



Candidate Information

Chief Executive
Officer





About Great Ocean Road Health

Great Ocean Road Health (GORH) is an award-winning rural health service with campuses in Lorne and Apollo Bay, serving the communities along Victoria's stunning Great Ocean Road from Airey's Inlet through to Lavers Hill and into the Otways.

Formed in 2019 through the amalgamation of Lorne Community Hospital and Otway Health, GORH delivers a broad range of health, aged care, and community services to our local residents and visitors.

Our integrated model includes:

- Acute and urgent care services
- Residential aged care and home-based services
- Primary and community health programs
- Allied health and rehabilitation services
- Health promotion, outreach, and chronic disease management

We are part of the Barwon Local Health Service Network including Barwon Health, Colac Area Health, and Hesse Rural Health. We work closely with partner organisations ensuring continuity of care and access to specialist services close to home.

Our People and Culture

At GORH, we are proud of our inclusive, collaborative, and community-focused culture.

Our people describe us as a service where relationships matter, where everyone knows each other by name, and where kindness and professionalism go hand in hand.

We invest in our staff through ongoing education, leadership development, and career progression. Many of our team members live locally, contributing to the vibrant coastal communities they serve.

Living and Working on the Great Ocean Road

There's something special about working where the ocean meets the Otways. From your morning coffee overlooking the surf, to finishing a day and walking on the beach, life here offers a unique mix of purpose and perspective. Joining GORH means being part of a service, and a community, that genuinely values you.

Our Commitment to Excellence

We are proud of our consistently strong People Matter Survey results, reflecting our focus on safety, teamwork, and leadership. We are also recognised for innovation in rural health and for our commitment to sustainability, wellbeing, and continuous improvement.



OUR VISION

To create person-centred, high-quality experiences for every Great Ocean Road Health consumer, every time.

OUR PURPOSE

We provide Great health care to enable people to live purposeful, healthy and engaged lives.

OUR VALUES

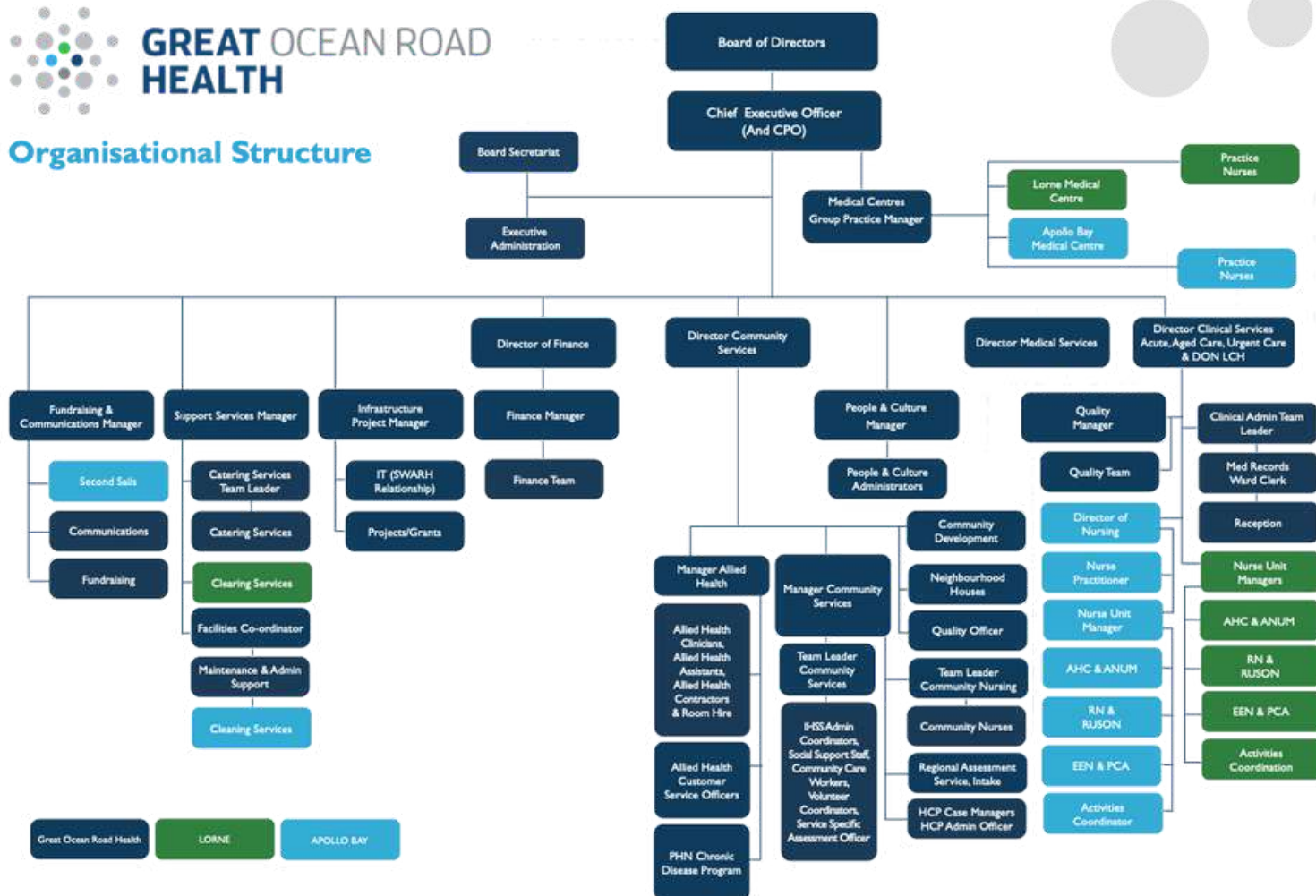
- **Genuine:** We are authentic; we do what we say we will do; we are motivated to extend ourselves in everything we do.
- **Respect:** We demonstrate integrity in every interaction, and we value the insights of staff, community members and our partners.
- **Empathy:** We listen to our staff, patient's, resident's and community member needs and help them on their journey to enhanced health and wellbeing.
- **Accountable:** We are accountable for all our actions and decisions; we deliver our strategic priorities in order to fulfil our purpose and best meet our community needs.
- **Teamwork:** We actively seek opportunities to work together in the spirit of collaboration.





GREAT OCEAN ROAD HEALTH

Organisational Structure





About The Role

Great Ocean Road Health's priority is to work with its client base and community to strengthen the community, ensure that people are well supported, and to enhance wellbeing.

The GORH Board has both a strategic and stewardship role. The functions of the Chief Executive Officer (CEO) are to manage GORH in accordance with the financial and business plans, strategies and budgets developed by the Board, and to implement the instructions of the Board.

The Chief Executive Officer is accountable to the Board of Directors for ensuring that GORH maintains an excellent reputation and achieves a balance between cost effective service delivery and high-quality health outcomes that are responsive to community needs and Government policy directions.

The Chief Executive Officer is responsible for providing executive leadership, effective and efficient management and direction, to achieve GORH's vision, priorities and strategic directions. The CEO is also responsible for exploring future acquisitions and opportunities in accordance with the Strategic Plan, applicable Delegations, Acts, Regulations, By-Laws, and all other guidelines and policies and procedures.

The Chief Executive Officer is the single point of accountability for patient safety through effective leadership and management of GORH.

The Chief Executive Officer is the delegated officer as per GORH's By-Laws for the total management of all aspects of the service's activities, and for liaison between the Board, hospital staff, the community and the Department of Health.



Key Selection Criteria - Required Education, Training, Knowledge and Experience

1. Essential Education:

- Tertiary qualifications in commerce, business management or health administration.

2. Essential Skills and Attributes:

- Demonstrated achievement at a senior level in delivering high quality health services, achieving KPIs, meeting budget targets, and being able to adjust to increasing financial pressure.
- Ability to develop and maintain an open and trusting relationship with the Board and organisational employees.
- Experience and/or knowledge of corporate governance and demonstrated capacity to work effectively with a Board of Directors.
- Comprehensive understanding of small rural health services.
- Effective communicator - demonstrated ability to communicate with a range of internal and external stakeholders.
- Experience in managing and providing leadership to a multi-disciplinary team in a rural health services environment.
- Knowledge of and experience in public sector health services, at senior management level in a “wellness” model health service.
- Ability to lead and motivate people, and to adopt an entrepreneurial approach in relation to service provision and fundraising.
- Excellent written and oral communication skills, including the capacity to influence and negotiate in a sensitive and effective manner.
- Project management skills and expertise.
- Proven understanding of the application of quality improvement programs and best practice.
- Ability to identify with the patient experience and factor into all decision making.
- Excellent relationship management skills and demonstrated ability to build trust and maintain productive relationships with a range of partners, community and other stakeholders.
- Demonstrated ability to define and clearly communicate vision and future strategy and to ensure the vision is translated into achievable, clear business goals.



Key Selection Criteria - Required Education, Training, Knowledge and Experience

- Outstanding personal qualities consistent with GORH values and the VPS Codes of Conduct (or similar documents) including compassion, kindness, self-belief, self-awareness, self-management, drive for improvement and personal integrity.
- Satisfactory National History Criminal Check prior to commencement of employment (less than 6 months old).
- Satisfactory Victorian 'Employee' Working with Children Check (WWCC) prior to commencement of employment.
- Satisfactory National Disability Insurance Scheme (NDIS) Worker Screening Check prior to commencement of employment.
- Immunisation in accordance with Infection Control Guidelines.
- A current Driver's Licence.

3. Desirable:

- Previous experience related to this position.
- Understanding of emergency management in a rural health setting.
- Detailed knowledge and understanding of the Victorian health sector and current developments in rural and regional health, and the Local Health Service Networks.
- Demonstrated success in obtaining grants.
- Demonstrated ability to meet the emerging challenges and changes within the Public Hospital system, including knowledge of state and federal government funding for rural and aged care health service provision, in acute and residential care, including Accreditation standards.
- An understanding of Public Hospitals, Multi-Purpose Services (MPS) and Small Rural Health Services (SRHS), and their relationships with larger and tertiary health services.
- An understanding of the role of the Health Service in responding to the needs of our community within a rural and regional location.
- A knowledge and understanding of Government and a regulated business environment.
- Eligible to be a member of the Australian College of Health Service Executives and/or a relevant professional association.

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. GORH 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

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

Applications Close: November 16th, 2025

Further Information

Jo Lowday
Director
Health Recruitment Specialists
0400 158 155

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

