholders.
- Actively encouraging within your team, respect for **Cultural Diversity** including promotion of indigenous health.

Our values



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ACCOUNTABILITY



INTEGRITY



RESPECT

As a **Health Advocate** you are accountable for:

- Assisting to identify **Future Trends** and contributing to/undertaking **Planning** for the health service.
- Actively engaging in **Technology Assessment and Systems Improvement** initiatives within your SoCP.
- Being a **Patient Advocate and Engaging** positively with Patients and their Carers.
- Ensuring patients and other staff are **Treated Fairly** and with **Mutual Respect** regardless of cultural, religious, ethnic and linguistic backgrounds.

Mandatory qualifications/Professional registration/Other requirements

- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/ manager if you are the preferred candidate for employment.
- Registration as a Specialist Medical Practitioner with the Medical Board of Australia / Australian Health Practitioner Registration Authority (AHPRA).
- Must have Fellowship in a trauma related specialty
- Requires credentialing and scope of clinical practice approved and issued by the CHHS Credentialing and Scope of Clinical Practice Committee
- This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- It is a condition of employment for the employee in this role to be, and remain, vaccinated against or non-susceptible to the following Vaccine Preventable Diseases (VPDs) during their employment: Measles, Mumps, Rubella (MMR), Varicella (chicken pox) and Pertussis (whooping cough). Existing staff engaged prior to 1 July 2016 (and have not had a break in service) are not subject to this new condition of employment unless they are moving from one Hospital and Health Service to another Hospital and Health Service within Queensland).

Employment screening

Appointments are made in accordance with *Public Service Commission (PSC) Directive 07/23 Recruitment and Selection and HR Policy B1 Recruitment and Selection*.

Cairns and Hinterland will conduct the required employment screening prior to appointment.

- **General criminal history check – conducted by Queensland Health (mandatory for all appointments)**
- **Proof of Identity**
- **Citizenship/Visa check**
Applicants must have the right to work in Australia
- **Serious Disciplinary Action check**

In addition, applicants may also be required to complete if being appointed to work in specific facilities or areas:

- Corrections Services criminal history check (*Corrective Services Act 2006*)
- National Police check (*Aged Care Act 1997*)
- Working with children check – Blue card (*Commission for Children and Young People and Child Guardian Act 2000*)

Vaccine Preventable Diseases (VPD) evidence as required for your employment in accordance with legislation/government policy and Directives. Please see [QLD Health Careers](#) for further information.

Applicants are required to disclose any pre-existing illness or injury which may impact on their ability to perform the role as per section [571 of the Workers' Compensation and Rehabilitation Act 2003](#).

Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.

We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#)



- It is a condition of employment for the employee in this role to be vaccinated against or not susceptible to Hepatitis B. Proof of vaccination or non-susceptibility is a condition of employment for all staff (new and existing) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.

You may be required to complete and provide a [VPD evidence form](#) prior to commencement. For further information please refer to the [guideline](#)

Declaration of outside practice

Given the extensive nature of the duties for this position, it is incumbent on the Service to understand exactly what other duties you may have. As such, notification of all other medical officer engagements is required, whether as an employee, contractor or business owner, including the following detail of such engagements:

- Nature of engagement
- Location
- Working times
- Duration of work
- On call commitments

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