



Candidate Information

Director of Clinical
Services





About Heathcote Health

Our Vision:

Improving the health and wellbeing of our community through excellent healthcare and innovation

Our Purpose:

With our community at the centre of everything we do, and together with our stakeholders, we strive to:

- Provide excellent, sustainable local health care services
- Continuously seek service improvements; and
- Implement new ideas for better health care for rural communities

Our Values:

- Compassion
- Accountability
- Respect
- Excellence

Heathcote Health operates, or facilitates, the provision of a number of services including:

24 hour Urgent Care Centre
9 bed acute care service
2 transitional care places (bed based and community)
12 bed residential high care nursing home
30 bed residential low care hostel (including one respite bed)
Commonwealth Home Support Program (CHSP) services
District Nursing services
Community Health Programs
Social Support Groups
Home Care Packages; and
Allied Health including Physiotherapy and Podiatry, Hearing Tests (audiometry), Echo Cardiology and Optometry.

In addition, Heathcote Health supports a co-located GP Clinic, known as Heathcote Primary Health, pathology service and radiology (X-Ray) expanded service

Vision

Good health and well-being for our local Community

Mission

To deliver integrated health and wellness services that help each person be their best.

Values

Compassion, Accountability, Respect and Excellence: C.A.R.E

Commitment to patient experience

The consumer is at the forefront of everything we do: Patient experience is the sum of all contact with our health service

Everyone's Perceptions Matter

Our unique value proposition

We represent the local voice of the Heathcote community and surrounds for their healthcare needs. We deliver targeted sustainable services that are aligned to our strengths. Our ability to partner with multi-stakeholders to incubate, test and embed innovative solutions for the delivery of integrated healthcare that best meets community needs is what enables us to attract the highest calibre of staff.



Compassion



Accountability



Respect



Excellence

C.A.R.E.

Front cover
Heathcote Health building.

Back cover
The main administration building of Heathcote Health and main reception entrance. The sandstone blocks used to build the hospital were mined locally.
The main building has seen many changes over the years, particularly from its first inception as a tent hospital in the gold rush days.

Our Strategic Priorities

HEALTHY COMMUNITY

1. We listen to and actively engage clients, our community and key stakeholders to help us better understand and meet their needs, and to ensure awareness of our services.
2. We provide our community with inclusive health services that are considerate of our diverse community and easy to access.
3. We are focused on continuous improvement by evaluating our services and acting on the evidence of what works.

ENGAGED WORKFORCE

4. We provide a safe and inclusive environment which attracts, retains and progresses passionate and high performing staff who model our values.
5. We embrace learning by investing in training and professional development to support our people to meet our clients' and community needs.
6. We encourage our people to adopt an innovation mindset to help us achieve our mission.

STRONG BUSINESS

7. We work in partnership with others to foster sharing of resources, ideas, experiences and strengths.
8. We invest in technology and processes that make life easier and enhance our ability to serve our community.
9. We grow sustainably and meet demand through a commitment to efficiency measures, strategic partnerships and innovation.



Living and Working in Central Victoria

Heathcote and Central Victoria offer an exceptional blend of lifestyle, opportunity, and natural beauty, making the region an ideal place to live and work. One of the main reasons to settle in this area is the outstanding quality of life.

With less congestion, clean air, and a strong sense of community, residents enjoy a slower, more connected pace of life without sacrificing modern conveniences.

The cost of living is another major advantage. Compared to metropolitan areas like Melbourne, housing and general expenses in Central Victoria are significantly more affordable, allowing individuals and families to enjoy a higher standard of living and even the possibility of homeownership.

Heathcote, known for its award-winning wine industry, offers work in viticulture, hospitality, and tourism. Broader Central Victoria supports diverse industries including health care, education, agriculture, construction, and renewable energy, with local councils and state government initiatives actively investing in regional development.

The natural environment is another drawcard. Central Victoria boasts beautiful landscapes, from rolling hills and forests to lakes and goldfields. Outdoor enthusiasts can enjoy hiking, cycling, fishing, and camping, while the thriving arts and food scenes provide rich cultural experiences. Moreover, the region's proximity to Melbourne means you're never too far from the city—most towns are within 1.5 to 2 hours' drive—making it ideal for those who want rural living with urban access.



About The Role

Heathcote Health is a Small Rural Health Service located in the town of Heathcote and is integral part of a small thriving community and is committed to providing quality health and wellbeing services to people of all backgrounds.

The Director of Clinical Services has a key leadership role in the management of Heathcote Health Service. The position leads the Clinical/Aged Care/Community Services and implements the strategic objectives set by the Chief Executive Officer (CEO).

The position is accountable to the Chief Executive Officer (CEO). The Director of Clinical Services is accountable for the effective leadership and management of clinical services comprising: Acute Hospital Services including Inpatient Unit, and Urgent Care Centre, Residential Aged Care, Community Health.

The Director of Clinical Services provides strategic leadership and operational management of the Nursing/Aged Care/Community including Workforce Training and Development, and works closely with all colleagues across Heathcote Health, the Board of Directors and external partners to ensure optimal inpatient, outpatient and aged care service delivery to the Heathcote community. Responsible for the development of clinical standards of care and metrics to ensure a high quality, safe and responsive consumer experience at Heathcote Health.



Key Selection Criteria

Minimum Qualifications

- Registered nurse with AHPRA
- Post-graduate qualifications in a health, management or related discipline

Experience

- Developing person centred models of care that meet clinical standards that are contemporary and delivered within budgeted resources so that Heathcote Health can improve overall health outcomes for our community.
- Leading the organisation's response to Regional Partnership Health priorities.
- Effectively using all resource funding streams and developing measuring and monitoring systems to ensure resources are used effectively and reported appropriately to enhance resource allocation across the organisation.
- Continually reviewing clinical services in line with community needs, State/Federal Government priorities and utilising partnership and collaborative relationship opportunities to ensure Heathcote Health maintains safe, effective and viable services.
- Leading, managing, developing and using workforce redesign so that the Nursing/Aged Care/Community has the capacity for multi-skilling across the organisation in the provision of safe, contemporary and innovative services and builds capabilities to meet future requirement
- Management of change in clinical service delivery to build effective, sustainable services that deliver continuous improvements to meeting any changing community needs.

Remuneration

The role is Full Time

Award

Nurses and Midwives (VICTORIAN PUBLIC HEALTH SECTOR) (SINGLE INTEREST EMPLOYERS) Enterprise Agreement 2016 - 2020

Classification

ZH2 RN Grade 7 DON 51-100 Beds

Other benefits:

- Salary packaging benefits
- Development support
- Relocation assistance

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: 31 May 2026

Further Information

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

