



HRS

Director Development and Improvement

East Grampians Health Service

East Grampians Health Service (EGHS) is based in Ararat and Willaura (Rural Victoria) and takes its name from the magnificent mountain range that provides a backdrop to both townships. We are committed to providing quality care and services that meet the needs of the community, whilst continuously striving for improvement and aiming to lead the way in provision of health-related services.

EGHS meets the needs of the community by delivering a comprehensive range of services across both Ararat and Willaura. Operating throughout the Ararat Rural City and employing more than 650 staff, EGHS provides acute, residential, home and community-based care supported by strong management and administrative services.

Acute services include medical, surgical, midwifery and palliative care and Urgent Care Centre alongside a perioperative unit comprising two operating theatres, a day procedure unit and renal dialysis. EGHS also provides 81 aged care beds, ensuring high-quality, person-centred care for older people.

Community-based services include dental, physiotherapy, exercise physiology, occupational therapy, podiatry, speech pathology, dietetics, diabetes education and social work. EGHS also delivers outreach services to Willaura, Lake Bolac and Elmhurst, ensuring accessible care across the district.

About the role

The Development and Improvement Department supports EGHS by delivering, implementing and monitoring systems and processes that provide the framework for good clinical governance reflecting government and community expectations.

The Director Development and Improvement is a key leadership role at EGHS responsible for implementing the strategic objectives and contributing to a forward thinking and proactive executive team.

This role will work closely with the Chief Executive, Executive and manage the education, research and clinical governance teams.

The Director – Development and Improvement is responsible for:

- Providing strategic leadership and oversight of clinical governance, accreditation, and continuous service improvement across the organisation.
- Leading research, education, training, quality improvement, and risk management initiatives to support excellence in healthcare delivery.
- Overseeing occupational health and safety, organisational projects, innovation, and change management activities.
- Developing and managing the organisation's digital transformation agenda, including Information and Technology services.

- Contributing as a member of a motivated and collaborative Executive Team committed to supporting staff and delivering high-quality patient care to the community.
- Providing multidisciplinary leadership to strengthen clinical governance, clinical performance, and organisational effectiveness.
- Ensuring the implementation, monitoring, and compliance of relevant standards, policies, organisational guidelines, and procedures.

To be considered for this role you will have the level of skills experience and as outlined in the

Key Selection Criteria:

1. Demonstrated extensive leadership and management achievements in a public health service.
2. Post-graduate tertiary qualifications in Health or Business Administration is required
3. Successfully implemented organisational quality management and accreditation processes.
4. Demonstrated ability to lead people with differing areas of expertise and get the best from them.
5. Proven understanding of the application of continuous improvement programs and best practice
6. An in-depth and current knowledge of clinical practice, healthcare issues and management with a proven record in developing, coordinating and working with teams.
7. Demonstrated high level of strategic, conceptual and analytical skills.
8. Demonstrated achievement in delivering organisational planning, program development and change management.
9. Demonstrated excellent written and oral communication skills, including the ability to influence and negotiate in a sensitive and effective manner.
10. Demonstrated knowledge of professional standards meeting ethical and legal requirements

What we offer

- Regional Lifestyle –
- A variety of employee benefits including salary packaging
- Ongoing professional development and career opportunities
- Relocation, accommodation assistance including access to rural and remoted housing benefits

East Grampians Health Service provides a positive, supportive, and sociable team environment. This is a fabulous career opportunity for an experienced health professional. Full details on how to apply are available on our web site:

www.hrsa.com.au

or contact Jo Lowday on: 0400 158 155. To make an application you will be required to submit: a Cover Letter incorporating a response to the Key Selection Criteria, your full CV and a completed HRS Application Form available on the HRS web site.

Applications can be sent by email to: hrsa@hrsa.com.au

Applications Close: October 16th 2026