

Role Description

Staff Specialist/Senior Staff Specialist and Research Director Emergency Department

Your Opportunity

This is a dual role providing clinical services within The Prince Charles Hospital Adults and/or Children's Emergency departments (0.5 FTE) in accordance with the requirements of the Emergency Medicine Staff Specialist position, combined with Research Director Emergency Departments position (0.5 FTE)

The primary purpose of the Research Director role is to lead, govern and manage research endeavours based within TPCHEM Emergency Department but not necessarily exclusively pertaining to the Emergency Department.

This represents a key leadership role within the Emergency Department in which the successful applicant will be anticipated to help promote research culture through actively integrating their clinical and research roles.

Emergency Services at TPCHEM are provided by the Adult and Children's Emergency Departments, which are adjacent dedicated units functioning together to maximise care delivery for emergency patients.

As part of its clinical support structure, it has an existing research group, the Adult and Children's Emergency Research (ACER) group, which coordinates and supports potential research in the department. It is expected that the Emergency Department Research Director will work closely with the TPCHEM Director of Research.

Context and Delegations

- Dual role providing clinical services within The Prince Charles Hospital Adults and/or Children's Emergency Departments (0.5 FTE) and the Research Director Emergency Departments (0.5 FTE)
- Successful applicant will hold substantive 1 FTE permanent Staff Specialist position in Emergency Department, with a temporary appointment to the Research Director position for 3 years, with option to extend to 5 years.
- Operational reporting line to: Medical Director Adult Emergency Department for Research Director component of the role and Director of Operations EPIC.
- Professional reporting line to: Medical Directors of Adult & Children's Emergency Department for clinical duties and Executive Director of Medical Services TPCHEM.
- Financial Delegation for ED Research Collaborative cost centre (Band 7 HR delegation)

Job Ad Reference

PCH691430

Classification

L18 - L24 or L25 - L27

Salary

L18-L24

\$222,058.01 - \$257,933.45 per annum (full-time equivalent)

L25-L27

\$265,549.63 - \$281,544.24 per annum (full-time equivalent)

(plus superannuation and leave loading benefits)

Duration

Full-time and Part-time opportunities available:

Permanent Staff Specialist position (1 FTE)

Research Director: temporary position for 3 years, with option to extend to 5 years (0.5 FTE clinical: 0.5 FTE Research Director)

Location

The Prince Charles Hospital (TPCHEM), Chermide

Team/Division

Emergency Department

Closing Date

Sunday, 27 September 2026

Contact

Name: Dr Melanie Rule

Position: Director Adult Emergency Dept

Phone: (07) 3139 5469

Online Applications

[Queensland Health Careers](#)

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

Metro North Health's vision

Creating healthier futures together—where innovation and research meets compassionate care and community voices shape our services.

About Metro North Health

Be part of a world-class, dynamic, and growing health service that embraces technology and innovation, excellence in healthcare, quality teaching and cutting-edge research. Metro North Health is committed to providing a diverse and inclusive workplace for all employees. We offer unique and rewarding professional development opportunities in a safe and flexible work environment with a focus on putting our people first.

How to Apply

Please read this role description with the candidate application guide that is provided. The guide will provide you with additional information to assist you with the preparation of your application.

Please provide the following information when submitting your application:

- Your current CV or resume, including the names and contact details for two referees. Both referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted without notifying you first, please indicate on your CV/resume.
- A short statement (maximum 2 pages) on how your key skills are relevant for the role, taking into account the key accountabilities
- At interview if successful, a short 10 minute presentation will be required highlighting your previous experience in research, as well as any future research opportunities you would be keen to engage in via this role.

Applications from Aboriginal and Torres Strait Islander people are encouraged and welcomed

Your Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

Research

- Lead the development of a research strategy relevant to adult and paediatric emergency medicine
- Manage research being conducted in adult and paediatric medicine in accordance with all relevant legislative, regulatory, funding and policy requirements
- Undertake activities to support and develop research capacity at TPCCH in adult and paediatric emergency medicine
- Provide mentorship and supervision for staff undertaking research in the adult & paediatric emergency departments
- Build upon the established research culture in emergency medicine, ensuring that the department maximises its opportunities to engage in commercial and collaborative research aligned with the patient population presenting to TPCCH adult and children's emergency department
- Lead, support and develop multi-disciplinary emergency research from within and external to TPCCH
- Promote and develop mechanisms to increase opportunities and competitiveness for external grant funding
- Develop and deliver education and training relating to research for staff in the emergency department
- Establish new and extend existing linkages with internal and external stakeholders including other hospitals, universities, the Emergency Medicine Research Foundation and The Prince Charles Hospital Foundation
- Provide research metrics and reports to the emergency department operational team and other hospital executive leadership teams

Clinical

- Ensure high quality contemporary care is provided to all patients in the Departments of Emergency Medicine.
- Determine need for patient admission to inpatient areas of the hospital, as well as admission to and discharge from the Department of Emergency Medicine Short Stay Unit (SSU) and liaise with inpatient services as required.
- Provide close supervision of Senior Registrars, Registrars, Junior Medical Staff, and Nurse Practitioners in the department to ensure a high standard of clinical practice. This includes active involvement in the formative and summative assessment of these groups.
- Identify research opportunities

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Government**

Education

- Participate in the planning, delivery, and evaluation of educational programs in the field of Emergency Medicine for postgraduate and undergraduate students in Medicine, Nursing and other health professions, as appropriate for a University teaching hospital. This includes the provision of appropriate training for specialist registration by the professional Colleges (including ACEM and RACP).
- Assist in delivery of research aspects of curriculum for emergency training
- Support trainees who wish to undertake research projects as part of their training

Quality Improvement

- Actively participate in audit and quality improvement initiatives in the Department of Emergency Medicine to ensure that all aspects of the service are regularly reviewed and opportunities for improvement identified.
- Provide input to proposed trainee audits to ensure opportunities for publication are considered
- Promote a culture that links quality improvement initiatives and research

Administrative

- Manage the HR and financial delegations of the ED Research Collaborative organisational unit, including recruitment and payroll responsibilities for research staff, compliance with mandatory training and PDPs.
- Assist the Director and Clinical Directors in the day-to-day running of the Department of Emergency Medicine in its provision of services including the management of the human and material resources necessary to provide services within both the Adult and Children's Emergency Departments.
- Liaise as required to positively influence working relationships with the extended hospital and community service providers
- Attend committees and other meetings, both within and outside the Department, as requested by the Director of Emergency Medicine and provide reports as required.
- Promote junior medical staff compliance with the Emergency Department Information System (EDIS) to enhance the validity of departmental statistics and performance indicators.
- Participate in risk management and critical incident monitoring in the Department. This includes the investigation and resolution of complaints, follow-up of patients who leave without being seen, monitoring of radiology interpretation accuracy, investigation of all incident reports etc. as requested by the Director of Emergency Medicine.
- Participate in strategic planning for both Adult and Children's Emergency Departments.
- Understand information technology and its application in the clinical setting.

Leadership

- Provide leadership in the area of research within the Emergency departments and broader hospital.
- Assist the Medical Directors/Clinical Directors of Adults and Children's Emergency departments in the strategic, operational and clinical governance aspects of the Emergency Department as required.
- Promote The Prince Charles Hospital Emergency departments within the broader research and Emergency Medicine communities.

Other Duties

- Participate in Continuing Professional Development activities as directed by the relevant specialist colleges.
- Undertake additional duties as directed by the Director of Emergency Medicine and the Executive Director Medical Services.

Mandatory Qualifications/Professional Registration/other Requirements

- A medical degree (MBBS or equivalent) from a registered tertiary institution acceptable by the Australian Health Practitioners Regulation Agency (AHPRA) and the Medical Board of Australia (MBA) for registration as a Medical Practitioner in Australia.
- General Registration as a Medical Practitioner with the Medical Board of Australia.
- Fellowship of the Australasian College for Emergency Medicine (FACEM);
- or Fellowship of the Australasian College for Emergency Medicine with sub-specialty in Paediatric Emergency Medicine (FACEM PEM);
- or Royal Australasian College of Physicians with sub-specialty in Paediatric Emergency Medicine with Fellowship of the Australasian College for Emergency Medicine (FRACP PEM with FACEM)
- Specialist registration with the Medical Board of Australia in Emergency Medicine or Paediatric Emergency Medicine
- Certified copies of the required information, including qualifications must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- The successful applicant must hold and maintain appropriate **Scope of Clinical Practice (SoCP)** relevant to the role, awarded by a Metro North Health Credentialing and SoCP delegate.
 - Information presented for this application may be presented to the Medical Credentialing Committee.
 - All appointments are subject to maintenance of SoCP.
 - SoCP is further limited by the **Clinical Services Capability Framework (CSCF)** for the facilities in which clinical work is to be undertaken.
 - This process must be completed prior to commencement.

Desirable Qualifications/Experience

- Emergency Medicine research background with a higher degree research qualification desirable but not mandatory
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- This position is required to work all shifts in accordance with the relevant departmental/unit roster and participate in the “on call” after hour’s roster where applicable.
- This position may be required to work throughout Metro Northh HHS as/where required.
- This position may be provided the opportunity tow work with other HHS as/where required.

How You Will be Assessed

You will be assessed on your ability to demonstrate how your experience, abilities, knowledge and personal qualities align to Metro North's values and the key accountabilities of the role.

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and always balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services. Have excellent interpersonal and communication skills particularly with a focus on patient needs and the ability to work with and lead other staff from all disciplines.
- **Compassion** – is completely patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North's vision and purpose to exceed expectations of our patients and stakeholders. High level knowledge & skills as expected of an Emergency Medicine specialist. Commitment to the principles of quality improvement, patient safety and clinical governance. Commitment to and experience in the process of creating and maintaining educational excellence.
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.

Health Equity and Racism

Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Additional Information

- Metro North Health is committed to creating an inclusive and supportive workplace. We welcome applications from people with disability and encourage candidates to request any reasonable adjustments needed to support their participation in the recruitment process. If you require adjustments or support, please contact the nominated contact officer listed in the role description. For further information, please refer to our [Reasonable Adjustments Policy](#).
- Please note: there may be a requirement to work at other facilities located across Metro North Health.
- We recognise the value of diverse backgrounds, experiences and perspectives. If you have any support or access requirements, please advise us at the time of application.
- Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.
- Applications will remain current for 12 months or for the duration of the vacancy.
- Applications received via third party providers (recruitment agencies) will not be accepted
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at: [Lobbyist Disclosure Policy](#).
- Pre-employment screening, including criminal history and discipline history checks, will be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to [Probation HR Policy B2](#).
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.

Further Information

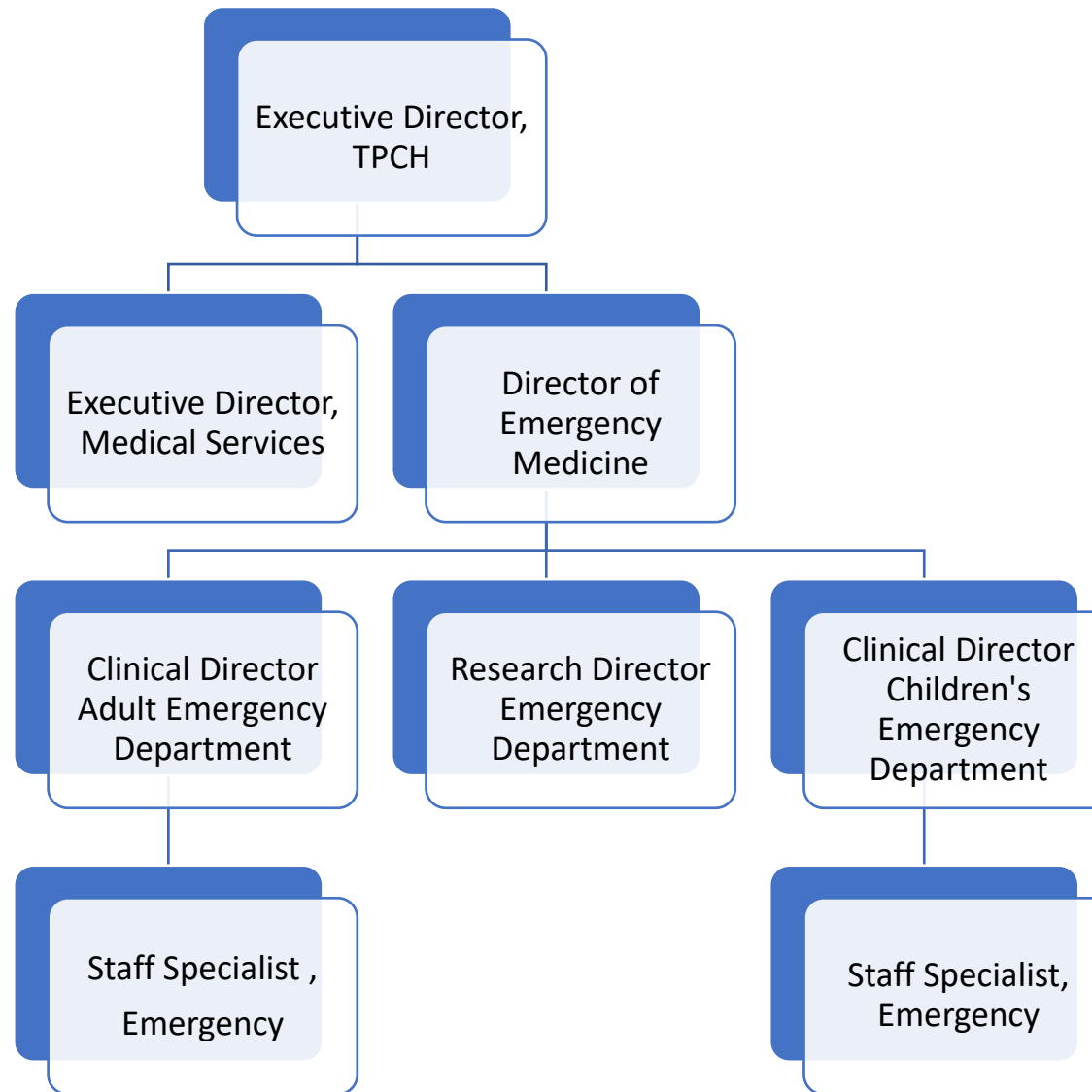
Metro North Health organisational structure

- [Organisation structure | Metro North Health](#)

Metro North Health website

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Team Structure



Organisational Structure | The Prince Charles Hospital

