



Candidate Information

Executive Director
Clinical Services



PORTLAND
DISTRICT HEALTH





We acknowledge the traditional owners of the lands and waterways in which we live and work, the Gunditjmara people of South West Victoria. We honour and pay our respects to elders, past, present and emerging.

Portland District Health would like to acknowledge the Winda-Mara Aboriginal Corporation and the Budj Bim Rangers for the use of this image.



About Portland District Health

Portland District Health is a public hospital under the Health Services Act 1988. Our role is to provide quality, safe health services to people in the Glenelg Shire. Portland District Health (PDH) is one of the oldest hospitals in Victoria. It has a proud history of service to its community.

PDH serves a catchment population of approximately 12,000 people drawn principally from the Glenelg Shire and increasingly from South East South Australia. Some community services cover an expanded catchment, including the Southern Grampians Shire.

While a high proportion of the region's population is concentrated in Portland, many people receiving services from PDH live in smaller townships in the surrounding region and in more isolated cropping, sheep, cattle and dairy farming areas.

Population numbers increase by an estimated 2,000 tourists during summer and other peak holiday periods. The community is characterised by a slowly growing population that is rapidly ageing.

The prevalence of chronic illnesses such as respiratory disease, cancers, cardiovascular disease, diabetes and mental illness is increasing as our population ages.

A relatively high incidence of road accidents, skin cancer, farm injuries and work-related accidents also occur in our region, a characteristic shared with other rural communities.



About Portland District Health

Portland District Health provides an integrated health service which comprises acute, primary health, and residential aged care services.

Our health service provides:

- Twenty four hour, seven days a week Urgent Care Centre
- Fifty-three available inpatient beds
- Two operating theatres
- Eight bed day procedure unit, plus Chemotherapy / Dialysis / Sleep Studies
- Twenty-eight bed residential aged care facility (Harbourside Lodge)
- Comprehensive range of Primary Health, Community and Home Care services
- PDH is accredited with the Australian Council on Healthcare Standards and the Aged Care Standards and Accreditation Agency Ltd.
- PDH has an operating budget of around \$51.7m and employs approximately 436 staff (290 EFT)

OUR VALUES

Organisational (What we stand for)

- Togetherness
- Optimism
- Courage

Operational (How we do our work)

- C - Compassion
- A - Accountability
- R - Respect
- E - Excellence



Living in Portland

Portland is one of the earliest places of European settlement in Victoria, and home to one of Victoria's oldest hospitals. Recently the Yoorrook Justice Commission opened its proceedings in Portland.

The Commission's purpose:
"... is looking into land, sky and waters as part of the truth telling process in Victoria.

First Peoples have been caring for country for thousands of generations. The history of Europeans coming to Victoria 200 years ago and taking First Peoples' land is one of wrongdoing and devastating loss.

But it is also a story First Peoples' resistance, survival and ongoing connection to country".

Portland has the charm of a large country town, set by the sea, with all the modern amenities. The town revolves around its deep-water port, however tourism is increasing in the area as the many attributes of the south west are discovered.

The Portland area encompasses the spectacular scenery of the three bays – Portland Bay, Bridgewater Bay and Discovery Bay. Cape Nelson Lighthouse, built in 1884, is perched on the tip of Cape Nelson overlooking Portland Bay and the treacherous southern ocean.

Bridgewater Bay is significant for its wonderful beaches, seal colony, and Petrified Forest, while the mountainous sand dunes of Discovery Bay will leave you spellbound.

Some of Portland's other attractions include:

- The Portland Cable Tram.
- The Portland Botanical Gardens – One of the first public gardens to be established in Victoria and feature a bluestone Curator's Cottage, croquet lawns and 1300 dahlias planted each year.
- Fawthrop Lagoon – A permanent wetland area set in natural bushland on the city fringe. It is home to many birds, plants and aquatic life as well as having an excellent walking track.
- A lavender farm and wineries from the Henty Wine region.
- The WWII Memorial Lookout Tower – Built in an obsolete water tower, the museum displays memorabilia connected to the war and its many steps will lead you to a fantastic 360 degree view of Portland.
- Portland's Powerhouse Motor and Car Museum – the 4th largest in Australia has a unique collection of veteran, vintage and classic cars, motorbikes, tractors and engines.



About The Role

This is a newly created role following a recent review of the leadership structure at PDH. The organisational restructure at PDH means that they are now seeking to appoint a high calibre health professional to this critical leadership role.

The Executive Director of Clinical Services is a Registered Nurse that holds an executive position that is responsible for the professional and strategic leadership, and oversight of the operations of the clinical services at Portland District Health. The role holds professional responsibility for all Nursing staff at the health service.

The Executive Director of Clinical Services is responsible for the clinical leadership, human and financial resources and operational management of clinical functions within the organisation, together with the functions of After Hours Coordinators, Perioperative services, South Ward, North Ward, Urgent Care Centre, Access and Intake, Residential Aged Care, Maternal Child Health, Allied Health, Chronic and Complex care, Community Palliative Care, District Nursing, Hospital in the Home, Alcohol and Other Drugs.

Positions that report directly to the Executive Director of Clinical Services are the Deputy Director of Nursing, Midwifery & Aged Care and the Deputy Director of Nursing Primary & Community Care. This role works in strong collaboration with the Executive Director Medical Services who is responsible for medical clinical services.





Key Selection Criteria

QUALIFICATIONS

- Relevant Nursing and Midwifery qualification. A current AHPRA registration as a Registered Nurse
- Minimum 5 years' experience in a senior health leadership role

EXPERIENCE and/or SPECIALIST KNOWLEDGE

- Demonstrated experience in implementing a Change management strategy to lead a team through major change
- Comprehensive understanding of health service systems including clinical governance, funding models and accreditation processes for aged care, acute, primary and community care
- Demonstrated leadership skills and ability to strategically plan to ensure Person-centred care is provided with excellent risk management, safety and quality services within a team environment
- Proven ability to manage resources, including the ability to formulate and direct policies, business planning and financial management, to deliver quality, cost effective care and services
- Ability to design, develop and implement innovative practice changes to improve performance and ensure professional and organisational standards are met
- High level communication and interpersonal skills including the capacity to negotiate and resolve conflict and to work collaboratively within an inter-disciplinary environment
- Track record of working in partnership with internal and external stakeholders for the best outcomes for our community
- Ability to understand and interpret legislation and standards
- Demonstrated ability to be flexible in approach, problem solving and provide succinct feedback

DESIRABLE

- Previous experience in a similar role
- Post Graduate Qualifications in management (highly desirable)

OTHER REQUIREMENTS:

- Current NDIS Worker Screening Check or willingness to obtain
- Current evidence of immunisation history and serology results
- 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 – 1 July 2024. PDH is a Group 3 entity under the current HEER policy.

The TRP is inclusive of:

- Base Salary
- Superannuation
- Motor Vehicle

Other benefits:

- Salary packaging benefits
- Relocation support

How to Apply

Applications should include a:

- Covering Letter addressing the Key Selection Criteria;
- Current CV; and a
- Completed Application Form (available on the HRS web site)

Applications can be lodged online via the HRS web site or by email at:

hrsa@hrsa.com.au

Applications Close: May 24th, 2026

Further Information

Jo Lowday
Director
Health Recruitment Specialists
0400 158 155

John Cross
Director
Health Recruitment Specialists
0417 332 598

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

