

Candidate Information

Director of
People & Culture

East Wimmera Health Service

HRS



About East Wimmera Health Service

Who We serve

East Wimmera Health Service (EWHS) was established under Section 64A of the Health Services Act 1988 with the amalgamation, on 1 July 1999, of the former East Wimmera Health Service (Donald and St Arnaud) with Birchip Bush Nursing Hospital, Charlton Bush Nursing Hospital and the Wycheproof and District Health Service.

EWHS is so named because of its location on the extreme east of the Wimmera Plains. EWHS provides care to people who reside in the townships and districts of Birchip, Charlton, Donald, St Arnaud and Wycheproof.

Rural healthcare is, at its core, about people. It's about listening to and working alongside the individuals and communities we serve – providing care that is compassionate, connected and grounded in the realities of rural life.

Our Vision

Connected, accessible and quality care for our community

Our values

The values of EWHS are EPIC!

- **Excellence**
- **Partnership**
- **Inclusion**
- **Integrity**
- **Compassion**

Our Services

Acute Care

We offer a range of acute services across our five campuses. Each community is supported by a local doctor, who provides ongoing care

Renal Dialysis – Donald Campus
Urgent Care Centre –All Campuses, 24/7

Aged Care

Our residential aged care facilities are located at Birchip, Charlton, Donald, St Arnaud and Wycheproof. All five of our fully accredited residential care facilities are co-located with the local acute hospital and, in most cases, are also within easy access to the local GP.



Primary Care

Primary care is all the health care services people can access in their community, without needing to travel to or be admitted to hospital.

- Cardiac Rehabilitation
- Continence Service
- Diabetes Education
- Dietician
- District Nursing
- Domicillary Nurse
- Podiatry
- Home Services
- Hospital Admission Risk Program
- Healthy at Home
- Health Promotion
- Medical Imaging
- Occupational Therapy
- Physiotherapy
- Planned ActivityGroup
- Post Acute Care
- Social Work

Our People

EWHS employ approximately 400 people who provide services on-site or within the community. Our health workforce is multidisciplinary with a dedicated team of nursing, allied health and medical professionals.

Our corporate services and support workforce provides a range of services underpinning operational aspects of EWHS.

Strategic Pillars and Ambitions

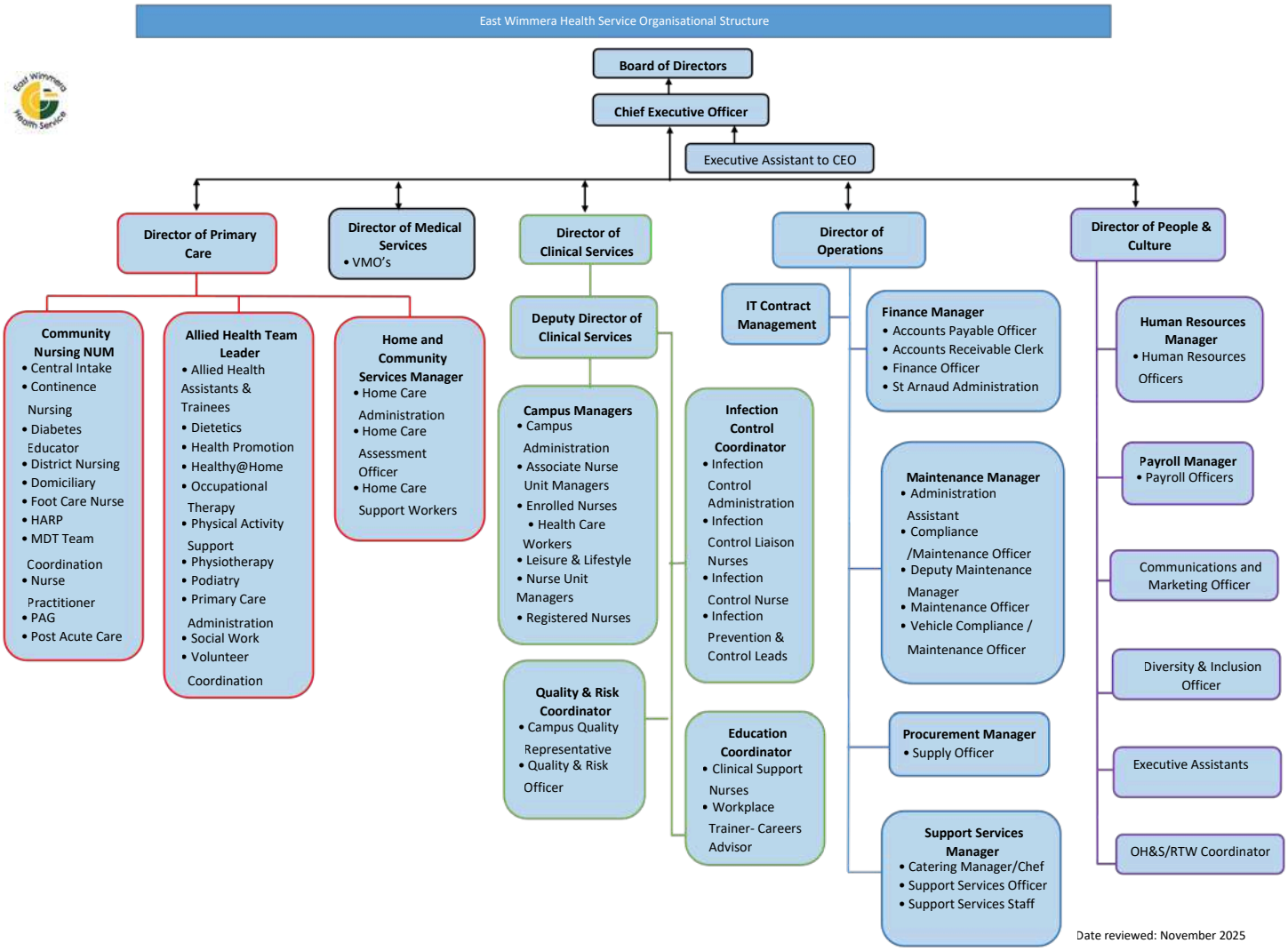
The Strategic Direction 2025-2028. is based on four strategic pillars identified by EWHS and are critical to ensuring the service achieves its vision by remaining relevant and sustainable, and meeting the changing health needs of the community.

The four strategic pillars are:

1. Access and Equity
2. Integrated, Safe and High-Quality Care
3. Workforce and Culture
4. Sustainability and Infrastructure

For more information about EWHS please visit the website at ewhs.org.au or click on the link below to gain access to key publications including the Annual Report





Date reviewed: November 2025



Role Statement

The Director of People and Culture provides strategic leadership and oversight of EWHS's people, culture and corporate support functions, including Human Resources, Industrial Relations, Payroll, Occupational Health and Safety, Return to Work, Diversity and Inclusion, Communications and Marketing, and Executive Assistant services. The role is responsible for developing and implementing strategies that support EWHS's strategic and quality objectives, fostering a positive, engaged and high-performing workforce that is equipped to deliver connected, accessible and quality care for the EWHS community.

Performance Indicators

- Achievement of People and Culture Operational Plan objectives outlined in individual development work plan.
- Positive workforce engagement and culture outcomes.
- Compliance with legislative, industrial and accreditation requirements.
- Effective workforce planning, recruitment and retention outcomes.
- Positive industrial relations and employee relations outcomes.
- Improvement in workplace health, safety and return to work performance.
- Accurate and compliant payroll service delivery.
- Achievement of diversity, inclusion and Reconciliation Action Plan objectives.
- Effective financial and resource management.
- Demonstrated strategic leadership and contribution to organisational goals.
- Compliance with the Education Training Schedule (ETS).

KEY BEHAVIORAL COMPETENCIES

- Strategic Leadership
- Collaborative and Influential Relationships
- People-Centred Leadership
- Accountability and Integrity
- Change and Innovation
- Results and Continuous Improvement

For more detailed information regarding the role please refer to the Position Description



Key Selection Criteria

Mandatory requirements

1. Hold a relevant Human Resources or related tertiary qualification and membership of a relevant professional association (eg AHRI).
2. Evidence of recent annual influenza immunisation or willingness to obtain before commencement

Essential Attributes

3. Demonstrated experience in a senior role relating to managing people and leading culture with proven well-developed leadership and management skills in a complex and changing environment.
4. Demonstrated knowledge regarding contemporary issues impacting health workforce management in a rural environment along with the ability to develop and implement strategic human resources policies and initiatives.
5. Proven strong interpersonal skills and a high level of oral and written communication skills, including mediation/facilitation skills and a demonstrated ability to deal fairly and sensitively with people of diverse backgrounds and cultures.
6. Ability to deliver strategic outcomes for this role whilst meeting KPIs.

Ability to respond to regulatory requirements and legislative changes as related to human resources management, whilst operating effectively in an industrial sensitive environment.

Desirable

7. Previous HR management experience in a healthcare environment.
8. Experience representing organisations before industrial tribunals
9. Strong knowledge and understanding of the legislative and policy framework which underpins human resource management in the public sector.
10. Exposure to the implementation of new HR technology.

The Director of People and Culture at East Wimmera Health Service will hold:

- A current National Police Check or ability to obtain a satisfactory check prior to commencement.
- A current Victorian Drivers Licence.
- Ability to comply with the “Behavioural Outcomes” for this role.
- A current Victorian Working with Children Check (employment).

Remuneration

The role is Full Time.

A competitive remuneration package dependent on experience and qualifications will be negotiated with the successful applicant.
Health and Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2025-2027

The TRP is inclusive of:

- Base Salary
- Superannuation

Other benefits:

- Salary packaging benefits
- Relocation support
- Fully maintained car

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: 8 November 2026

Further Information

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



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