

# Chief Executive Officer

Rural Northwest Health



# About Rural Northwest Health

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Rural Northwest Health has a budget in excess of \$20 Million and employs 290 team members across the campuses of Warracknabeal, Beulah and Hopetoun. The organisation has a total of 90 residential aged care (RAC) beds, including 15 in the award-winning memory support unit, 16 acute beds and all three centres have a broad range of community health services keeping our community well at home. Located in the heart of the Wimmera the Yarriambiack Shire is a major grain growing area serving a population of over 7000 people.

## Our vision:

Moving together through change to provide innovative rural health care.

## Our mission

Rural Northwest Health will provide accessible, efficient and excellent care to our community within the Wimmera Mallee region.

## Strategic direction

1. Build business capability
2. Respond bravely and innovatively to opportunities that improve local health outcomes



# Health Services

Northwest Health is a Victorian public sector health service created under the Health Services Act and responsible to the Minister for Health. The population of the communities served by Rural Northwest Health is about 4866 people (ABS Census data 2006) within the Yarriambiack Shire. Rural Northwest Health covers the northern part of the Shire and shares the southern part with Dunmunkle Health Services. Between our three campuses at Warracknabeal, Beulah and Hopetoun we provide a comprehensive range of acute, aged, and primary health services to the local community.

The key focus of Rural Northwest Health is caring and supporting people to be healthy and living a full life. Our logo represents this by the carer reaching out and embracing its community over the broad horizon. Our staff provides care and programs that offer wide reaching community support and a warm and comforting approach.

Rural Northwest Health is committed to achieving the best health for the Wimmera Mallee community. We recognise our client's/residents' total needs in order for them to achieve optimal health and wellbeing. We believe that our clients/residents are entitled to quality health care that respects their dignity, beliefs and rights regardless of their cultural, spiritual or socio-economic background.



*Australia Day RNH Staff*



# Health Services

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## Services we provide

### Acute care

Warracknabeal and Hopetoun campuses provide urgent care services including:

- Acute medical
- Palliative care
- Pharmacy
- Pathology services
- Urgent care

### After hours service

General Practitioners and nursing team members provide an after hours on call service 24 hours 7 days per week at Warracknabeal and Hopetoun.

### Aged care

Warracknabeal and Hopetoun campuses provide aged care services including:

- High and low care accommodation
- Respite care
- Memory Support Unit (Warracknabeal)
- Lifestyle program
- Cognitive Rehabilitative Therapist

### Allied health

- Counselling
- Dietetics
- Exercise physiology
- Massage therapy
- Occupational therapy
- Physiotherapy

- Podiatry
- Social work
- Speech pathology

### Community Health

Community and Allied Health services are provided across the three campuses at Warracknabeal, Beulah and Hopetoun:

- Well-being Coordinators of chronic disease management
- Ante natal and domiciliary midwifery services
- Asthma education and health plan development
- Diabetes education and health plan development
- Health education and promotion
- Post-acute care
- Hospital to home
- Day Program (Warracknabeal and Beulah)
- Cancer Resource Nurse
- Community Health Nurse
- Memory Support Nurse
- District nursing services

### Medical Imaging (Warracknabeal)

- X-ray and ultrasound

### Speciality Services

- Ear, Nose and Throat
- Cardiology

### Support Services

- Carer support services
- Volunteer program



# The role

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The Chief Executive Officer provides visible leadership and commitment in delivering and supporting the strategic direction set by the Board to ensure achievement of Rural Northwest Health's vision, mission and strategic goals. The Chief Executive Officer works in partnership with the board to ensure sufficient and efficient allocation of resources to provide safe, effective, accountable and person-centred healthcare underpinned by continuous improvement.

## Core accountabilities

1. Quality and safety
2. Governance – clinical and corporate
3. Financial management
4. Human resource management
5. Research, Innovation and business development
6. Partnerships and stakeholder engagement

The CEO is expected to demonstrate values-based leadership across all of the core accountabilities.



*Images of the Therapeutic Garden and The Australia Day Lunch at RNH*

# Key Selection Criteria

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## Qualifications

- Tertiary qualifications in a relevant discipline (Health, Management)
- Post-graduate qualifications or equivalent experience in management.

## Key Selection Criteria

1. Significant understanding of and demonstrated commitment, energy and passion for the Vision, Mission and Strategic Direction of Rural Northwest Health.
2. Extensive Executive level experience in leadership and management within a health service.
3. Demonstrated strong values driven leadership style that encourages constructive debate, using initiative and an evidenced based approach, with a commitment to working collaboratively to achieve agreed vision and objectives.
4. Demonstrated ability to engage with and motivate team members to embrace change in response to a range of imperatives. Strong ability to create a vision for the future and to engage with and inspire stakeholders (Team members, Board of Management and community).
5. Sound understanding of corporate and clinical governance and demonstrated ability to work proactively in partnership with the Board of Management.
6. Exceptional interpersonal skills, written and verbal communication and negotiation skills with demonstrated experience in successfully developing and maintaining collaborative partnerships at all organisational levels and with a wide range of external stakeholders.
7. Strong financial management, business skills and strategic planning acumen with demonstrated experience in effective risk management and a thorough understanding of State and Commonwealth funding.
8. A sound understanding of current issues affecting the health service system (Acute, aged care, primary health and community sectors) and rural and regional communities in particular.
9. Understanding of the role of the health service in responding to community needs within a rural community.
10. Demonstrated sound knowledge of workforce management issues and extensive experience in effectively managing employees.
11. Evidence of ability to recognise and act upon development and growth opportunities for the organisation, with demonstrated experience in accessing traditional and non-traditional funding sources.

# Remuneration

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The Board of Management will negotiate a competitive remuneration package with the successful applicant. A three year GSERP contract with a Total Remuneration Package (TRP) in the range of \$134,851 to \$211,374 (Group 4, Cluster 2 – Small to Medium Rural Centre) will be negotiated with the successful applicant.

The TRP is inclusive of:

- Base Salary
- Superannuation
- Motor vehicle

Other benefits:

Salary packaging and generous housing benefits are also available for the successful applicant.



*Image of CEO House*



# How to Apply

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Applications should include a:

- Covering Letter
- Current CV
- Statement addressing the Position Requirements and Key Selection Criteria; and
- Completed Application Form (available on the HRS web site).

Applications can be lodged online via the HRS web site or by email at [hrsa@hrsa.com.au](mailto:hrsa@hrsa.com.au)

**Applications Close: 25 June 2018**

## Further Information

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*Image of Yarriambiack Creek*

