



# Candidate Information

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Chief Executive  
Officer

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## About Heathcote Health

### Our Vision:

Improving the health and wellbeing of our community through excellent healthcare and innovation

### Our Purpose:

With our community at the centre of everything we do, and together with our stakeholders, we strive to:

- Provide excellent, sustainable local health care services
- Continuously seek service improvements; and
- Implement new ideas for better health care for rural communities

### Our Values:

- Compassion
- Accountability
- Respect
- Excellence

Heathcote Health operates, or facilitates, the provision of a number of services including:

24 hour Urgent Care Centre  
8 bed acute care service  
2 transitional care places (bed based and community)  
12 bed residential high care nursing home  
30 bed residential low care hostel (including one respite bed)  
Commonwealth Home Support Program (CHSP) services  
District Nursing services  
Community Health Programs  
Social Support Groups  
Home Care Packages; and  
Allied Health including Physiotherapy and Podiatry, Hearing Tests (audiometry), Echo Cardiology and Optometry.

In addition, Heathcote Health supports a co-located GP Clinic, known as Heathcote Primary Health, pathology service and radiology (X-Ray) expanded service



Compassion  
Respect

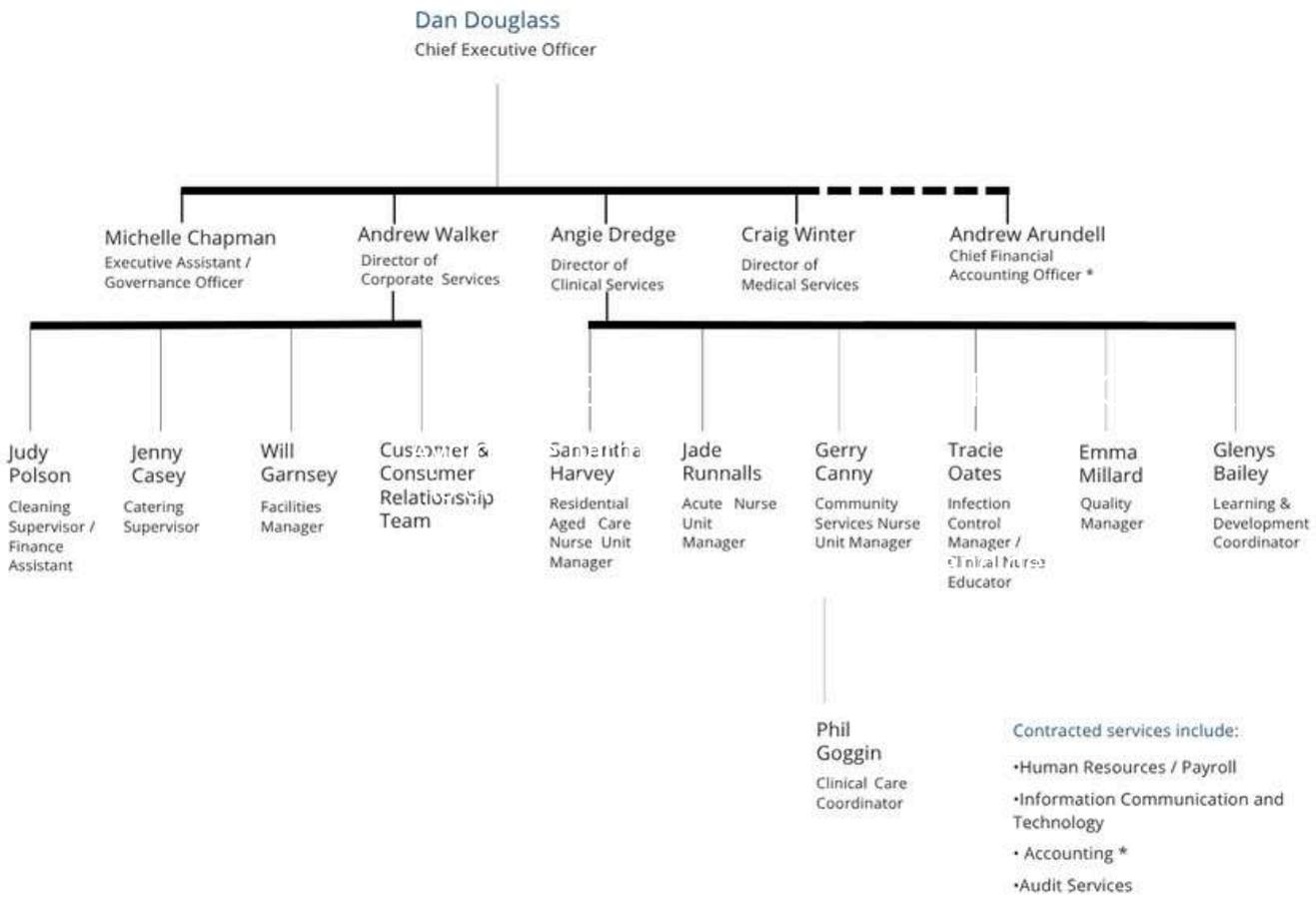


Accountability  
Excellence



# Organisational Chart

## Board of Directors





## Living and Working in Central Victoria

Heathcote and Central Victoria offer an exceptional blend of lifestyle, opportunity, and natural beauty, making the region an ideal place to live and work. One of the main reasons to settle in this area is the outstanding quality of life.

With less congestion, clean air, and a strong sense of community, residents enjoy a slower, more connected pace of life without sacrificing modern conveniences.

The cost of living is another major advantage. Compared to metropolitan areas like Melbourne, housing and general expenses in Central Victoria are significantly more affordable, allowing individuals and families to enjoy a higher standard of living and even the possibility of homeownership.

Heathcote, known for its award-winning wine industry, offers work in viticulture, hospitality, and tourism. Broader Central Victoria supports diverse industries including health care, education, agriculture, construction, and renewable energy, with local councils and state government initiatives actively investing in regional development.

The natural environment is another drawcard. Central Victoria boasts beautiful landscapes, from rolling hills and forests to lakes and goldfields. Outdoor enthusiasts can enjoy hiking, cycling, fishing, and camping, while the thriving arts and food scenes provide rich cultural experiences. Moreover, the region's proximity to Melbourne means you're never too far from the city—most towns are within 1.5 to 2 hours' drive—making it ideal for those who want rural living with urban access.



## About The Role

The Chief Executive Officer will:

1. Advocate and advance an integrated health care service model embracing acute, aged and community care, primary care and prevention by working closely with relevant stakeholders including government agencies, clinicians, primary health care providers, indigenous health providers and the local community.
2. Provide leadership to implement innovative service models, taking into account population health and the Board's belief that community health is best achieved through education, prevention strategies and wellness services.
3. Deliver leadership and direction to ensure HH continues to strive for best practice, encompassing provision of compassionate health services for all regardless of race, religion, creed, gender, age, national origin, disability or social and economic status.
4. Implement the strategic, annual and quality plans as approved by the Board.
5. Articulate the vision of HH to all relevant stakeholders (including its employees).
6. Make optimal use of human, material and financial resources and report to the Board of Directors on the overall management and administration of HH.



## Key Selection Criteria

### Minimum Qualifications

- Relevant tertiary qualifications (preferably at post-graduate level) in a health administration/management discipline appropriate to the responsibilities of the position.

### Experience

- Capacity to manage and provide leadership in a multidisciplinary service environment.
- Substantial knowledge of and experience in public sector health services at a senior management level, including health administration, health law, hospital planning and organization, financial management and a broad understanding of principles of community health.
- Substantial knowledge of and experience in prevention and health promotion strategies relevant to the community served by HH.

### Technical Skills

- Demonstrated skills and knowledge for the concepts and practices of strategic management and organizational change.
- Proven ability to understand and analyse business information.
- Experience in budget management.
- Superior negotiation, consultative and interpersonal skills in an environment of change and evolution.
- Substantial motivational, leadership, strategic awareness and management skills.

### Workplace competencies

- Sound judgment and decision making.
- Ability to lead and motivate teams.
- Highest standards of professional ethics and an ability to manage relationships in a respectful manner.

## Remuneration

The role is Full Time.

A three (3) year contract with a competitive remuneration package dependent on experience and qualifications will be negotiated with the successful applicant. The remuneration package will be based on the Health Executive Employment and Remuneration (HEER) Policy (v2.0). Annual Remuneration Statement for Victorian Public Health Sector Executives – 1 July 2024. CH is a Group 4 entity under the current HEER policy.

The TRP is inclusive of:

- Base Salary
- Superannuation

Other benefits:

- Salary packaging benefits
- Relocation support

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## How to Apply

Applications should include a:

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

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: 13 July 2025**

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## Further Information

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**The kind of  
expertise that  
only comes  
from years of  
experience.**

