

OFFICIAL



AFP

Everyday people
legendary work

November 2025

Chief Medical Officer – Candidate Information Pack



JOIN OUR TEAM

The Australian Federal Police (AFP) have a clear mission statement to defend and protect Australia and Australia's future from domestic and global security threats, with five organisational priorities supporting this.

As we continue to evolve to meet emerging challenges, we are strengthening our focus on innovative technology, enhancing capability, and supporting the wellbeing of our people.

The AFP is key player in the Australian security landscape, rising to complex challenges to protect Australians as new threats emerge. We break new ground every day and as such, a career as a member of the AFP requires a diversity of skills and knowledge, as well as an ability to combine innovation with policing to create intelligent action.

To continue as one of the most adaptive, effective and advanced police forces in the world, the AFP is seeking a suitably qualified professional for the role of Chief Medical Officer (CMO).

THE ROLE

The CMO is the senior clinical leader for the AFP, responsible for shaping the AFP's approach to supporting the health, safety and wellbeing of our people. The role has a broad range of responsibilities across the organisation providing clinical representation both internally and across various external forums.

The CMO is responsible for the strategic clinical leadership, oversees health governance, and ensures AFP members operate under evidence based, ethical and compliant medical practices. The CMO supports the preparedness of the AFP workforce and operations from a clinical health perspective.

The CMO works alongside and collaborates with the Manager Shield on internal and external health and wellbeing factors to drive policy and improve health outcomes. Relevant areas of work include for example:

- Workforce health, safety and wellbeing
- Policy and program development
- Clinical governance, assurance and continuous improvement processes
- Complex case management
- Public and occupational health advice and travel medicine
- Collaboration with the AFP Chief Psychologist in support of mental health and wellness.

The role of the CMO involves:

- Providing clinical leadership, strategic direction and advice for the provision of occupational health services to the AFP, AFP Leadership, and operational commands in support of AFP operations
- Technical governance and oversight of AFP health related information and services including internal and contracted capabilities
- The provision of clinical advice in the development of policy on a range of health issues and medical planning for high-risk operations, international deployments, major events and critical incidents

- Ensure a contemporary and relevant clinical governance framework, in support of the delivery of safe and high-quality occupational health services
- Leading a multi-disciplinary team in the coordination of occupational health services and medical clearances
- Develop, oversee and provide advice on medical standards, in accordance with inherent requirements, including assessments of fitness for role, international deployment, recruit entry, pre and post deployment, and specialist roles.
- Serve as the AFP's senior clinical representative for internal and external committees and boards, representing the AFP at inter-departmental government meetings relating to health issues impacting on AFP members.
- Provide medical guidance to all areas of the AFP in support of AFP business objectives
- Provide Medical review services for Professional Standards including, for example, advice regarding prohibited drugs, pharmaceutical products, and alcohol and positive drug screen results.
- Act as a liaison with service providers when medical repatriations are required and give timely and expert advice to members unwell on posting overseas or on their return.

All AFP appointees must ensure that the achievement of outcomes is in accordance with the regulatory framework, the AFP Code of Conduct and the AFP Governance instruments.

ROLE LOCATION

The role is based in Canberra and reports to the National Manager People.

MINIMUM REQUIREMENTS

- Must be an Australian citizen
- Negative Vet 2 (Top Secret) security clearance (or the ability to obtain one)
- Hold full and unconditional registration as a medical practitioner with the Australian Health Practitioner Regulation Agency
- Hold a Fellowship with one or more of the Medical Colleges in Australia
- Have demonstrated clinical senior leadership experience
- Proven expertise in clinical governance and risk management
- Be available after hours for medical emergencies and to liaise with other medical practitioners delivering care to AFP members

OUR IDEAL CANDIDATE

Our ideal candidate will also demonstrate:

- Comprehensive understanding of Australia's health care system, policies, procedures and key challenges.
- Acknowledged and renowned leadership in your medical specialty.
- Professional authority and credibility, building leadership legitimacy through honest and authentic relationships.
- strategic and systems thinking capability
- clinical judgement and operational awareness

- have astute judgement, a strong focus on results and the ability to solve complex issues and build organisational capability
- be committed to excellence and innovation and have a strong record of achievement
- have excellent stakeholder relationship skills, including the ability to provide insightful, persuasive and trusted advice to a diverse range of senior stakeholders, including across government
- be forward thinking and self-motivated, driving operational and service excellence
- lead by example, embodying the inclusive culture to which we aspire

OUR OFFER

Generous remuneration and conditions of service will be negotiated with the successful applicant, including salary, airline lounge membership, fitness/health allowance, annual health assessments and employer superannuation benefits.

MORE INFORMATION

The AFP is part of the Home Affairs portfolio and works closely with a range of other law enforcement and government agencies at state, territory, Commonwealth and international levels, outsmarting crime, enhancing safety and providing a secure regional and global environment. The [Corporate Plan](#) is a legislative requirement under the *Public Governance, Performance and Accountability Act 2013*. It sets out the AFP's purpose, priorities, environmental context, the activities it undertakes, how performance is measured and the management approach to risk.

The plan is a rolling four-year plan and is updated annually. It is aligned with the outcome statements, program and performance information presented in the [AFP Portfolio Budget Statements](#). Performance against the plan and the PBS is reported in the [Annual Report](#).

DIVERSITY

[Diversity and inclusion](#) are a core element of modern policing. Not only does it ensure we reflect the community we serve, but it also allows the AFP to build and maintain community trust, and strengthens our capacity to effectively respond to local, national and international challenges. Achievement of a diverse workforce, and an inclusive workforce culture, are not merely nice to have – they are imperative to our capability as an effective, future-ready police organisation.

Further reading:

- [Platypus](#): Policing and community news from the Australian Federal Police
- [AFP Media releases](#)
- [AFP Diversity and Inclusion Strategy 2023-26](#)
- [Statement of Gender Equity in the AFP](#)

HOW TO APPLY

APPLICATION

Your application should include a CV and a statement of claims (a short 'pitch' of approximately 1000 words) drawing out why you are interested in the role, what you offer the agency, your skill set, relevant career history and achievements, and your leadership attributes. In preparing your application, we suggest you take account of the following':

- [SES Performance Leadership Framework](#). This sets the expectations for all SES employees.
- [Secretaries Charter of Leadership Behaviours](#). This sets out the behaviours Secretaries expect of themselves, the SES and across all levels of the APS. The Charter focuses on behaviours that support modern systems of leadership within the construct of the APS Values and Code of Conduct.
- [Integrated Leadership System upon which the above behaviours are built](#).

For more information, please [visit the Australian Public Service Commission's page on Senior Executive Service \(SES\) recruitment](#).

In addition to submitting your CV and a statement of claims (or 'pitch') you will be required to fill in some additional fields in our online application form. These include areas such as Key areas of expertise, Major Achievements, Staff Management and Budget Management.

Applications are to be submitted through the Executive Intelligence Group website:
<https://executiveintelligencegroup.com.au/vacancies/>.

At Executive Intelligence Group, we respect the confidentiality of the personal information you provide to us and understand that your privacy is critical. To review our Privacy Policy please click here: <https://executiveintelligencegroup.com.au/privacy-policy/>.

Important things to note:

1. You will have an opportunity to review, edit and print your application before you submit. However, once it is submitted you will not be able to make any changes;
2. In the event that you do not receive an automated email confirming your application has been submitted it is very important that you contact us as there may be an issue with your application lodgement;
3. If you do not hear from us about the progress of your application within 3 weeks from the close date, please contact us for an update; and
4. If at any time, you wish to withdraw from this process you will need to send an email to admin@execintell.com.au to let us know. You are unable to withdraw your application directly from the website.
5. We can be contacted on 02 6232 2200 or admin@execintell.com.au.

POSITION CONTACT:

If you require further information in relation to this role, please call Tricia Searson or Karina Duffey at Executive Intelligence Group on (02) 6232 2200 or admin@execintell.com.au.

Applications close: 11:59pm (AEDT) Tuesday, 9 December 2025. Late applications will not be considered without the explicit approval of the Selection Committee chair.