



HRS

Talent & Acquisition Manager



GVHealth



About GV Health

GV Health is the main referral health service for the Hume region. Our services include a 24-hour Emergency Department, Surgery, Medical Services, Women's and Children's Services, Rehabilitation and Palliative Care, Mental Health, Outpatients, services at Tatura and Rushworth, and community-based health programs.

We pride ourselves on delivering patient-centred care and we aim to enhance the patient experience through improved service access, developing partnerships, meeting growth in demand, implementing innovative service models and ensuring workforce flexibility.

Our Purpose

Improving community wellbeing through high-quality health services, outstanding care and learning.

Our organisation is so much more than a health service. We are a critical part of the Goulburn Valley community and make a significant public value contribution to people living and working in, and visiting, the vibrant Goulburn Valley.

We support all aspects of individual, family and community health and wellbeing, connect people and organisations, support the local economy, provide comfort and safety, embed inclusion, foster diversity, and create a more sustainable, cohesive and liveable community for all.

We have an uncompromising focus on safety, accessibility and quality of care for all people receiving care and treatment. We are reliable, respected and trusted. Our people actively recommend our services, as we are the first choice for health and wellbeing needs across our community. We work with our people to maximise their safety and wellbeing.

OUR VALUES AND BEHAVIOURS

Our culture is made up of our CREATE values and behaviours, through which we commit to delivering ongoing quality healthcare for our community. Our CREATE values and behaviours are the foundations for our strategic pillars, and for achieving our goals.





Compassion

- We treat others with kindness and respect;
- Our deep connection to the community enhances our care for patients;
- We support the whole patient journey;
- We are understanding of each other.



Respect

- We respect the patient's voice and their choices;
- We celebrate diversity and are proud of multiculturalism;
- We respect differences of opinions;
- We respect the input of different disciplines and areas of expertise.



Excellence

- We are encouraged to grow professionally and personally;
- We are leaders in what we do;
- We invite feedback and are always striving to do better;
- We connect patients to further care and information.



Accountability

- We are responsible for our actions;
- We are courageous in our decision making and grow from our mistakes;
- We deliver what we promise;
- We don't compromise on our standards.



Teamwork

- We are a multi-skilled workforce and we pool our resources together;
- We mentor and support one another;
- We take a collaborative approach to care;
- We are approachable.



Ethical behaviour

- We hold ourselves to high standards;
- We rigorously uphold professional boundaries in our regional setting where patients may be friends or family too;
- We value and respect our patient's privacy and trust;
- We stand up against unsafe practice.



Our Region

Our Community

Demographics

- GV Health services an immediate population of 107,000 people and by 2021, our primary catchment is expected to increase to 116,000.
- A total of 70% of our primary catchment lives in Greater Shepparton. A significant number of patients also come from our secondary catchment – Strathbogie, Moira and Campaspe Shires.
- Greater Shepparton has an ageing population. Currently 40% of acute services are provided to those aged 65 years and over. In future it is expected that more than half of all acute services will be provided to those aged 70 years and over.
- Greater Shepparton has a higher percentage of children under 14 years (20.9%) and a slightly higher rate of people aged 15- 24 years (13.4%) compared to the rates for rural Victoria (19.1% aged under 14 and 12.6% aged 15-24).
- Greater Shepparton has a significantly higher percentage (11%) of people born in non-English speaking countries living in Shepparton compared to other parts of the catchment. This is twice the rate of rural Victoria (5.6%).
- Greater Shepparton has a significantly higher indigenous population at 3.8%, more than twice the rate for rural Victoria (1.4%).

Health Status

Our community has a higher percentage of people with:

- Heart disease (8.1%) compared to the rate for the State of Victoria (6.9%).
- Obesity (26.4%) compared to the rate for the State of Victoria (17.3%).
- Low birth weight babies (7.9%) compared to the rate for the State of Victoria (6.6%).
- Poor diet – a total of 54.9% do not meet fruit and vegetable dietary guidelines compared to the rate for the State of Victoria 51.1%.

<https://youtu.be/I9aUoCenLuo>



The Role

The Talent Acquisition Manager reports directly to the Operations Director within the People & Culture (P & C) directorate. The P & C team provides a range of strategic and operational human resources services and support to Goulburn Valley Health and its associates, including Yea and District Hospital and the Hume Rural Health Alliance. The P & C team consists of Health, Safety & Wellbeing, Injury Management, Employment Services, Employee Relations, Organisational Development and metrics/reporting.

The Talent Acquisition Manager is responsible for holding the talent acquisition (TA) function across GV Health, ensuring the provision of strategic and operational support to the directorates for TA activity. This includes project/campaign recruitment activity, end to end support for critical roles and/or hard to fill positions, such as speciality clinical areas, recruitment into positions created by redevelopments, new models of care and service growth. The incumbent will be required to collaborate with key People & Culture (P&C) functions and with stakeholders across the organisation, as well as role modelling leadership and developing others. This includes leading or supporting projects that relate to attraction and retention, through working collaboratively with Employment Services and Organisational Development.

- Build the capacity and capability at GV Health to evolve to include a talent sourcing strategy, candidate care strategy, talent pools, partnering with leaders to develop recruitment strategies for hard to fill positions and project/campaign recruitment activity such as positions related to the redevelopment
- Monitor and have oversight on the flow of recruitment activities, including; on-boarding, contract creation and issuing, pre-employment checks, as it relates to positions and related strategies the T&A Manager is responsible for
- Develop and build on the overseas recruitment strategy for hard to fill and/or critical roles
- Manage and oversee the coordination of required Visa's/ business sponsorship for international candidates for non-medical positions at GV Health. Work collaboratively and share resources with the Medical Workforce Unit in relation to medical candidates seeking sponsorship or visas.
- Together with the Employment Services Manager, drive process efficiencies to provide a seamless candidate and leader experience
- Ensure a suite of supporting documentation, such as candidate care letters and information pertaining to expectations on sponsorship and permanent residency, are available and updated according to relevant industrial instruments and legislation
- Review and refine processes and tools as required
- Develop and deliver appropriate communication/engagement plans to influence and facilitate understanding and implementation of T&A activities
- Ensure key compliance areas have relevant plans in place that are evaluation and monitored for risks



- Assist in embedding a workforce planning function into the organisation to ensure that current and future people needs are identified and aligned with operational requirements

Key Selection Criteria

Commitment to leading consistent with GV Health's behaviours and values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour.

Qualifications in Human Resources or other related discipline

Previous experience in setting up or extending Talent Acquisition services and in developing and executing a talent acquisition strategy, along with a proven track record as a senior P&C practitioner with subject matter expertise in talent acquisition and recruitment

A high standard of verbal and written communication for a variety of audiences, including Executive

Proven track record of establishing positive working relationships with key stakeholders and networks from diverse backgrounds

Previous experience driving innovation and change to improve efficiencies and effectiveness. Able to engage and inspire people to generate novel solutions with measurable value for end users of the function

Proven ability to work with and engage others to contribute to organisation strategies by focusing them on the most critical priorities, measuring progress, and ensuring accountability against those metrics

Demonstrated ability to deliver high quality work to support organisational objectives, calmly and with sound judgement in a fast-paced, complex environment



Remuneration

GV Health will negotiate a competitive remuneration package with the successful applicant.

Administrative Officer Grade 6 (HS6)

The TRP is inclusive of:

- Base Salary (around \$102K per annum)
- Superannuation

Other benefits:

Salary packaging benefits are also available.

How to Apply

Applications should include a:

- Covering letter incorporating a response the Key Selection Criteria
- Current CV; 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: 18 December 2019

Further Information

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