



Applicant Information

Northeast Health Wangaratta

Executive Director
People & Culture

MAY 2022



Advertisement

Executive Director People & Culture

Northeast Health Wangaratta (NHW) is a busy sub-regional integrated health service of 241 beds and is the major referral facility for the greater part of North East Victoria. NHW provides a wide range of acute specialist medical and surgical services including; an emergency department, critical care unit, obstetrics and gynaecology, paediatrics and cancer services. NHW also provides sub-acute inpatient services, residential aged care services and a broad range of community health services. Additionally, NHW auspices a number of other regional services in post-acute care, palliative care, infection control, and provides a range of clinical and corporate services to partner agencies. With a total workforce of around 1,350 staff this is a critical role and an exciting opportunity to join a high performing Executive team.

The Executive Director People & Culture reports to the Chief Executive Officer, and actively participates as a member of the Executive Team in decision making and is responsible, with other members of the Executive, for the overall management and strategic direction of NHW. The successful applicant will be expected to manage and provide direction to the departments/sections that form part of the People & Culture Division (HR, IR, OH&S, Payroll, Workcover). In particular, you will be expected to manage and provide sound advice on industrial / employee matters for the organisation.

To meet the requirements of the role you will have tertiary qualifications in Human Resource Management or related discipline and hold current membership of a relevant professional body (eg. Australian Human Resource Institute). You will have a demonstrated record of achievement in a significant HR management role. Previous experience in the healthcare industry is preferred.

An attractive remuneration package will be negotiated with the successful applicant. Full details are available on our web site:

www.hrsa.com.au

To make an application you will be required to submit: a Cover Letter, a response to the Key Selection Criteria, your full CV and a completed HRS Application Form available on the HRS web site. Applications can be made online or sent by email to:

hrsa@hrsa.com.au

Applications close: 27 May, 2022

Further Information

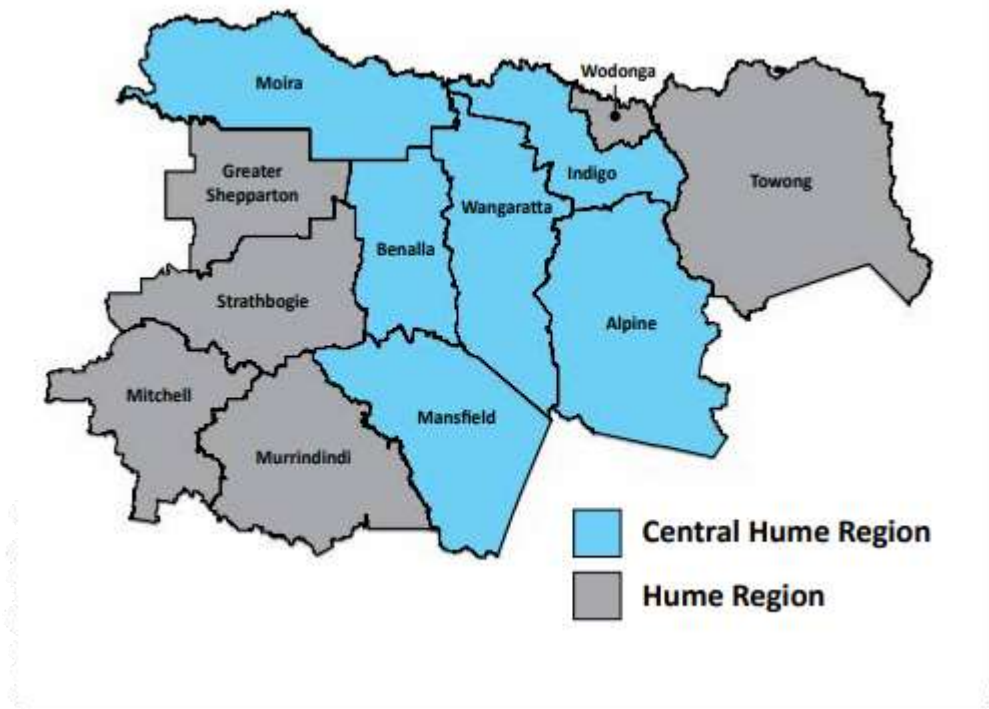
John Cross
Director
Health Recruitment Specialists
0417 332 598

Northeast Health Wangaratta

Northeast Health Wangaratta is the specialist referral hospital for the Central Hume area of North East Victoria. Our organisation meets the healthcare needs of 28,000+ people in the Rural City of Wangaratta, our primary catchment, with an additional 62,000+ people in our secondary catchment – a total of approximately 90,000 people. Acute inpatient and community services are located in Green Street, Wangaratta, and our Residential Aged Care Facility, Illoura, is located off site in College Street, Wangaratta.

Clinical services provided on the Green Street campus include accident and emergency, critical and intensive care, general surgery, orthopaedics, urology, obstetrics, gynaecology, paediatrics, general medicine, oncology, renal dialysis, rehabilitation, dental, medical imaging, community nursing, allied health and outpatient services. Our staff also provide a range of preventative health programs. The 72 bed facility in College Street provides 66 high care residential aged care and 6 transition care beds.

NHW is the lead agency for health service partnerships across the Central Hume Region.



Hospital Redevelopment

A \$22.9M redevelopment is currently underway and is due for completion at the end of 2022. The 18-month project will deliver a 12-bed critical care unit, an eight-bed short stay unit, a new paediatric ward and additional medical beds to create two 20-bed medical units.

To meet future demand and ensure shorter waiting times for patients needing urgent care, the redevelopment will also deliver an upgraded emergency department with additional treatment spaces as well as an isolation room and behavioural assessment room.

For more information about NHW Services please click on the following link - <https://www.northeasthealth.org.au/services/>



Northeast Health Wangaratta

Our Vision

Thriving communities in North East Victoria, achieving the best quality of life for everyone.

Our Purpose

To be leaders in health, who transform and deliver high quality, safe healthcare for all.

Our Pillars and Priorities



Our Values

Courage – Boldness and bravery are required to meet the needs of our community – this means going above and beyond what we do today.

Excellence – Quality is non-negotiable. We believe in ourselves – we have the vision, skills and determination to innovate and drive excellence.

Fairness – We believe that everyone has a right to equitable access to healthcare, and that this is vital for a flourishing community.

Integrity – We commit to being open and ethical in our actions, and ensuring we have a positive culture defined by commitment.

Kindness – We will always support one another, care deeply about our community, team and partners, and treat each and every person with kindness and compassion.

Respect – We believe in not only listening but hearing, responding to and advocating for those we care for and about. We believe in and commit to trust and mutual understanding.

Living in Wangaratta

Wangaratta has the best of both worlds – a vibrant city surrounded by welcoming villages, national parks and snow-capped peaks.

Wangaratta's economy is exceptionally diverse. Being centrally located between major distribution centres, Wangaratta is home to major manufacturing, transport and distribution activities.

The region is blessed with rich soils and consistent rainfall, making it a highly productive agricultural area. We have huge success in producing world-class wines and gourmet food, including of beef, dairy, lamb, wool, hazelnuts, kiwi fruit and more. Our tourism industry is also growing as we attract food and wine lovers from across Australia and the world.

Wangaratta has excellent educational facilities servicing the needs of the region. Families can choose from a variety of childcare and kindergarten services, twenty primary schools, a specialist school and three secondary schools. We also have three tertiary education options – GO TAFE Institute, Charles Sturt University and The Centre, an adult community education provider.

We are a vibrant centre for arts, culture and heritage. We are home to several galleries, festivals and events throughout the year, including the annual Wangaratta Festival of Jazz and Blues and La Dolce Vita Festival. Our region is steeped with history and we are proud of our heritage. The legend surrounding Australia's most notorious bushranger, Ned Kelly, is preserved in the historic township of Glenrowan.

Wangaratta truly offers the best of both worlds with our thriving CBD and beautiful countryside. It's the place to grow a family, build a career and lead a full life.



About the role

The primary responsibility of the Executive Director People & Culture is to lead the Human Resource, Education & Research, Volunteers & Philanthropy of NHW, ensuring efficient, high-quality, cost-effective service delivery that is innovative and responsive to the needs of NHW and its consumers.

As a critical leader with a broad scope of influence, this position will live and model the NHW Values and oversee the divisions performance and accountability in this space; ensuring we have a strong culture and deliver exceptional high quality and safe patient care.

The Executive Director People & Culture is a member of the Senior Executive Team, providing strategic and operational advice to the Chief Executive Officer and Board of Directors.

The position has overall leadership and accountability for:

- Human Resources
- Education & Research
- Volunteers & Philanthropy
- Manager Workforce Systems
- Hardwiring Excellence



About You

You are an experienced and energetic HR professional with contemporary leadership and management skills.

With personal presence and a compassionate approach, you have a strong ability to connect with staff across all levels to build high performing teams.

Whilst you have a strategic mind-set, you are outcome focused with a strong track record of achievement.

Your high standards of honesty and integrity underpin your commitment to organisational success.

Key Selection Criteria

1. Tertiary qualifications in a relevant and appropriately related discipline, with at least 5 years' experience in a dedicated Human Resources role, with experience at leadership level
2. Strong technical HR capability with hands on experience in industrial relations, leading performance and behavioural processes, change management, leadership coaching, applying strategic problem solving and application of policies and processes
3. Demonstrated strategic and operational leadership skills, which ensures the division's workforce is aligned to the strategic direction of the health service, its values and subsequently inspires this workforce to strive for excellence and innovation
4. Exceptional communication skills, executive report writing capability, proven interpersonal skills and the ability to liaise with staff, VMO's, contractors and community at all levels
5. Demonstrated sound knowledge of workforce challenges at both the broad and the specific level in order to drive accountability and performance across the team
6. Experience in growing and building the professional development capability across an organisation
7. Highly organised with ability to prioritise workloads, managing multiple and demanding deadlines whilst undertaking relevant administrative and reporting tasks and upholding a professional demeanour
8. A capacity to engage and influence stakeholders

In addition to the above, all staff must have and remain current for continued employment

- Covid 19 Vaccination
- Current Class C Driver's Licence
- A current National Police Check (renewed every 3 years)
- A current Employer Working with Children Check (renewed every 5 years)

For more information please refer to the Position Description on the HRS website www.hrsa.com.au



Remuneration / Conditions

Working at Northeast Health Wangaratta

At Northeast Health Wangaratta (NHW), we value our employees. We offer leadership, vision and an environment with a strong sense of teamwork, integrity, accountability, and respect. We are committed to providing staff with continuing education, research and professional development opportunities. This ensures that our people are part of a skilled and knowledgeable workforce, delivering exceptional high-quality safe patient care. When you choose to work at NHW, you are committing to aligning everything you do with our values – **Fairness, Excellence, Respect, Kindness, Integrity and Courage.**

A competitive remuneration package will be negotiated with the successful applicant and will be dependent upon qualifications and experience

How to Apply

Applications should include a:

- Covering Letter
- A response to 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

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