



Candidate Information

Executive
Director Clinical
Services



**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 ≥ 30) about 50% higher than the State average.



About The Role

The Executive Director Clinical Services (EDCS) is accountable to the Chief Executive Officer (CEO) for providing strategic and operational leadership that ensures the delivery of safe, high-quality, efficient, and patient-centred clinical services across the organisation.

The EDCS is responsible for the strategic planning, coordination, leadership, management, monitoring, and evaluation of clinical operations to ensure the efficient and effective delivery of care services across the organisation.

The EDCS ensures that all care is individual, patient, resident, and client-centred, aligns with best practice principles and statutory requirements, is evidence-based, meets professional and clinical standards, and reflects the organisation's vision of delivering a Connected Care Best Experience.

This role requires a highly experienced clinical leader with demonstrated expertise in clinical governance, service delivery, and change management. The EDCS must possess the ability to build and maintain positive relationships with clinical teams, patients, consumers, carers, and the broader community, fostering a culture of collaboration, engagement, and continuous improvement.

Extensive knowledge and proven experience in health service planning are essential, together with the ability to lead service innovation, optimise care pathways, and ensure sustainable, high-quality outcomes for patients and communities.

Key Capabilities:

- Strategic leadership of clinical operations and service delivery.
- Clinical governance, quality, and patient safety oversight.
- Health service planning and system redesign.
- Change management and organisational transformation.
- Stakeholder engagement and relationship management.
- Workforce leadership, development, and performance management.
- Commitment to evidence-based practice and continuous improvement.
- Strong understanding of regulatory, accreditation, and statutory requirements.

This position plays a critical leadership role in ensuring exceptional care outcomes and supporting the organisation's commitment to delivering safe, effective, connected, and person-centred healthcare services.

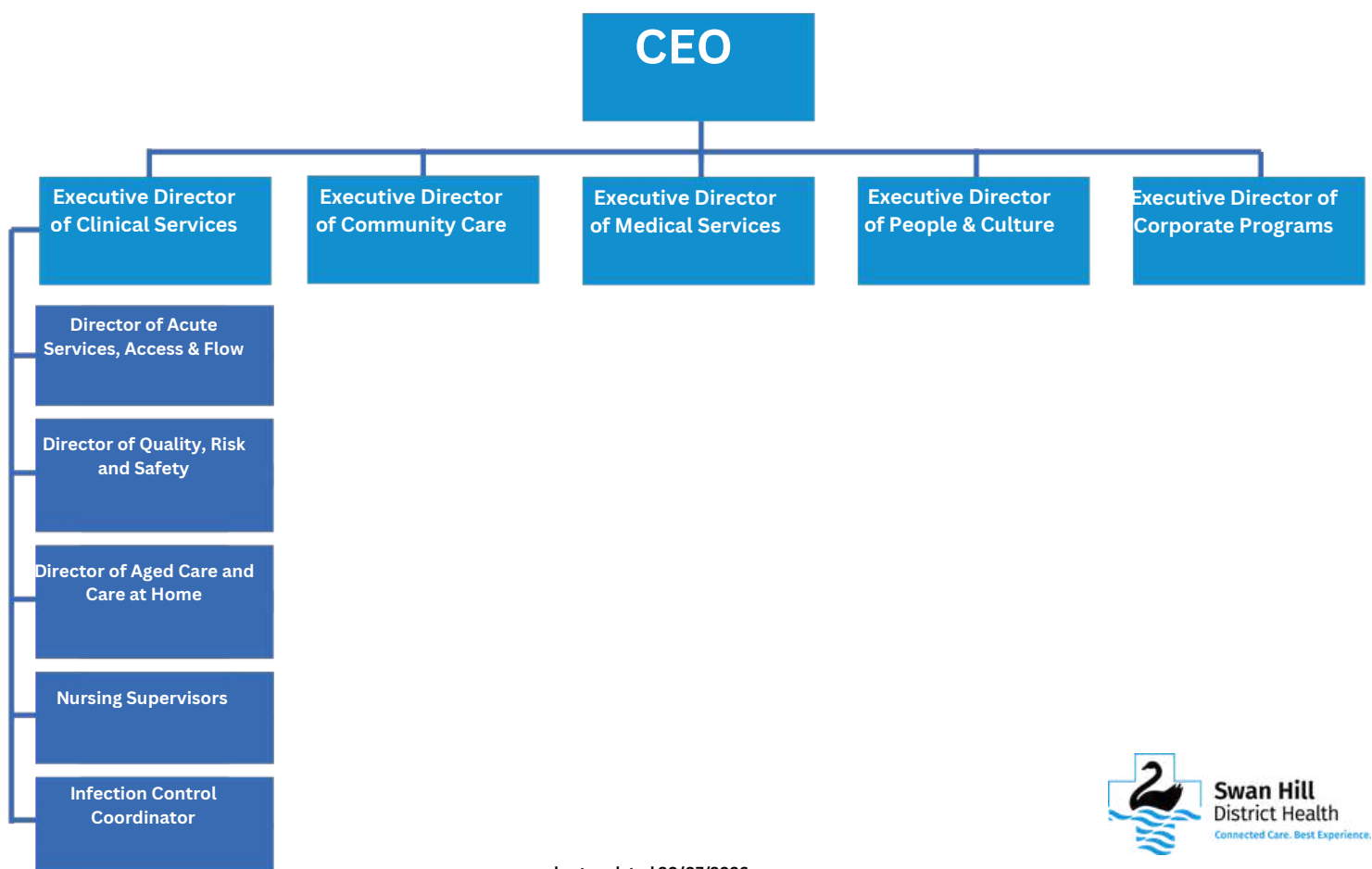


chart updated 20/07/2026



Key Selection Criteria -

Essential:

1. Current registration, or eligibility for registration, as a Registered Nurse Division 1 with the Nursing and Midwifery Board of Australia (NMBA) and the Australian Health Practitioner Regulation Agency (AHPRA).
2. Relevant tertiary qualification in management, health administration, leadership, nursing, or a related discipline, with postgraduate qualifications highly regarded.
3. A demonstrated record of significant achievement in a senior clinical or healthcare management role, including experience leading complex health services and delivering strategic organisational outcomes.
4. Highly developed interpersonal, communication, negotiation, advocacy and influencing skills, with the ability to build productive relationships across all levels of an organisation and with external stakeholders.
5. Demonstrated ability to monitor, evaluate and improve organisational and workforce performance, including the development and implementation of performance management frameworks that drive accountability, excellence and continuous improvement.
6. Proven capacity to lead, motivate and develop dynamic multidisciplinary teams, fostering a culture of collaboration, innovation, engagement and high performance.
7. Demonstrated expertise in clinical governance, quality and safety systems, ensuring compliance with legislative, regulatory and accreditation requirements.
8. Strong strategic and operational leadership capability, with experience in service planning, change management, workforce innovation and clinical service redesign.

Mandatory Requirements:

- Current National Police Record Check
- Current "Working with Children Permit"
- Current NDIS check

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. The role is classified as - Public Entity Senior Executive Service (PESES - 2)

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: 30 August 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.**

