



Candidate Information

Chief Nursing &
Midwifery Officer





Northeast Health Wangaratta

NHW is a leading Victorian health service committed to providing quality health care to more than 90,000 people across North East Victoria.

We are the major referral facility for people with complex health needs from Bright, Mansfield, Beechworth, Myrtleford, Yarrawonga and Benalla. We also provide a telehealth service to these smaller facilities, allowing doctors at Northeast Health to provide medical advice via video link.

With an operating budget of over \$250 million and a total workforce of around 1,600 staff, NHW provides a wide range of acute specialist medical and surgical services; sub-acute inpatient services, residential aged care services and a broad range of community health services.

Our Vision

Exceptional healthcare for North East communities

Our Values

- Courage
- Excellence
- Fairness
- Integrity
- Kindness
- Respect

NHW is one of 12 health services in the newly formed Hume Local Health Services Network. Other agencies include Albury Wodonga Health, Alpine Health, Beechworth Health Service, Benalla Health, Corryong Health, Goulburn Valley Health, Kyabram District Health Service, Mansfield District Hospital, NCN Health, Tallangatta Health Service, Yarrawonga Health.





Living in Wangaratta

NHW is the largest employer in the city of Wangaratta and we have strong ties with our community. Our thriving city has contemporary eateries, major retail outlets, and a host of surrounding satellite towns for recreational enjoyment.

Our hospital is close to the train station and we're an easy 2.5 hour drive to Melbourne.

Wangaratta's property market offers a range of lifestyle choices including suburban options, semi-acre lifestyle properties and satellite towns for those interested in a more rural lifestyle. Wangaratta offers great value for money when investing in real estate.

Getting around is simple with a vibrant CBD, easy parking, walking and riding tracks and a central train station. Wangaratta has a range of sporting facilities, sport and leisure groups, shopping and restaurants/cafes within arms reach.

Wangaratta offers a range of sporting and recreational activities. We are an hour from some of Victoria's most majestic ski fields, and have great local fishing, water sports, cycling and adventure trails.

We have a wide variety of fitness and wellbeing centres and a number of them offer special deals for our employees.

Bike and walking tracks are established throughout the Wangaratta township and link to most residential areas. For the more adventurous, Bright and Beechworth offer world-class mountain bike tracks.

Wangaratta has a host of thriving social and competitive sporting groups for all ages, such as football, netball, soccer, basketball, tennis, baseball, golf, hockey, swimming, cricket and clay shooting to name just a few.





About The Role

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 patient care.

When you choose to work at NHW, you are committing to aligning everything you do with our values:

- Courage
- Excellence
- Fairness
- Integrity
- Kindness

The Chief Nursing and Midwifery Officer (CNMO) reports to the Chief Executive Officer (CEO) and is a key member of the Executive Leadership Team.

The primary purpose of the CNMO is to provide executive leadership, professional oversight, and strategic direction for nursing and midwifery across the health service.

The role oversees the CNMO directorate which has a budget in excess of \$15.5M and a staffing profile of around 88 FTE.

In addition to the CNMO functions, the role has overall executive responsibility for Residential Aged care and Education and Research portfolios.

Positions reporting directly to the role:

- Operational Director – Education and Research
- Director of Nursing – Aged Care



About You

You are an accomplished nurse or midwife leader with substantial experience at a senior or executive level within a complex health environment.

You demonstrate strategic insight, exceptional leadership, and a commitment to advancing nursing and midwifery practice. Your ability to influence, innovate, and lead through collaboration will be key to your success.

When you choose to work at NHW, you are committing to aligning everything you do with our values:

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- Kindness

Key Responsibilities:

- Provide executive leadership and strategic direction for nursing and midwifery across the organisation.
- Lead and strengthen clinical governance frameworks to ensure high standards of safety, quality, and compliance.
- Oversee education, training, and research functions that build workforce capability and professional excellence.
- Provide leadership and oversight of residential aged care operations to ensure person-centred, high-quality care.
- Partner with executive colleagues to deliver organisational priorities and foster an engaged, values-driven workforce.



Key Selection Criteria

- Registered Nurse/Midwife with the Nursing and Midwifery Board of Australia
- Post Graduate qualifications in an appropriately related discipline
- Significant senior leadership experience with proven ability to develop and meet strategic, operational and budgetary objectives of a medium to large health service whilst balancing change.
- Knowledge and experience in Residential Aged Care, in particular funding mechanisms
- Extensive contemporary knowledge of clinical governance principles, quality systems, accreditation processes (including NSQHSS and Aged Care Standards), risk management and consumer experience
- Exceptional communication and executive presentation skills with an ability to work at pace in a complex environment
- Capacity to be an effective member of the Executive team, stimulate constructive debate and support colleagues in the achievement of organisational objectives.
- Knowledge and or experience in professional development, education, or academic partnerships
- Knowledge of state and national health issues and direction and how they may influence the work at NHW.
- Commitment to leading consistent with NHWs values of Courage, Excellence, Fairness, Integrity, Kindness and Respect.

Remuneration

The role is Full Time.

A HEER (Health Executive Employment and Remuneration) contract with a competitive remuneration package dependent on experience and qualifications will be negotiated with the successful applicant.

The TRP is inclusive of:

- Base Salary
- Superannuation

Other benefits:

- Salary packaging benefits
- Relocation support

For more information about the benefits of working at NHW please click on the QR code



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: 12th January 2026

Further Information

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

