Position Description

Position Title:	Hospital in the Home (HITH) Medical Lead – Research, Quality and Safety
Classification & Salary Range:	At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Agreement Name:	Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Position Reports to:	Clinical Director, Hospital in The Home (HITH) (EH)
Last updated:	06-11-2026

Position purpose

The HITH Medical Lead – Research, Quality and Safety is a senior medical leadership position responsible for supporting the advancement of research, innovation, quality improvement, and patient safety across the HITH service.

Working in close partnership with, and under the direction of, the Clinical Director, the role provides senior medical leadership for delegated research, quality, safety and innovation priorities. The position supports the strengthening of the evidence base for HITH practice, promotes continuous improvement, and contributes to the development of governance frameworks that underpin the delivery of safe, high-quality and patient-centred care within a bed-substitution model.

The position supports the Clinical Director in advancing a sustainable research and innovation agenda, building organisational capability in quality and safety, and translating evidence into practice to improve patient outcomes. Through leadership, collaboration and stakeholder engagement, the role contributes to the ongoing development of HITH and the advancement of Eastern Health as a leader in home-based acute care. The HITH Medical Lead – Research, Quality and Safety also provides delegated leadership support to the Clinical Director and acts on their behalf as required.

Major duties and/or responsibilities

Portfolio Leadership and Clinical Governance

- Support the Clinical Director in advancing research, quality, safety and innovation priorities across the HITH service.
- Provide senior medical leadership for priority initiatives aligned with service and organisational objectives.
- Contribute to the development, implementation and evaluation of governance frameworks, policies and systems that support safe, effective and patient-centred care.
- Promote a culture of accountability, continuous improvement, innovation and evidence-based practice.
- Provide delegated leadership support to the Clinical Director as required.

Research and Innovation

- Support the development and delivery of a HITH research and innovation agenda.
- Lead delegated research, evaluation and innovation initiatives aligned with service priorities.
- Support research governance activities, including ethics, regulatory and institutional approval processes.
- Develop research partnerships and facilitate grant and funding opportunities.
- Promote the dissemination and translation of research through publications, presentations, education and service improvement initiatives.
- Build research capability and engagement across the multidisciplinary workforce, including junior medical staff in partnership with the HITH Medical Lead – JMS.
- Maintain engagement with national and international HITH and virtual care forums, supporting staff to disseminate research through conference submissions, posters and presentations.

Quality Improvement, Patient Safety and Performance

- Support Clinical Director in advancing quality improvement, patient safety and clinical governance initiatives across HITH.
- Participate in Care@Home morbidity and mortality review processes and support implementation of resulting improvement initiatives.
- Promote organisational learning through the application of contemporary quality improvement methodologies.
- Contribute to monitoring, evaluation and reporting of quality, safety and research outcomes.
- Work closely with the Associate Director Quality and Patient Safety (Care@Home) to strengthen governance and quality systems across HITH.

Workforce Capability and Stakeholder Engagement

- Support the development of workforce capability in research, quality improvement and clinical governance.
- Mentor and support clinicians in research, evidence-based practice and improvement activities.

- Develop and maintain effective relationships with internal and external stakeholders, including academic, research and healthcare partners.
- Represent HITH on relevant research, quality and governance committees and forums as delegated by the Clinical Director.

Key Selection Criteria

Essential Selection criteria:

- Fellowship of a recognised specialist medical college and current registration with the Medical Board of Australia/AHPRA, with ongoing compliance with CPD requirements.
- Demonstrated experience in HITH, ambulatory care, virtual care, or other bed-substitution models.
- Demonstrated research experience, including peer-reviewed publications, presentations and scholarly activity.
- Experience in research governance, including ethics applications, clinical trials, and regulatory requirements.
- Demonstrated experience in quality improvement, clinical governance and patient safety within a healthcare setting.
- Proven ability to lead, influence and collaborate effectively within multidisciplinary teams, including mentoring capability development of clinicians.
- Demonstrated ability to analyse clinical and operational data, evaluate outcomes, and implement evidence-informed service improvements.
- Excellent communication, stakeholder engagement and collaboration skills, with the ability to build partnerships across health services and academic institutions.

Desirable but Non-Essential Criteria

- Higher degree in research, public health, clinical epidemiology, healthcare improvement, or a related field.
- Demonstrated success in securing competitive research, innovation, or quality improvement funding.
- Experience in multidisciplinary research, quality improvement, service redesign, or model-of-care development initiatives.
- Establish academic profile, including supervision of research projects, conference presentations, collaborations or affiliations with academic institutions.

Key Performance Indicators

- Growth in HITH research activity, outputs and collaborations
- Demonstrated improvements in clinical governance, patient safety and service quality
- Increased workforce capability and engagement in research and quality improvement
- Effective support of the Clinical Director in delivering strategic and operational priorities.
- Enhanced profile of Eastern Health HITH through academic, professional and research leadership.

Eastern Health's promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Read more about Eastern Health's strategic goals here.

Our commitment to Diversity, Equity & Inclusion 

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click here.

Aboriginal and Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2026 - 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- To uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- To comply with Eastern Health code of conduct and Policy and Procedures
- To comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring an improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information here

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

For more information about Quality and Safety please click here or for Staff Wellbeing please click here.

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. **Child Safety | Eastern Health**

Final note

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Appointment to this position is subject to a satisfactory National Police Check, compliance with mandatory vaccination requirements, including annual influenza vaccination, and evidence of immunity to vaccine-preventable diseases where required.

Application Support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2).

Candidate statement:

I _____ have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: _____