



Candidate Information

Chief Executive
Officer





About Tallangatta Health Service

Tallangatta Health Service (THS) is a publically-funded, small rural health service located in the township of Tallangatta. The service provides on-site care from its Tallangatta base and off-site care to the community throughout the region.

Who we serve

THS has been providing health services to the community of Towong Shire and surrounding area for over 100 years.

How we serve - Our values

Our values drive our culture, which drives our care. The values of Tallangatta Health Service are focused on enabling safe, high-quality, person-centred care.

Our care

Tallangatta Health Service provides hospital care (15 beds), residential aged care (51 beds), and community and primary care

The 15 funded hospital beds provide a range of levels of hospital care, including general-sub acute care, post-surgical and medical care, and palliative care.

Residential aged care consists of high and low care on a permanent or respite basis.

Primary and community care includes Home and Community Care (HACC), Commonwealth Home Support Program (CHSP), Veterans Home Care, National Disability Insurance Scheme (NDIS), health education, health promotion, medical clinic and allied health services.

Our people

Tallangatta Health Service employs approximately 160 people who provide services on-site or within the community. Our health workforce is multidisciplinary with a dedicated team of nursing, allied health and medical professionals.

Our corporate services workforce provides a range of services underpinning operational aspects of Tallangatta Health Service.



OUR VISION

Empowering People for Health

To enable the best health possible, focusing on the individual's best interests, a person must feel empowered to make decisions. Empowering people is aimed at making each person in our community stronger and more confident, to give them authority in decision-making for health.

OUR VALUES

All members of the service will hold true to the following values:

- Integrity
- Caring
- Adaptable
- Respect
- Excellence

Our Pillars

Five pillars provide a strong foundation to the success of Tallangatta Health Service:

1. Person Centred Approach

The person will be at the centre of all we do and we will empower them in health decisions.

2. Evidence Based Decision Making

Our decisions will inquire, looking for best practice to inform our decisions.

3. Sustainability

Our decisions ensure that success can be maintained.

4. Culture of Excellence, Innovation, Learning & Development

We will be the best we can be by embracing new ways.

5. Robust Clinical & Corporate Governance

Our governance systems will provide assurance that we are providing the best care possible and our strategic vision is being achieved.

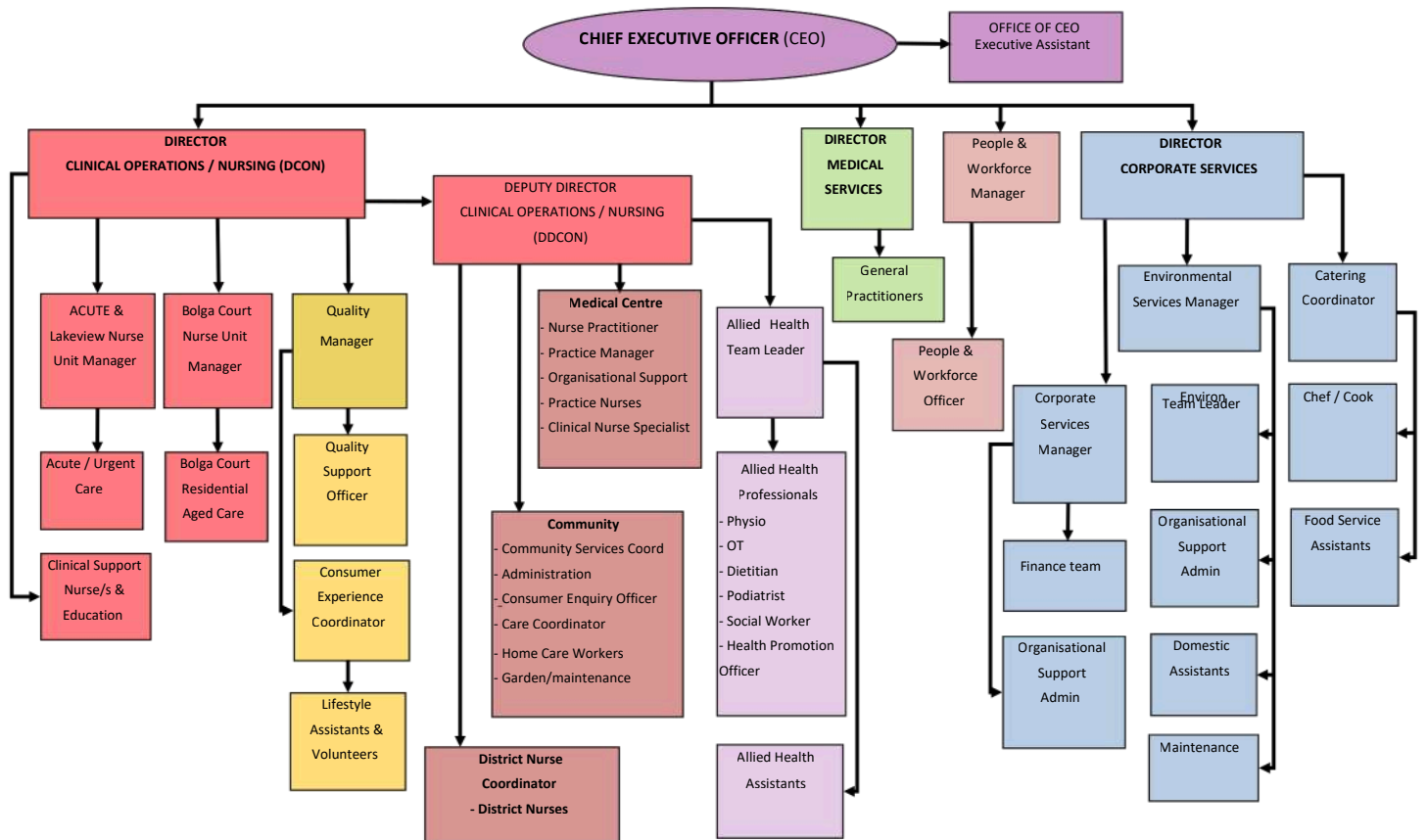
Strategic Priorities

The Strategic Direction 2018-2027 is based on four strategic priorities identified by Tallangatta Health Service and are critical to ensuring the service achieves its vision by remaining relevant and sustainable, and meeting the changing health needs of the community.

- Strategic Priority 1
Our care is relevant, safe, high quality and responsive.
- Strategic Priority 2
Our infrastructure is planned for future needs.
- Strategic Priority 3
Our partnering with communities cultivates connections.
- Strategic Priority 4
Our workforce is adaptive, skilled and compassionate.



ORGANISATIONAL REPORTING STRUCTURE As at January 2025





About The Role

The Chief Executive Officer is responsible for operationalising the strategic direction of the Health Service, as determined by the Board.

Tallangatta Health Service (THS) is dedicated to providing high quality, responsive health care service to the communities and stakeholders it serves.

The Health Service must maintain a professional standard and meet statutory regulations and Health Service policies and procedures.

The CEO must assume responsibility for his/her own actions whilst promoting and practicing within professional standards of practice and conduct.

The CEO may expect to be allocated duties, not specifically mentioned in the position description, that are within the capacity, qualifications and experience normally expected from persons occupying jobs at this classification level.

Tallangatta Health Service is an equal opportunity employer who respects the diversity within our world and is inclusive of our community's diversity including Aboriginal and Torres Strait Islander people, Lesbian, Gay, Transsexual, Bisexual and Intersex, varying age groups, cultural backgrounds and abilities.

The Chief Executive Officer will:

1. Provide strong leadership to ensure optimum provision of an outstanding and comprehensive service;
2. Develop and maintain an open and trusting relationship with the Board;
3. Ensure the hospital fulfils its obligations under the Health Services Act and other relevant legislation in a climate of good corporate governance;
4. Be responsible for the development of a strategic plan and a framework of supporting strategic documents, in consultation with the Board and Government agencies, which assures the organisation's ability to respond to changing needs and has a strong client focus;
5. Ensure the delivery of quality of care to all users of the service;
6. Be accountable to the Board for the management of the Hospital's resources to –
 - Ensure fiscal responsibility and sustainability;
 - Ensure an effective and efficient service;
 - Create a work environment which attracts, retains and motivates talented and enthusiastic staff;
 - Develop and maintain physical infrastructure and assets to ensure current needs are met and strategic objectives and potential opportunities are attainable;
7. Maintain productive relationships with Government Departments and other external Agencies, public groups and members of the community;
8. Ensure that the relevant accreditation certifications are maintained;
9. Act as the responsible person under the Financial Management Act.

For more detailed information please refer to the PD



Key Selection Criteria -

Qualifications

- Tertiary qualifications in relevant discipline (Health, Management).
- Postgraduate Qualifications or equivalent experience in management.

1. Strong leadership skills with a proven ability to successfully lead culture and organisational change, manage and motivate staff, promote the creation of positive workplace, wellbeing and develop teams.
2. Ability to negotiate, advocate and work with a wide cross section of stakeholders and foster strong collaborative partnerships and working arrangements with other health services providers.
3. Contemporary and detailed knowledge of the health sector including current developments in hospitals, residential aged care, primary health and community service sectors; and the importance of preventative measures and increased level of services delivery closer to the home.
4. Excellent understanding of principles of evaluation, clinical governance and risk management in a health service.
5. A proven record of sound financial and human resources management.
6. Sound understanding of public health governance in general and experience working with a Board of Management in particular.
7. Understanding of the role of the Health Service in responding to community needs within a rural community and a proven capacity to achieve strong community engagement with the service.
8. Ability to effectively manage relationships with medical staff and other clinical providers supporting the health service.
9. Contemporary understanding of the digital health paradigm shift potential, and drive towards real-time data analytics adoption.

Mandatory:

- A current National Criminal History Check (renewed every 3 years).
- Current National Disability Insurance Scheme (NDIS) Worker Screening Check (renewed every 5 years).
- Adhere to immunisation requirements of position risk category (Category C) in line with the Staff Immunisation Policy.
- Current Drivers licence.

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 – April 7th 2026. THS 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: May 15th, 2026

Further Information

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

