

Executive Director
Operations
(Chief Nursing Officer)
Central Highlands Rural
Health



About Central Highlands Rural Health

Central Highlands Rural Health formed in 2019 following the voluntary amalgamation of Kyneton District Health and Hepburn Health Service.

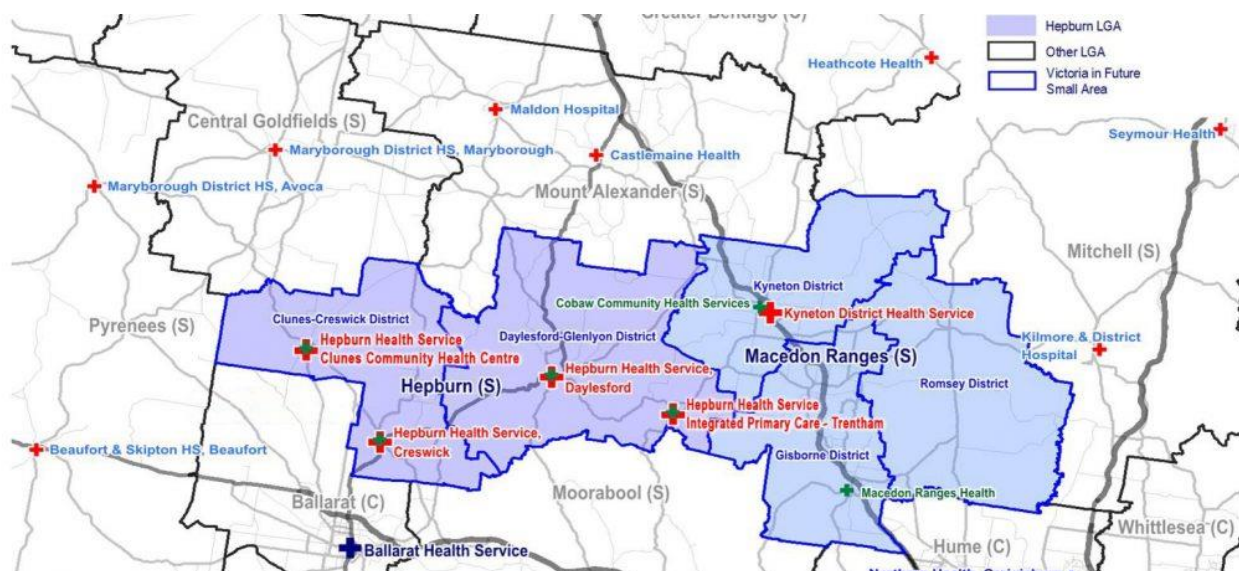
This new organisation aims to meet the future health care needs of a growing population, deliver more and new services locally and provide greater access to high quality for locals in each community.

The history of both organisations is long, and each health service played a very important role in the communities they served. Central Highlands Rural Health continues the work of those that have gone before us providing essential services that people rely upon every day.

Central Highlands Rural Health provides healthcare across the two Victorian municipalities of the Macedon Ranges and Hepburn Shire, servicing more than 60,000 people.

The people we serve and care for are spread out across small settlements and many towns including Clunes, Creswick, Daylesford, Gisborne, Kyneton, Romsey, Trentham and Woodend. Most of our team live around these areas.

About a third of our population lives out of town in a rural setting, but collectively, we're a peri-urban community between Ballarat, Bendigo and Melbourne, with a growing population. This means we're a blend of long term locals, tree changers and a commuter population. The diversity of people is something Central Highlands Rural Health recognises, celebrates and supports.



About Central Highlands Rural Health



Strategic Plan at a glance

To deliver Best Care for every person, every time.

<p>1 Identify opportunities to support and strengthen alignment of program and service delivery across CHRH</p>	<p>1.1. Review existing programs to identify synergies, good practice and opportunities to learn, and create a single service across like programs 1.2. Prioritise service improvements 1.3. Ensure service continuity and community access</p>	<p>Best Care Goals</p> <p>Personal</p> <p>Safe</p> <p>Connected</p> <p>Right</p> <p><i>Every person, every time</i></p>
<p>2 Implement a comprehensive Quality Management Framework across CHRH, including monitoring, reporting and committee structure.</p>	<p>2.1. Develop a single Quality Management Framework called Best Care 2.2. Build on a culture of patient/resident - centred care including effective, engagement with patients, carers and our community 2.3. Align systems for monitoring and reporting 2.4. Use patient outcomes as a measure of service performance and to guide future service delivery 2.5. Meet and exceed all Standards and maintain our various accreditations</p>	
<p>3 Develop and strengthen a workplace culture that fosters inclusion, staff engagement and leadership development and work towards reflecting the diversity of the communities we serve.</p>	<p>3.1. Embed an ethical, just and respectful culture that values difference and is inclusive 3.2. Develop a culture of continual learning 3.3. Commit to keeping our staff safe and physically and psychologically well</p>	
<p>4 Align infrastructure requirements and planning, and integrate common corporate, clinical support services.</p>	<p>4.1. Prioritise and make the case with stakeholders for investment in infrastructure and planning 4.2. Maximise the use of services to ensure the most effective and efficient use of infrastructure 4.3. Leverage procurement opportunities and standardize and uplift procurement processes and policies 4.4. Maximise value from assets</p>	
<p>5 CHRH will continue to provide high quality programs and services whilst working with other providers to address gaps in our health service continuum.</p>	<p>5.1. Maintain and strengthen local relationships and identify new relationships that should be pursued. 5.2. Redefine relationships with regional health providers 5.3. Review relationships with current service providers across the region</p>	

<p>OUR VALUES Act with RESPECT</p>	<p>Be RESPONSIVE, KIND and CARING</p>	<p>Act with INTEGRITY and be ACCOUNTABLE</p>	<p>Commit to LEARNING and REFLECTION</p>
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Service Profile

KYNETON HOSPITAL SERVICES

[Maternity Services](#)

Maternity Services Kyneton Health moved to a level 1 maternity service in October 2019.

[Read More](#)

[Kyneton Surgery](#)

Kyneton Health has two operating theatres equipped for minor and intermediate level surgery. Most procedures are day visit or short stay.

[Read More](#)

[Hospital Services](#)

Kyneton, Daylesford and Creswick Acute Hospitals care for both medical and surgical admissions across a large variety of illnesses, injuries and conditions.

[Read More](#)

[Diagnostics](#)

Diagnostic services at Central Highlands Rural Health are available at Kyneton and Daylesford, and are utilised by our inpatients and members of our community.

[Read More](#)

[Oncology](#)

Oncology services are offered at Kyneton Health, providing care for patients with cancer and related illnesses. The service includes an Oncology Clinic.

[Read More](#)

[Urgent Care Centre](#)

24/7 Urgent Care For emergencies at Kyneton and Daylesford every day of the year.

[Read More](#)

[Dialysis](#)

Our dialysis unit has three chairs available in Kyneton and three in Daylesford, and patients generally come in three days a week.

[Read More](#)

[Acute Wards](#)

Our acute wards in Creswick, Daylesford and Kyneton are welcoming, personal and close to home. They provide care for medical and surgical admissions across a large variety of illnesses.

[Read More](#)

[Transition Care Program](#)

The Transition Care Program helps people over 65 years plan their care after an extended hospital stay. This short term care is up to 12 weeks.

[Read More](#)

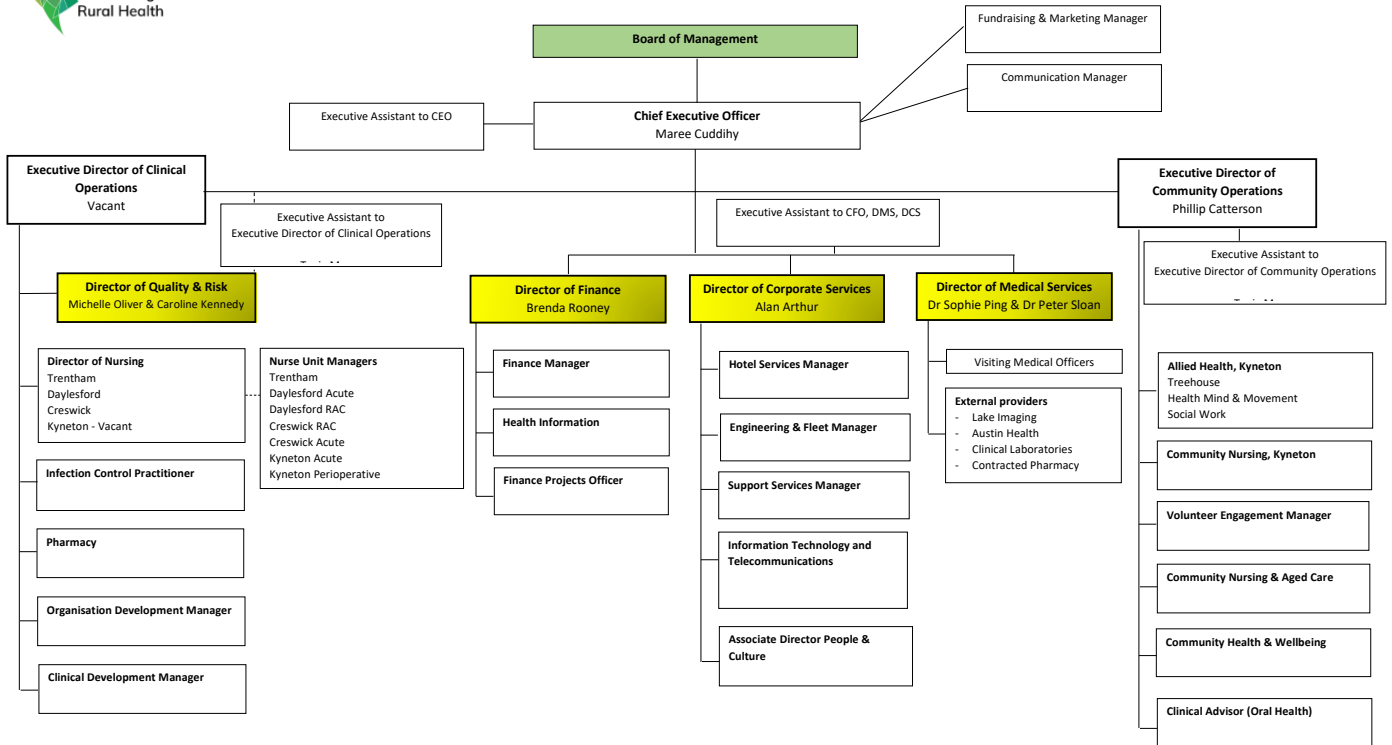
For additional information please refer to the CHRH website to view the:

- Annual Report,
- The Quality Account,

<https://www.chrh.org.au/about-us/publications/>



Organisation Structure



Executive Director of Operations – Chief Nursing Officer

ROLE STATEMENT

This role is responsible for the professional, strategic and operational leadership of clinical services within CHRH, as well as the leadership of quality management and compliance with the various accreditation bodies and standards. The position will also assume responsibility for campus Director of Nursing at Kyneton Health. In collaboration with CEO, peer Executive Director, Directors and direct reports this position is responsible for the leadership, policy and professional development, patient care, and service delivery issues including the ongoing implementation and development of evidence based practice and quality management. The delivery of clinical services is supported by organizational wide services including: administration, finance, payroll, people and culture manager and systems, corporate and support services. The position reports to the CEO and is a member of the CHRH executive.

BEHAVIOURAL COMPETENCIES

- Managing Vision & Purpose
- Informing
- Integrity & Trust
- Developing Direct Reports
- Person Centred Care – CHRH Values
- Motivating Others
- Personal Learning
- Conflict Management
- Priority Setting
- Strategic Agility

For more information refer to PD



Key Selection Criteria

MANDATORY REQUIREMENTS

1. Hold qualification as a Registered Nurse currently registered with the Australian Practitioner Regulation Agency (AHPRA) and with a current practicing certificate
2. A current Victorian Driver's License
3. A current National Police Check or ability to obtain a satisfactory check
4. A current Working with Children Check or ability to obtain a satisfactory check
5. Ability to comply with the "Behavioural Outcomes" for this role.

ESSENTIAL

1. Demonstrated experience in a senior role relating to managing people and leading culture with proven well developed leadership and management skills in a complex and changing environment.
2. Demonstrated knowledge regarding the contemporary issues impacting healthcare service provision in a rural environment along with the ability to develop and implement strategic and operational clinical policies and initiatives.
3. Proven strong interpersonal skills and a high level of oral and written communication skills, including the ability to respond quickly and flexibly to environmental drivers and to lead change fairly, sensitively and effectively with people of diverse backgrounds and cultures.
4. A working knowledge of acute, aged care and community health funding principles in the Victorian Public system setting.
5. Demonstrated experience in the process of quality systems for clinical improvement, safety and accreditation processes.
6. Ability to deliver strategic outcomes for this role whilst meeting developed KPIs.
7. Ability to respond to regulatory requirements and legislative changes as related to clinical practice, whilst operating effectively in an industrial sensitive environment.

PREFERRED

1. Demonstrated skill and knowledge of the concepts of strategic management, financial management and organisational change.
2. Previous experience as a Quality Manager would be very desirable.
3. Relevant postgraduate or tertiary qualification or willingness to work towards same.
4. Strong knowledge and understanding of the legislative and policy framework which underpins clinical service delivery in the public sector.
5. Exposure to the implementation of new clinical technology platforms.
6. Post graduate qualification in related field is desirable
7. Contemporary quality and clinical risk management knowledge with preference given to applicants with experience in and a working knowledge of health and aged care accreditation processes.



Remuneration

A competitive TRP will be negotiated with the successful candidate and is inclusive of:

- Base Salary
- Superannuation

Other benefits include:

- Salary packaging available
- Novated lease arrangements available for car
- Relocation assistance may be negotiated
- Supportive team environment
- Highly skilled board
- Easy 1hr commute from Melbourne – Train available
- Macedon Ranges is a beautiful location with a vibrant community surrounded by a thriving artisan food and wine industry.

How to Apply

Applications should include the following information and be emailed to: hrsa@hrsa.com.au

1. Covering Letter that includes a statement addressing the Key Selection Criteria
2. Current CV
4. Completed Application Form (Available on the HRS web site)

Applications Close: May 28, 2021

Further Information

Jo Lowday
Director
0400 158 155

