



Candidate Information

Director of
Clinical Services





About Great Ocean Road Health

Great Ocean Road Health (GORH) is a rural public health service that has campuses at Lorne and Apollo Bay in South West Victoria. Formed in 2019 through the amalgamation of Lorne Community Hospital and Otway Health, GORH delivers a broad range of health, aged care, and community services to our local residents and visitors.

Our integrated model includes:

- Acute and urgent care services
- Residential aged care and home-based services
- Primary and community health programs
- Allied health and rehabilitation services
- Health promotion, outreach, and chronic disease management

We are part of the Barwon Local Health Service Network, which includes Barwon Health, Colac Area Health and Hesse Rural Health. We work closely with partner organisations ensuring continuity of care and access to specialist services close to home.

Our People and Culture

At GORH, we are proud of our inclusive, collaborative, and community-focused culture.

Our people describe us as a service where relationships matter, where everyone knows each other by name, and where kindness and professionalism go hand in hand.

We invest in our staff through ongoing education, leadership development, and career progression. Many of our team members live locally, contributing to the vibrant coastal communities they serve.

Living and Working on the Great Ocean Road

There's something special about working where the ocean meets the Otways. From your morning coffee overlooking the surf, to finishing a day and walking on the beach, life here offers a unique mix of purpose and perspective. Joining GORH means being part of a service, and a community, that genuinely values you.



Our Commitment to Excellence

We are proud of our consistently strong People Matter Survey results, reflecting our focus on safety, teamwork, and leadership. We are also recognised for innovation in rural health and for our commitment to sustainability, wellbeing, and continuous improvement.

OUR VISION

A healthier future for our community

OUR PURPOSE

To provide Great Health Care to enable people to live purposeful, healthy and engaged lives.

OUR VALUES

Genuine

We are authentic; we do what we say we will do; we are motivated to extend ourselves in everything we do.

Respect

We demonstrate integrity in every interaction, and we value the insights of staff, community members and our partners.

Empathy

We listen to our staff, patient's, resident's and community member needs and help them on their journey to enhanced health and wellbeing.

Accountable

We are accountable for all our actions and decisions; we deliver our strategic priorities in order to fulfil our purpose and best meet our community needs.

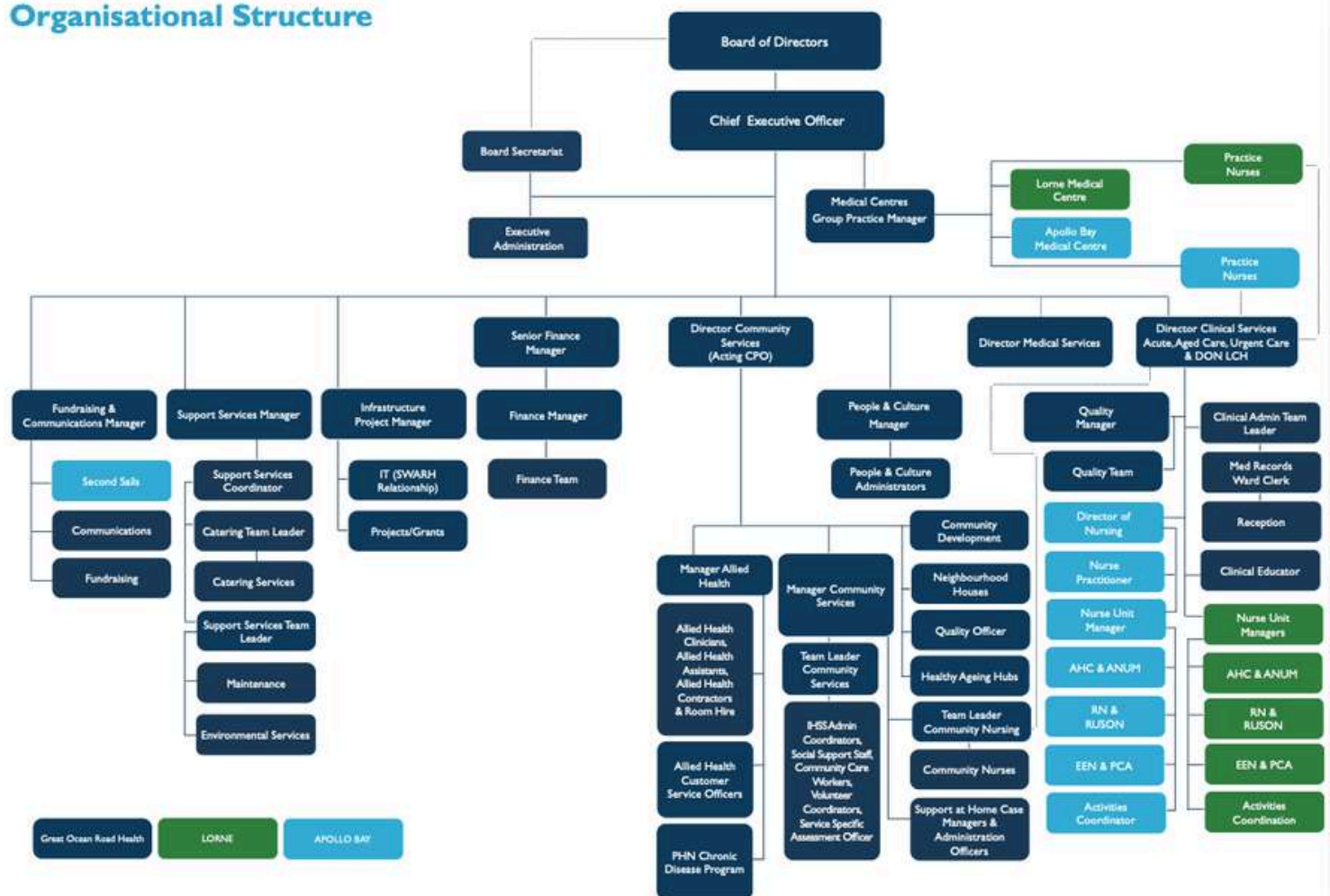
Teamwork

We actively seek opportunities to work together in the spirit of collaboration.





Organisational Structure





About The Role

The Director of Clinical Services is a member of the Executive Leadership Team responsible for leading the delivery and continual improvement of safe, high-quality, person-centred clinical services across Great Ocean Road Health. The role provides strategic and operational leadership across acute, urgent care and residential aged care services while ensuring robust clinical governance, workforce sustainability, regulatory compliance and achievement of organisational objectives. The position also fulfils the role of Director of Nursing for the Lorne Campus and works collaboratively within the Barwon Local Health Service Network to improve health outcomes for the communities GORH serves.

Overall responsibilities:

- Providing strategic and operational clinical leadership that optimises patient safety, quality of care, patient experience, and minimises risk of all clinical operations, complying with relevant legislation and care standards.
- Lead the continuous improvement of the organisation's Clinical Governance Framework, ensuring alignment with the National Safety and Quality Health Service Standards, Aged Care Quality Standards and relevant Victorian Department of Health requirements.
- Contribute to the execution of the organisational Strategic Plan, identifying emerging clinical, workforce and service opportunities that support long-term sustainability and improved health outcomes.
- Develop innovative workforce strategies including succession planning, recruitment, retention, professional development and leadership pathways to ensure a sustainable clinical workforce.
- Providing innovative and collaborative leadership that supports patient outcomes and develops clinical staff.
- Building a culture of trust that empowers staff to be actively engaged.
- Overall financial management of the budget as it relates to these responsibilities.
- Acting as the Executive lead for the Safety Culture Clinical Governance (SCCG) Board Committee and Chairing the Quality Risk and Safety Management Committee. Provides support to the Director of Medical Services to manage the Clinical Services Committee.
- Being an active member of the Executive Leadership Team.
- Maintenance of accurate performance, compliance, clinical and risk management records in accordance with organisational policies and procedures, governance and reporting requirements.
- Representing the organisation on various external committee/working groups, as part of the Barwon Local Health Area Network and health sector



Key Selection Criteria - Qualifications & Experience

Essential

- Registered Nurse with current AHPRA Registration.
- Current Victorian Driver's Licence
- A record of achievement in a senior clinical or nurse management role delivering strategic and operational outcomes in an integrated service model, or across multiple areas of service delivery.
- Proven capacity to lead, motivate and develop dynamic multidisciplinary teams, fostering a culture of collaboration, engagement, accountability, innovation, and high performance
- Comprehensive understanding of health service systems including clinical governance, quality and safety systems, ensuring compliance with legislative, regulatory and accreditation requirements.
- Demonstrated experience in change management, workforce innovation and clinical service redesign.
- Demonstrated ability in performance planning, including budgeting, monitoring and control, including knowledge of relevant funding streams
- Well-developed interpersonal skills, including leadership, communication (both written and verbal) and conflict resolution with a demonstrated ability to manage a diverse team and build productive relationships across all levels of an organisation and with external stakeholders.
- Proven effectiveness in promoting a client-focussed approach to the delivery and management of services.
- A competent level of computer literacy in MS Office programs and familiarity with programs commonly used in healthcare.

Desirable

- Appropriate post-graduate qualifications in a relevant area, including quality and risk management, business management, health administration, aged care, emergency care, or public health.
- Experience in a small rural health service, working with the social model of health, and/or improving care for older people programs in a rural setting.

Compliance Checks

- Meet the Aged Care 'fit and proper person test' as a responsible person (as defined)
- National Criminal History Check
- Working with Children Check
- NDIS Check
- Mandatory vaccinations

Remuneration

The role is Full Time.

A remuneration package based on the Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024- 2028 will be negotiated with the successful Candidate. EDCS - Group C Health Service

The base Total Remuneration Package (TRP) is inclusive of:

- Base Salary
- Superannuation

Other benefits:

- Professional development opportunities
- Generous salary packaging benefits
- Rural and remote housing for eligible staff
- Novated leasing available
- Local Gym Lab (Appollo Bay) membership discount plus 10 free passes
- Staff Health & Wellbeing including EAP and other initiatives

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: 1 November 2026

Further Information

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

