



Candidate Information

Executive
Director People
& Culture



**Swan Hill
District Health**
my hospital





About Swan Hill District Health

Our service has evolved considerably since September 22, 1860, when the first patient was admitted to our hospital, a 35-year-old shepherd, James Brennan. The hospital was founded by a group of concerned squatters of the district and pre-dates many of the larger hospitals in our state.

In 2008 we changed our name from Swan Hill District Hospital to Swan Hill District Health (SHDH) to better describe the range of services we now offer.

Today, SHDH is a 143 bed (including Aged Care) fully integrated rural public health service located on the Murray River in rural Victoria 344 km north west of Melbourne. We employ around 720 staff in our unique service which now includes Emergency, Acute, Community and Aged Care elements connected with our own Medical Centre providing GP services.

As a health service we seek to make the most of the opportunities for collaboration and partnerships, to deliver care as close as possible to home, reflecting contemporary models of care.

Our new One Team Culture gives us common language and tools to work well together across our whole service. It will impact us all positively in the life of our Strategic Plan, enabling us to deliver our Strategic Plan collectively with our many partners across the breadth of services and skills that we have.

With effect 1 July 2025, we are a member of the Loddon Mallee Local Health Service Network (LMLHSN). This provides many new opportunities for collaboration and enables us to contribute meaningfully to system-level outcomes as a trusted collaborator.



OUR VISION

Connected Care. Best Experience

Swan Hill District Health commit to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.

OUR VALUES

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

- **Inclusive**

We provide an experience that welcomes and values everyone

- **Compassionate**

We respond to our people with understanding, empathy and kindness

- **Progressive**

We continue to strive for the best experience outcomes

- **Accountable**

We personally commit to taking responsibility for all of our decisions and actions

Strategic Priorities

After a thorough consultation with our community, staff and stakeholders, and consideration of the many opportunities and needs we face, our 2026 – 2029 Strategic Plan identifies four equally important Priorities, those being:

- **Strategic Priority 1**

Delivering safe services that make a positive difference.

- **Strategic Priority 2**

Building a leading culture

- **Strategic Priority 3**

Working together for improved performance.

- **Strategic Priority 4**

Creating environments for individuals to thrive.



Our Community

Our community includes more than 34,000 people living in Swan Hill and surrounds who access SHDH directly or through other public health services within our region. Many of these people rely on SHDH to provide the higher level and specialist care only a larger service can. Our community includes people in the district who are also serviced by local health services in Kerang, Sea Lake and Robinvale as our valued partners.

Beyond these, there are many additional people who form part of our community, including those who live across the border in New South Wales for whom we provide a wide range of services for and now represent nearly 12% of our total activity. We also recognise as part of our community the increasing number of people who access SHDH services as a visitor to our region, noting the increasing popularity of our river towns as destinations for both short and long-term visitors.

In total the catchment area extends to approximately 100 kilometre radius, with First Nations peoples being 5% of our community. This includes people from the Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji and the Tatti Tatti communities.

Currently our community has a median age of 35 years, with a large and increasing element from non-English speaking backgrounds. We also have a large group of people aged over 70 years who live alone, and in many cases on isolated properties.

About 8% of our community are receiving disability support pension (compared with 4.2% average for Victoria) and nearly 1 in three of our adult population are obese (BMI \geq 30) about 50% higher than the State average.



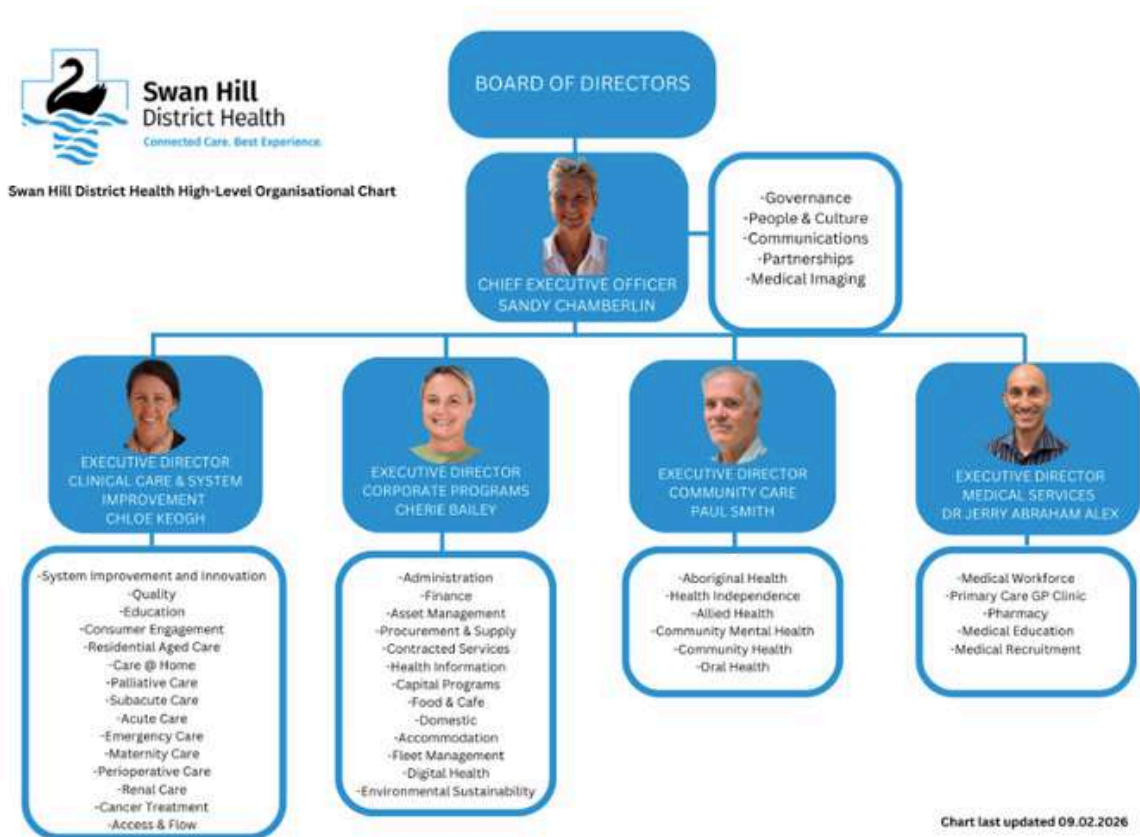
About The Role

The Executive Director, People & Culture (ED P&C) is a strategic executive responsible for shaping and delivering a high-performing, values-led organisation through people, culture, and capability.

The role leads all aspects of the employee lifecycle:

- Workforce strategy,
- Culture, leadership,
- Safety and wellbeing,
- Industrial/employee relations,
- Talent acquisition and
- Development, diversity and inclusion,
- Remuneration and benefits,
- HR technology, and people analytics

Ensuring alignment with the organisation’s strategic plan and regulatory obligations.





Key Selection Criteria -

Qualifications & Experience

- Tertiary qualifications in Human Resources, Business, Law, Psychology or related field; postgraduate qualifications preferred.
- Relevant certifications desirable (e.g., change management, WHS, mediation, coaching, employment law, analytics).
- Demonstrated executive-level leadership of a multi-disciplinary P&C function in a complex environment (e.g., multi-site, regulated, unionised).
- Track record delivering enterprise culture/leadership programs and major change/transformation.
- Experience in IR/ER strategy, negotiations, and case management.
- Proven success in safety/wellbeing leadership and psychosocial risk management.
- Design and implementation of HR technology and data-driven decision frameworks.
- Governance experience with Board/Committee reporting and policy stewardship.

Mandatory:

- Current National Police Record Check
- Current “Working with Children Permit”
- Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either documentation or copy of serology report. It is required that there is immunization for all vaccine preventable illnesses.

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 24th, 2026

Further Information

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

