



Medical Director

Job title:	Medical Director
Particulars of Office:	Permanent Part-Time Contract (28h per week)
Probationary:	6-month probationary period
Remuneration:	€114,000 for GP role + €14,500 stipend for additional Medical Director responsibilities per annum
Report To:	CEO
Interview:	Interviews will be in two stages. The first round of interviews will be held on 15 th January 2026.
Application closing date:	07 th January 2026.

Safetynet Primary Care

Safetynet Primary Care is a values-driven charitable organisation committed to delivering high-quality healthcare to marginalised and socially excluded people. In doing so, it offers services to marginalised populations that are not available through the mainstream healthcare system, helping to overcome the access barriers faced by disadvantaged individuals.

Safetynet innovatively removes barriers by providing GP and nurse care in our open access clinics and by bringing healthcare to homeless people and vulnerable groups in hostels, food halls and drop-in services. Safetynet has developed a significant migrant health service, providing health assessment screening and GP clinics to vulnerable migrants, refugees and international protection applicants. We advocate for an inclusive health system and work towards integration of our patients' healthcare into mainstream services.

Safetynet Primary Care is an equal opportunities employer.

Our Values

- **Quality:** Everyone who accesses our services should expect to be given the highest possible care we can give.
- **Transparency:** All our employees, partners, sponsors and service users should always expect us to be honest and open with them.
- **Inclusivity:** We ensure that we serve all those that are considered hard to reach, without judgement or blame for their health condition.
- **Respect for others:** We respect the choices of our patients and go further to assist them in achieving health and happiness.

- **Innovation:** We value innovation in service design, encourage staff to research and try new approaches, and create a culture of trust that nurtures creativity and experimentation, understanding that failure is part of success.

Role Summary

The Medical Director plays a central leadership role in Safetynet Primary Care, ensuring the delivery of high-quality, patient-centred medical services across all sites. Working closely with the CEO and Senior Management Team (SMT), the Medical Director oversees clinical governance, supports medical staff, and ensures compliance with HSE standards and ethical medical practice.

The role has both patient facing and administrative responsibilities.

WTE: The role is 0.8 (28 hours per week)

Reporting: The role reports to the CEO

Key Responsibilities

Strategic & Clinical Leadership

- Lead the development and implementation of clinical strategies aligned with Safetynet's mission and strategic goals.
- Provide expert clinical guidance to the SMT and Board, contributing to strategic planning and service development.
- Represent Safetynet in external forums, including HSE and other healthcare stakeholders, on matters of clinical governance and patient care.

Medical Staff Management

- Participate in recruitment, selection, and onboarding of GP and Nursing staff together with HR and Services Manager.
- Ensure all medical staff are appropriately qualified, registered, indemnified, and clinically competent.
- Provide line management and mentorship to GP lead roles (5).
- Support orientation and integration of new GPs into Safetynet services.

Clinical Governance & Quality Assurance

- Approve and oversee medical practice policies and procedures together with GP leads.
- Monitor compliance with HSE regulations and advise on necessary changes.
- Review clinical performance and patient care standards across services.
- Lead performance improvement initiatives and respond to patient feedback and complaints in line with Safetynet's policies.

Operational & Administrative Oversight

- Approve procurement of medical equipment and clinical resources.
- Provide clinical activity reports as required to the Clinical Governance Subcommittee and participate in relevant meetings.
- Monitor and report on Key Performance Indicators (KPIs) related to clinical services, in conjunction with the GP Leads and CEO.

Ethical & Professional Standards

- Foster a culture of ethical medical practice and continuous professional development.
- Ensure confidentiality and data protection in line with Safetynet policies and legal requirements.
- Promote a collaborative and respectful working environment among medical and non-medical staff.
- Promote a no-blame culture among Safetynet clinical staff.

Person Specification

Essential Qualifications & Experience

- Registered medical practitioner with the Irish Medical Council.
- Significant experience in clinical leadership, preferably within primary care.
- Knowledge of HSE standards and healthcare regulations in Ireland.

Desirable Attributes

- Experience working in or with NGOs or voluntary sector healthcare providers.



- Strong interpersonal and communication skills.
- Experience of working in inclusion healthcare
- Commitment to health equity and serving vulnerable populations.
- Proven track record in clinical governance, quality improvement, and team management.

General

- Demonstrates and embodies an understanding of Safetynet's mission & values in performing all aspects of the role.
- As a member of the SMT provide input into Safetynets strategic development and general oversight.
- Demonstrates a caring and supportive attitude when interacting with patients and employees.
- Strives to build partnerships beneficial to the service with external collaborators.
- Assists in promoting a working environment in which the medical providers retain independent judgment and responsibility in the practice of medicine.
- Provides an environment in which the medical providers follow, and abide by, the ethics of the medical profession and national regulations.
- Handles confidential information as defined in Safetynet's policies, regarding data protection.

How to apply

Please send your application to careers@primarycaresafetynet.ie with a CV and cover letter, outlining why you are applying for this position. Post is subject to Garda Vetting.