



Candidate Information

Chief Executive
Officer





About East Wimmera Health Service

Who We serve

East Wimmera Health Service (EWHS) was established under Section 64A of the Health Services Act 1988 with the amalgamation, on 1 July 1999, of the former East Wimmera Health Service (Donald and St Arnaud) with Birchip Bush Nursing Hospital, Charlton Bush Nursing Hospital and the Wycheproof and District Health Service.

EWHS is so named because of its location on the extreme east of the Wimmera Plains. EWHS provides care to people who reside in the townships and districts of Birchip, Charlton, Donald, St Arnaud and Wycheproof.

Rural healthcare is, at its core, about people. It's about listening to and working alongside the individuals and communities we serve – providing care that is compassionate, connected and grounded in the realities of rural life.

Our Vision

Connected, accessible and quality care for our community

Our values

The values of EWHS are EPIC!

- **Excellence**
- **Partnership**
- **Inclusion**
- **Integrity**
- **Compassion**

Our Services

Acute Care

We offer a range of acute services across our five campuses. Each community is supported by a local doctor, who provides ongoing care

Renal Dialysis – Donald Campus
Urgent Care Centre –All Campuses, 24/7

Aged Care

Our residential aged care facilities are located at Birchip, Charlton, Donald, St Arnaud and Wycheproof. All five of our fully accredited residential care facilities are co-located with the local acute hospital and, in most cases, are also within easy access to the local GP.



Primary Care

Primary care is all the health care services people can access in their community, without needing to travel to or be admitted to hospital.

- Cardiac Rehabilitation
- Continence Service
- Diabetes Education
- Dietician
- District Nursing
- Domiciliary Nurse
- Podiatry
- Home Services
- Hospital Admission Risk Program
- Healthy at Home
- Health Promotion
- Medical Imaging
- Occupational Therapy
- Physiotherapy
- Planned Activity Group
- Post Acute Care
- Social Work

Our People

EWHS employ approximately 400 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 and support workforce provides a range of services underpinning operational aspects of EWHS.

Strategic Pillars and Ambitions

The Strategic Direction 2025-2028. is based on four strategic pillars identified by EWHS and are critical to ensuring the service achieves its vision by remaining relevant and sustainable, and meeting the changing health needs of the community.

The four strategic pillars are:

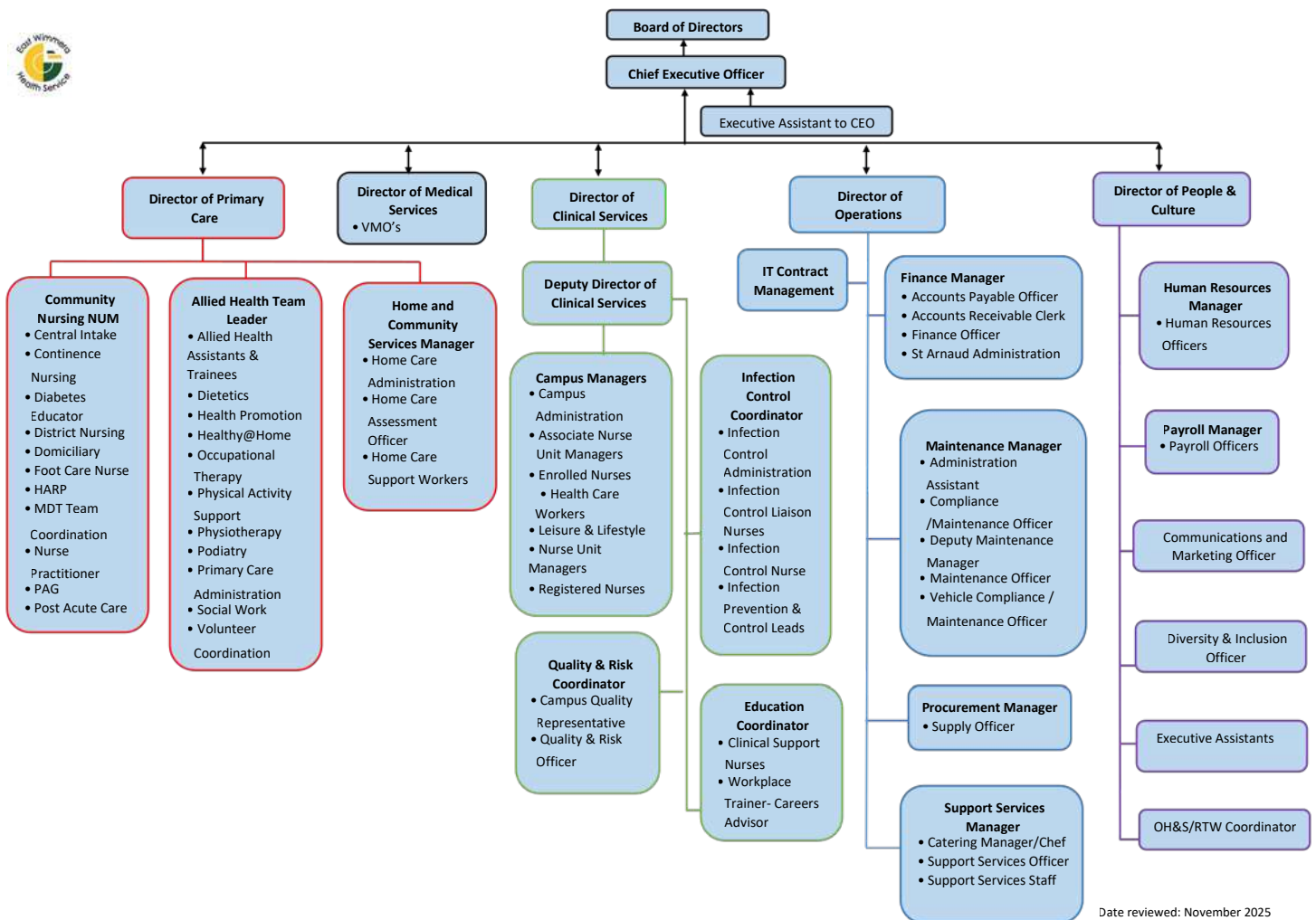
1. Access and Equity
2. Integrated, Safe and High-Quality Care
3. Workforce and Culture
4. Sustainability and Infrastructure

For more information about EWHS please visit the website at ewhs.org.au or click on the link below to gain access to key publications including the Annual Report





East Wimmera Health Service Organisational Structure



Date reviewed: November 2025



Position Summary

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

The Chief Executive Officer:

- Is responsible for the operational management of EWHS, and implements decisions, resolutions and directions of the Board.
- Ensures that the Board is fully briefed on all matters material to performance of their governance role.
- Ensures that EWHS observes and complies with the requirements of the appropriate Federal and State legislation, Health Service By-Laws and directions of the Victorian Department of Health (DH).
- Exercises the powers delegated by the Board to administer and direct as appropriate the activities of EWHS.
- Works to advance the objectives of the Health Service and the Grampians Local Health Service Network (Grampians LHSN) and to attain the service objectives specified in the Health Service Agreement, EWHS Statement of Priorities and the Grampians LHSN Statement of Expectations.
- Promotes EWHS in the communities it serves.
- Ensures that EWHS maintains its excellent reputation, meets statutory regulations and complies with the DH policies and procedures.
- The duties of this position are to be performed with adherence to the purpose and values identified through the EWHS strategic plan and compliance with the Standards of Behaviour for staff of EWHS

For more detailed information regarding the role please refer to the Position Description



Key Selection Criteria

Mandatory:

- Satisfactory National History Criminal Check prior to commencement of employment (less than 6 months old) and a satisfactory Victorian 'Employee' Working with Children Check (WWCC) prior to commencement of employment
- Immunisation in accordance with Infection Control Guidelines / ATAGI
- A current Drivers Licence
- Tertiary Qualifications in a relevant discipline (Health or Management will be favourably regarded)

Essential:

1. Demonstrated Chief Executive Officer or Executive-level leadership experience within the Australian healthcare sector, supported by contemporary knowledge of emerging trends, reforms and policy developments across public hospitals, residential aged care, primary health and community services.
2. Demonstrated ability to define and clearly communicate vision and strategy and to ensure that the vision is effectively translated into clear business goals and objectives particularly when leading a multi-campus organisation.
3. Strong leadership skills with a proven ability to successfully demonstrate and lead a positive culture manage and motivate staff, promote the creation of a positive workplace, develop teams and model the behaviours that are aligned to our values.
4. Demonstrated financial management experience to deliver budget outcomes based on the strategic and operational needs of the organisation. This includes an understanding of the various government environments that provide funding to a rural health service.
5. Proven ability to manage complex organisational change and introduce innovative models of care.
6. Understanding of all aspects of capital investment in health infrastructure from reviewing existing facilities, identifying, and assessing options, business case development, procurement, project management and strategic oversight of delivery.
7. Exceptional written and verbal communication skills, with an 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 to drive organisational performance.
8. Excellent understanding of the principles of evaluation, risk management, corporate and clinical governance and a demonstrated ability to work proactively in partnership with the Board.
9. 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.
10. Contemporary understanding of the digital health paradigm shift's potential, including benefits and risks, and drive towards real-time data analytics adoption.

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. EWHS is a Group 3 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: 2 August 2026

Further Information

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

