

Executive Director People & Culture

South West Healthcare



About South West Healthcare

South West Healthcare is the largest outer regional health service in Victoria; providing acute, mental health, rehabilitation, and aged care together with an extensive range of primary and community health services across the south west catchment.

As the major specialist referral centre for the South West region, South West Healthcare provides a comprehensive range of specialist services.

With a total of 282 beds (216 acute, 36 aged care and 30 mental health), the organisation services a population in excess of 110,000, employing over 1,450 staff. Warrnambool Campus (212 beds) provides acute, rehabilitation and mental health care, together with extensive outpatient and community services. Camperdown Campus is a district hospital serving the local community and outlying district with 60 beds providing acute, nursing home and hostel care.

South West Healthcare embraces the following values:

- Caring
- Respect
- Integrity
- Excellence
- Leadership

Our Mission:

To provide a comprehensive range of high quality health and well-being services for people in South West Victoria.



Living in the South West

Situated on the Great Ocean Road, Warrnambool is surrounded by lush rural landscapes and breath-taking ocean views. With spectacular stretches of coastline, fantastic beaches and ocean views, beautiful parks and gardens, seaside walking and bike trails, visiting whales, notorious shipwrecks, unique volcanoes, great food, exhilarating sports and a thriving city centre, Warrnambool has something for everyone.

Warrnambool has a moderate climate with an average maximum summer temperature of 22°C, while the average winter maximum is 14°C.



City Access

From Melbourne, Warrnambool is a three hour drive via Geelong on the Princes Highway or the Hamilton Highway. Warrnambool has four return rail services to Melbourne on weekdays and three return services on weekends. Sharp Airlines operates two return flights from Essendon airport on weekdays and one return flight on Sundays.

Community

Education needs for all ages are covered. The City's main education centres include Deakin University (Warrnambool Campus), the South West TAFE. There are kindergartens in all suburbs, 11 primary schools and four secondary schools and pre-school centres.



About The Role

The Executive Director People and Culture is responsible for the leadership and management of all workforce related and human resources management issues in South West Healthcare. The role is responsible for the development and implementation of people/human resource strategies and services that support the organisation's strategic directions.

This a key leadership role that must foster collaborative working relationships within Human Resources, the South West Healthcare Board of Directors, Executive and Senior Leadership teams across the organisation as well as with other key stakeholders including the Department of Health and Human Services, relevant professional and industrial bodies and other Health Services.

The position is accountable for the strategic direction of human resources and workplace development, supporting the implementation of a workplace culture aligned to the organisation's values. It is also responsible for the management and organisation wide delivery of a customer focused, high quality Human Resources Services including:

- Workforce planning
- Recruitment and employment services
- Employee and industrial relations
- Performance management and succession management
- Organisational development, including education & training
- Workplace Culture and change management
- Work environment/occupational health and safety & WorkCover management Staff Wellbeing services
- Remuneration / Payroll
- Volunteers

The Executive Director People and Culture is a key support to the Chief Executive and other senior executives charged with the responsibility for setting the strategic directions for South West Healthcare, as well as ensuring optimum performance and systems review and management.



Key Selection Criteria

1. Be recognised as a leader in strategic thinking and the execution of change.
2. Have exceptional people and influencing skills.
3. High level Human Resources qualifications together with experience in leading and directly managing a human resources team, preferably in a complex services sector environment.
4. Highly developed verbal and communication skills and presentation skills.
5. The ability to support a cultural change program designed to significantly improve the organisation's performance.
6. Understand the people management strategies necessary to deliver transformational and change strategies.
7. The ability to foster a culture of innovation and productivity improvement.
8. Advisory and coaching skills.
9. Demonstrated effectiveness as a Human Resources Executive with proven ability to develop and meet strategic, operational and budgetary objectives.
10. Ability to develop business cases, plan change and effectively manage projects.
11. Proven ability to manage budgets and resourcing requirements to deliver People and Culture operational expectations and strategic objectives.
12. Sound knowledge of and commitment to OHS principles with a demonstrated ability to integrate and implement these at the strategic level.
13. Comprehensive understanding and ability to manage in a financially sustainable manner, understanding the fiscal constraints of healthcare.
14. Highly developed skill set relating to Industrial Relations (IR) and performance management systems and tools.
15. Ability to develop and motivate individuals and teams, and to create a learning environment.



Remuneration

A competitive three (3) year GSERP contract with a Total Remuneration Package (TRP) of around \$165,000 will be negotiated with the successful applicant.

The TRP is inclusive of:

- Base Salary
- Superannuation
- Motor vehicle

Other benefits:

Salary packaging benefits are also available.

How to Apply

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

Applications Close: 16 November 2018

Further Information

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Health Recruitment Specialists
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