



Candidate Information

Executive Director
Child, Youth & Families





A Message from the CEO

Thank you for your interest in Bellarine Community Health.

Bellarine Community Health plays an important role in supporting the health and wellbeing of communities across the Bellarine Peninsula. As an independent community health organisation, BCH delivers a broad range of services spanning primary health care, nursing, palliative care, oral health, allied health, youth mental health, child and family services, disability support, aged care and community wellbeing programs. Through these services, and in partnership with government, health services and community organisations, we work to improve health outcomes and support the wellbeing of our community.

This appointment comes at an important time for our organisation. We have recently launched our Strategic Plan 2026-2030 and are focused on strengthening access, workforce capability, partnerships and organisational sustainability. The Executive Director Child, Youth & Families role represents an important executive succession opportunity following long-standing leadership within the portfolio.

We are seeking a collaborative and values-driven leader who can balance strategic thinking with practical leadership, build strong partnerships and contribute to BCH's future success.

If you are motivated by purpose, community impact and the opportunity to help shape the future of a respected health service, I encourage you to explore this opportunity further.

Kathy Russell
Chief Executive Officer



Why Join Bellarine Community Health

Bellarine Community Health is an independent not-for-profit community health organisation supporting more than 6,000 clients each year through a workforce of approximately 165 staff and 90 volunteers.

More than 1,700 clients access support from multiple BCH programs, reflecting the complexity of need within our community and the value of coordinated care.

Our services span the life course and include:

- Child and Family Services
- Youth Mental Health and Wellbeing
- Adult and Paediatric Allied Health
- Oral Health and Smile Squad
- Nursing and Palliative Care
- Social Support Programs
- Disability Services
- Aged Care Services

At BCH, you will join an organisation with deep community connections, strong partnerships and a reputation for delivering accessible, person-centred care.

We combine the scale and complexity of a mature health service with the flexibility and innovation of a growing organisation.



The Opportunity

Executive Director, Child Youth & Families

This is a significant executive leadership opportunity within a respected community health organisation with deep roots in the Bellarine community and a strong commitment to improving health and wellbeing outcomes.

Reporting directly to the Chief Executive Officer and as a member of the Executive Team, the Executive Director Child, Youth & Families provides leadership across a diverse portfolio of services spanning child and family services, youth wellbeing, oral health, disability services, health promotion and community-based programs.

The role combines strategic and operational leadership, supporting service quality, workforce capability, financial sustainability and the delivery of BCH's strategic priorities.

The successful candidate will play a central role in delivering BCH's Strategic Plan 2026-2030, strengthening service integration, building leadership capability and identifying opportunities for innovation and sustainable growth.

The role offers the opportunity to build on BCH's strong community foundations while contributing fresh thinking, leadership and innovation across a diverse service portfolio.

For an experienced leader seeking both influence and purpose, this role offers the opportunity to make a tangible impact on the health and wellbeing of children, young people and families across the Bellarine Peninsula.

Portfolio at a Glance

- 4 direct reports
- Approximately 38 FTE across the portfolio
- Approximately \$7 million annual revenue
- Multi-disciplinary services spanning child, youth, oral health and community programs
- Significant government-funded and fee-for-service activities

The portfolio brings together clinical, community and preventative health services that play a critical role in improving outcomes for children, young people and families across the region.



Strategic Priorities

The Executive Director will play a key role in strengthening service performance and delivering BCH's strategic priorities across the Child, Youth & Families portfolio. Key areas of focus are expected to include:

Access and Care

Improve access to services, strengthen care pathways, enhance the client experience and ensure services operate consistently within agreed clinical frameworks.

Leadership and Culture

Build leadership capability, strengthen accountability and support the development of engaged, high-performing teams.

Service Performance and Sustainability

Improve service performance and operational effectiveness to ensure services consistently achieve agreed targets and outcomes.

Clinical and Operational Excellence

Strengthen governance, quality, compliance and performance systems that support safe, effective and responsive service delivery.

Partnerships and Community Impact

Build strong relationships with government, education, health and community partners to improve outcomes for children, young people and families.

Innovation and Sustainability

Identify opportunities to improve services, strengthen financial performance and support the long-term sustainability of the portfolio through innovation, diversification and effective resource utilisation.

These priorities align with BCH's Strategic Plan 2026-2030 and reflect some of the key opportunities and challenges facing the portfolio over the coming years.



About the Bellarine Peninsula Coastal Living. Community Connection

The Bellarine Peninsula is one of Victoria's most desirable coastal regions, offering an exceptional lifestyle within easy reach of Geelong and Melbourne.

Home to a growing population of approximately 70,000 people, the region combines vibrant coastal townships, strong community connections and access to major services and infrastructure.

Residents enjoy renowned beaches, wineries, local produce, walking and cycling trails, sporting facilities and a thriving community culture. The region continues to attract families, professionals and retirees seeking a balance between career opportunities and quality of life.

For leaders looking to combine professional challenge with lifestyle, the Bellarine offers the opportunity to contribute to a growing community while enjoying one of Victoria's most attractive regional locations.



Candidate Profile - Who We Are Looking For

We are seeking a contemporary executive leader who combines strategic capability, operational excellence and a genuine commitment to community health.

Executive Leadership

- Significant senior leadership experience within health, community health, human services, government or not-for-profit sectors.
- Ability to contribute at executive level and translate strategy into measurable outcomes.

People Leadership

- Proven capability to lead and develop senior managers and multidisciplinary teams.
- Experience fostering high-performing, values-aligned workplace cultures.

Service & Clinical Leadership

- Strong understanding of health or human services environments.
- Commitment to safe, high-quality and integrated service delivery.

Financial and Commercial Acumen

- Experience managing budgets, contracts, funding agreements and organisational performance.
- Ability to balance service excellence with financial sustainability.

Partnerships and Influence

- Highly developed stakeholder engagement and relationship management skills.
- Experience working with government, funders, community organisations and sector partners.

Remuneration

A remuneration package will be negotiated with the successful candidate and will reflect the experience, qualifications and capabilities of the individual together with the scope and responsibilities of the role.

As a not-for-profit community health organisation, BCH is committed to providing fair and sustainable executive remuneration, complemented by access to generous salary packaging benefits and a range of additional employment benefits.

BCH offers access to attractive not-for-profit salary packaging benefits, including living expenses and meal entertainment packaging.

Additional Leave Benefits

BCH recognises the importance of work-life balance and supports employee wellbeing through a range of leave provisions, including:

- Five weeks annual leave
- Monthly Accrued Days Off (ADO)
- Paid parental leave
- Professional development leave
- Employee wellbeing initiatives and support programs

How to Apply

Applications should include a:

- Covering Letter addressing the key selection criteria
- Current CV
- A completed Application Form (available on the HRS web site).

Applications can be lodged online via email at:

hrsa@hrsa.com.au

Applications Close: 6 September, 2026

Further Information

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Director

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

