



# Candidate Information

---

## Chief Executive Officer

---





## About Rural Northwest Health

The key focus of our work at Rural Northwest Health is caring and supporting people to be healthy and live a full life. This is represented by our logo, which depicts a carer reaching out and embracing its community over the broad horizon. We provide care and programs with wide reaching community support and a warm and comforting approach.

The population of the communities served by us is about 6,674 within the Yarriambiack Shire (ABS Census data 2016). Rural Northwest Health covers the northern part of the Shire and shares the southern part with Dunmunkle Health Services. Between our three campuses at Warracknabeal, Beulah, and Hopetoun, we provide a comprehensive range of acute, aged, and primary health services to the local community.

Rural Northwest Health is committed to achieving the best health for the Wimmera Mallee community. We recognise our clients and residents' total needs in order for them to achieve optimal health and wellbeing outcomes. We believe that our clients and residents are entitled to quality health care that respects their dignity, beliefs, and rights regardless of their cultural, spiritual, or socio-economic background.

### Our Vision

Moving together through change to provide innovative rural health care.

### Our Mission

Rural Northwest Health will provide accessible, efficient and excellent care to our community within the Wimmera Mallee Region

### Our Values

- We are committed to excellence
- We are caring and connected
- We are lifelong learners
- We listen and collaborate
- We are friendly and enjoy our work



## Our Campuses

### Warracknabeal

#### Acute Care

Our acute ward in Warracknabeal has a twelve-bed general ward and an Urgent Care Centre.

#### Residential Aged Care

Yarriambiack Lodge is a 60-bed facility that provides permanent or respite care with an option of single rooms with private ensuite and double rooms with shared ensuites. Each room contains a TV and access to phones and the internet. The Lodge has four wings, each named after local flora: Banksia, Honey Myrtle, Wattle, and Heath. There is a large central living area that allows access to manicured gardens with space to sit or walk.

#### Community Health

Community Health provides local health services that promote the health and wellbeing of the Warracknabeal, Beulah and Hopetoun communities. With a large range of services, Community Health aims to be responsive to the needs of the community while working together with individuals and families to provide a person-centred approach. Our services are affordable and local to ensure that all members of the community can access and receive quality health services.

### Hopetoun

#### Acute Care

Our Hopetoun Campus has a four-bed general ward and an Urgent Care Centre.

#### Residential Aged Care

Hopetoun Residential Aged Care is a 24-bed facility for permanent or respite care. Every effort is made to maintain a normal lifestyle with additional support to help retain independence and capability. There is a homely, shared living area and dining room with access to a stimulating and inviting back yard. The yard features a large summer house where residents gather to chat, picnic, enjoy artwork, or just watch the chooks. It is surrounded by a walking track and raised gardens beds.

#### Community Health

### Beulah

Rural Northwest Health is committed to achieving the best health for the Wimmera Mallee community. The Beulah campus is one of three campuses and provides a range of community health and allied services. The Beulah Campus has a visiting GP service.



## Living in the Wimmera Mallee Region

Situated in Western Victoria, the Wimmera Southern Mallee region is well known for its resilience, 'can-do' attitude, and relaxed way of life. Together with our beautiful natural assets, affordable housing, quality health care and education, and our strong community spirit, we really do have everything you need to thrive.

The population of the Wimmera Southern Mallee region is over 50,000. The main population centre is Horsham, with smaller populations residing in Warracknabeal, Hopetoun, Minyip, Murtoa, Nhill, Dimboola, Natimuk, Kaniva, Edenhope, Stawell, and St Arnaud. The Wimmera Southern Mallee region generally has a dry, hot climate in summer, with mild days and cool nights in winter. Temperatures can be high during the day in summer, averaging around 30 degrees but sometimes reaching as high as 44 degrees. Generally, temperatures fall to under 10 degrees in the evening.

Whether you are interested in group activities or solo adventures there is a lot to offer when it comes to getting out and active in the great outdoors. Bush walking, cycling, camping, fishing, and enjoying the many rivers and lakes are all within easy reach.

Imagine your children or your pets running around in a large back yard. Imagine having room for a garden and a vegetable patch. Importantly, imagine living only minutes away from your workplace, from schools and shops. Wimmera Southern Mallee residents have long enjoyed the benefits of a 5-minute commute to work. And those who live further away enjoy a beautifully scenic drive.

Participating in sport is a very popular activity in Wimmera Southern Mallee. Each community has a range of sports available, from football and netball through to tennis, cycling, volleyball, hockey, badminton, and running just to name a few.

Your social calendar will never be empty with Wimmera Southern Mallee's large selection of restaurants, productions, concerts, cinemas, and local festivals. The newly redeveloped Horsham Town Hall complex provides world-class performance, visual arts, and conferencing facilities and allows our community to enjoy the highest quality international, national, and locally-produced events.



## About The Role

The Chief Executive Officer is responsible for implementing the strategic direction of Rural Northwest Health's Service as determined by the Board. Rural Northwest Health must maintain its excellent reputation, meet statutory regulations and comply with the Victorian Department of Health (DH) policies and procedures.

The CEO is visible and engaged, acts with drive and integrity, and leads by example. The CEO is outcomes oriented, and uses approved operational plans and budgets to deliver on the details of the Strategic Direction set by the Board.

The CEO leverages the full potential of the executive team by ensuring team members understand what is expected of them, and that they strive to achieve their operational objectives. The CEO ensures that effective and accountable systems are in place to:

- (i) monitor and continually improve the quality, safety, and effectiveness of the person-centered care provided by Rural Northwest Health,
- (ii) manage enterprise risk, and
- (iii) provide accurate and timely reporting information.

It is expected that the Chief Executive Officer will undertake the role in a manner that is aligned to the Vision, Mission and Strategic Direction of the organisation.

Basic leadership competency would be demonstrated through; problem solving, inspiring and influencing others, adapting approaches to the health service's ever- changing circumstances, and delivering results.

Some of the more important leadership attributes required for this role are listed below:

**Shapes Strategic Thinking**

**Achieves Results**

**Forges Relationships and Engages Others**

**Exemplifies Personal Drive and Professionalism**

**Drives Business Excellence**

# Doll Therapy

The Dolly Dot rally  
her Tap ray pal pale.  
let rap pea pay  
Year lot  
car

Our Rational  
for Doll Ther

Engaging, Receptive  
Comfort Care  
Attention  
Content  
Many ways of  
Not accepting



## Key Selection Criteria

### Qualifications

- Tertiary qualifications in a relevant discipline (Health, Management).
- Post-graduate qualifications in Business, Accounting or Health Administration
- Eligible to be a member of the Australian College of Health Service Executives and/or a relevant professional association

### Experience and/or Specialist Knowledge and Skills

- Significant understanding of and demonstrated commitment, energy and passion for the Vision, Mission and Strategic Direction of Rural Northwest Health.
- Previous CEO or extensive Executive level experience in leadership and management within a health service
- A values driven leader with a demonstrated ability to define and clearly communicate vision and strategy and to ensure the vision is effectively translated into clear business goals and objectives.
- Excellent relationship management skills and demonstrated ability to build trust with the Board and staff and maintain productive relationships with a range of partners, the community and other stakeholders.
- Successful history in the effective management of corporate and clinical risk and patient safety strategies.
- A commitment to having fostered and maintained a positive, accountable and safe organisational culture with evidence to support your key achievements in this space.
- Exceptional interpersonal skills, written and verbal communication and negotiation skills with demonstrated experience in successfully developing and maintaining collaborative partnerships at all organisational levels and with a wide range of external stakeholders.
- Strong financial management, business skills and strategic planning acumen with demonstrated experience in effective risk management and a thorough understanding of State and Commonwealth funding.
- Detailed knowledge and understanding of the Australian and Victorian health sector and current developments in rural and regional health, and the Local Health Service Networks.
- Experience in managing and providing leadership to a multidisciplinary team in a rural health service environment.
- Evidence of your ability to recognise and act upon development and growth opportunities for the organisation, with demonstrated experience in accessing traditional and non-traditional funding sources.

# 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. Rural Northwest Health 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: 1 February, 2026**

---

## Further Information

John Cross  
Director  
Health Recruitment Specialists  
**0417 332 598**

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

