



Candidate Information

Director Development
and Improvement





About East Grampians Health Service

East Grampians Health Service is based in Ararat and Willaura (Rural Victoria) and takes its name from the magnificent mountain range that provides a backdrop to both townships.

EGHS provides a comprehensive range of services across the Ararat Rural City and employs more than 650 staff. Supported by strong management and corporate services, EGHS delivers acute, residential aged care, home-based and community services to meet the diverse healthcare needs of the region.

Acute services include medical, surgical, midwifery and palliative care, an Urgent Care Centre, and a perioperative service comprising two operating theatres, a day procedure unit and renal dialysis. EGHS also provides 81 residential aged care beds, delivering high-quality, person-centred care for older members of our community.

Community services include dental, physiotherapy, exercise physiology, occupational therapy, podiatry, speech pathology, dietetics, diabetes education and social work. Outreach services are provided to Willaura, Lake Bolac and Elmhurst, ensuring equitable access to healthcare across the district.



Living in the Grampians

Beyond its most notable attraction of the Grampians (Gariwerd) National Park, throughout the region lies a hidden world of local food and wine experiences, diverse farming areas, picturesque townships and rich history of days gone by.

East Grampians Health Service is located in Ararat, in Western Victoria, a vibrant friendly community two hours drive or a leisurely train ride from Greater Melbourne. In close proximity to the Grampians National Park & wineries it provides an excellent living and recreational environment.

Ararat is a large regional centre 198 kilometres west of Melbourne in the heart of Victoria. Strategically located at an important junction of several major highways, the city is a logical stopping off point for tourists exploring the nearby Grampians Ranges and Grampians Pyrenees wine regions.

Aside from tourism, this region is renowned for production of world-class wines, agriculture and manufacturing, which collectively support a buoyant regional economy.

Ararat Rural City residents enjoy a strong sense of community which regularly sees the region score above the Victorian average on a range of happiness and wellbeing indicators.



About The Role

The Development and Improvement Directorate provides strategic leadership across clinical governance, quality and safety, education, research, innovation, organisational improvement and digital transformation. The Directorate supports EGHS in maintaining effective systems, processes and frameworks that ensure quality care, regulatory compliance and continuous improvement.

The Director Development and Improvement is a key executive leadership position responsible for leading organisational improvement and supporting the achievement of EGHS's strategic objectives. Reporting directly to the Chief Executive Officer and working as a member of the Executive Team, the Director will contribute to the development of a high-performing, innovative and patient-centred organisation.

The Director leads the Clinical Governance, Quality and Risk, Education, Research, Occupational Health and Safety, and Information and Technology functions and is responsible for fostering a culture of safety, learning, improvement and accountability across the organisation.

Key Responsibilities

- Provide strategic leadership and oversight of clinical governance, quality, patient safety, accreditation and continuous improvement systems across the organisation.
- Lead organisational quality, risk management and compliance programs to ensure alignment with legislative, regulatory and accreditation requirements.
- Drive innovation, service redesign and continuous improvement initiatives that enhance patient outcomes and organisational performance.
- Provide executive leadership for education, workforce development, research and knowledge translation initiatives.
- Lead the organisation's digital transformation strategy, including information technology governance, cybersecurity, digital innovation and associated projects.
- Oversee occupational health and safety systems, promoting a safe and healthy workplace culture.
- Lead major organisational projects and change initiatives, ensuring effective stakeholder engagement and sustainable outcomes.



Key Selection Criteria

- Demonstrated executive or senior management leadership experience within a public health service or similarly complex healthcare environment.
- Postgraduate qualifications in Health Management, Business Administration, Clinical Governance, Public Health or a related discipline are essential.
- Demonstrated success in leading clinical governance, quality, risk and accreditation frameworks within a healthcare setting.
- Proven ability to provide strategic leadership to multidisciplinary teams and to build a high-performance culture focused on safety, accountability and continuous improvement.
- Extensive knowledge of contemporary healthcare governance, quality improvement methodologies, accreditation standards and regulatory requirements.
- Demonstrated understanding of current healthcare issues, clinical governance principles and health service operations, with a proven ability to drive organisational performance.
- Highly developed strategic, conceptual, analytical and problem-solving skills, with the ability to identify opportunities and deliver innovative solutions.
- Demonstrated achievement in organisational planning, service development, transformation and change management.
- Exceptional communication, negotiation and stakeholder engagement skills, with demonstrated ability to influence outcomes and build productive relationships at all levels.
- Demonstrated understanding of professional, ethical and legal responsibilities within the healthcare sector.
- Demonstrated experience leading digital transformation, information management or technology-enabled improvement initiatives within a complex organisation.

Remuneration

The role is Full Time

Appointment is subject to Eligibility to Work in Australia, mandatory Immunisation clearance, and current and satisfactory Employment Checks (Police, Working With Children and NDIS Checks) and where relevant current registration with AHPRA.

Remuneration will be according to the Health Executive Employment Remuneration (HEER) policy.

Other Benefits Include:

- Regional Lifestyle
 - A variety of employee benefits including salary packaging
 - Ongoing professional development and career opportunities
 - Relocation and accommodation assistance
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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: October 16th, 2026

Further Information

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

