Momentum
Clinical Research

Position Description – Chief Medical Officer
Company: Momentum Clinical Research (post-PCRN merger)
Reports To: Chief Executive Officer
Direct Reports: Medical Team
Location: Australia
Date: 1 October 2025

About Momentum Clinical Research
Momentum Clinical Research (MCR), strengthened by its merger with Pacific Clinical Research Network (PCRN), is a 20-site network across Australia and New Zealand delivering world-class clinical trials from **Phase I through Phase IV**, including a dedicated **Phase I business unit**. With expanded operational scale, integrated systems, and a growing team of highly skilled professionals, we are positioned as one of Australasia's most capable and agile trial delivery platforms.

Position Summary
The Chief Medical Officer (CMO) provides strategic medical and scientific leadership across MCR, ensuring research integrity, clinical excellence, and alignment with business objectives. The role combines responsibility for advancing the organisation's research and clinical agenda with a strong focus on identifying and developing new business opportunities, partnerships, and funding streams.
The CMO provides oversight of clinical and regulatory governance and builds trusted relationships with external stakeholders. In parallel, the CMO leverages their medical expertise and industry insight to drive business development, positioning the organisation as a leader in medical research and strengthening its commercial sustainability.

As technical lead of the medical team this role will also be assigned as Principal Investigator (PI) on specific studies (refer to Investigator position description).

Key Responsibilities

Strategy

- Ensure medical strategy is aligned with MCR purpose, values, and stakeholder expectations.
- Engage with Board and/or leadership team and external stakeholders to refine and pressure-test strategic direction.
- Guide decision on resource allocation, capability development, and partnerships to enable strategic execution.
- Identify risks associated with strategic options and embeds mitigation planning into proposals.
- Provide expert advice to the executive team on clinical, scientific, and ethical issues.
- Drive innovation in clinical care, translational research, and new treatment approaches.

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Leadership

- Develop, motivate, and inspire team to deliver high performance, engagement, and inclusion.
- Leads confidently through change, managing ambiguity and resistance while maintaining focus on outcomes.
- Onboard the Investigators and lead monthly investigator meetings.
- Develop Key performance indicators in line with Company strategy.

Clinical Governance & Quality

- Oversee the development and implementation of clinical governance frameworks, ensuring compliance with medical, ethical, and regulatory standards.
- Champion quality improvement, patient safety, and risk management across all medical and research operations.
- Establish clinical performance metrics and monitor outcomes.
- Hold oversight of consent process and QC across sites.
- Provide oversight of issues identified during monitoring visits looking for trends that need to be shared with other sites or investigations, particularly where there may be a safety issue where additional training or process improvement may be required.
- Ensure adherence to all ICH, GCP, local regulations, study protocols and MCR policies and procedures to maintain participant safety and data integrity.

Business Development & Research

- Identify, assess, and pursue strategic partnerships and funding opportunities with healthcare providers, research institutions, government bodies, and industry stakeholders.
- Provide medical and scientific expertise in the evaluation of potential projects.
- Contribute to business development strategies that position the company as a leader in medical research.
- Provide medical oversight for study design, ethics submissions, and safety monitoring.
- Contribute to the assessment of market opportunities, including risk, feasibility, and alignment with the organisation's research portfolio.

Stakeholder Engagement

- Work with stakeholders for oversight of all sites to develop additional relationships that would support recruitment.
- Maintain and expand the MCR specialist network.
- Attend Start Up meetings to provide medical input into the recruitment strategy and other areas relevant to the efficient delivery of the study.

- Represent MCR and act as key spokesperson on clinical matters with government health bodies, research partners, industry and community stakeholders.

Budget

- Provide input to budgeting of medical team activities, review and manage medical team utilisation and study realisation across sites.

Communication & Relationships

- Build and sustain strong, trusted relationships across all levels of the organisation and with external stakeholders.
- Communicate with influence and clarity, ensuring alignment of messages with organisational strategy.
- Demonstrates diplomacy, emotional intelligence, and authority in managing complex, sensitive, or high-stakes interactions while ensuring alignment with organisational strategy and values.

Innovation & Continuous Improvement

- Drive a culture of innovation and continuous improvement that enhances organisational performance, efficiency, and value creation.
- Champion new ideas, technologies, and practices that strengthen competitive advantage and service delivery.
- Identify trends across sites and develop new processes and training requirements.

Values & Brand Alignment

- Acts as a role model for organisational values, ensuring they are embedded in decision-making, behaviours, and culture.
- Represents the organisation with integrity, professionalism, and authenticity, strengthening reputation and trust with internal and external stakeholders.
- Aligns leadership actions, communications, and business outcomes with the organisation's brand promise and cultural identity.

Health, Safety & Wellbeing

- Champions a culture where health, safety, and wellbeing are non-negotiable priorities.
- Ensures compliance with legislation and standards while embedding proactive safety leadership across the organisation.
- Leads by example, creating an environment where all staff feel responsible for safety and supported in their physical and mental wellbeing.
- Balances productivity with the duty of care to protect people and the organisation.

- Maintain overview of Health and Disability Ethics Committee and local regulatory processes.

Key Relationships

- **Internal:** CEO, Leadership Team, Medical Team, Site Managers.
- **External:** Healthcare providers and industry partners.

Qualifications & Experience

- Medical degree with specialist registration.
- Registered with the Medical Board of Australia and Australian Health Practitioner Regulation Agency (AHPRA).
- Significant experience working as a Clinical Trial Investigator and in a senior medical leadership role, preferably in research, healthcare, or pharmaceutical sectors.
- Current ICH GCP Training Certificate
- Deep understanding of clinical governance, ethics, and regulatory compliance.

Personal Attributes

- Demonstrates strategic clinical leadership and vision.
- Exceptional communication and stakeholder engagement skills.
- Strong decision-making, analytical, and problem-solving ability.

Success Measures / KPIs

- Clinical quality and patient safety metrics achieved.
- Compliance with regulatory and ethical standards.
- Research outputs, trial success rates, and innovation milestones delivered.
- Strength and effectiveness of external stakeholder relationships.

This position description is not necessarily a complete list of all accountabilities or requirements associated with the position. While it is intended to be an accurate reflection of the current position, MCR reserves the right to revise and require that other tasks be performed.