



DERWENT | EXECUTIVE BRIEF

CANBERRA HEALTH SERVICES DEPUTY CHIEF EXECUTIVE OFFICER

FEBRUARY 2022

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Executive Summary

Canberra Health Services (CHS) is a world class tertiary health care organisation which delivers a range of high quality, patient centred services for patients and consumers across the ACT and surrounding Southern NSW region. Services are delivered through a range of health facilities and networks including Canberra Hospital, University of Canberra Hospital, Walk-in Centres and Community Health Centres. CHS has strong academic and research partnerships with the Australian National University, the University of Canberra and the Australian Catholic University and is one of the largest employers in the region, with a workforce of c8,000. CHS is now seeking an outstanding Deputy Chief Executive Officer (DCEO).

Reporting to the recently appointed CEO, Dave Pepper, the DCEO will:

- Support the CEO in directorate responsibilities across Government;
- Provide high level advice on strategic and policy matters to the CEO and Ministers;
- Lead the development and implementation of the CHS strategic plan and ensure delivery of strategic priorities in collaboration with the senior executive team and broader organisation;
- Provide leadership for CHS and deliver organisation-wide strategic projects;
- Work in close collaboration with the COO to ensure CHS service delivery aligns with strategic priorities;
- Ensure the patient is at the centre of organisational decision making;
- Forge collegial relationships across a variety of stakeholders including ACT Health, academic and research partners, community groups, private hospitals, primary health and other health services;
- Foster a responsive, future focused and contemporary culture which supports all staff to deliver true excellence.

We are ideally seeking an experienced health service executive leader with a track record of successful transformation across a significant scale hospital network or health service. The person may currently hold a COO / Deputy CE or equivalent role; we equally value applications from executive leaders with experience across complex government or health systems who are looking to step up to this role. The person will demonstrate the capacity to work collaboratively across a complex organisational landscape and inspire their teams to set the highest standards in patient care. Deep financial skills and commercial acumen are essential as is a passion about healthcare and its impact on the community. Critical to success will be strong engagement abilities and a track record of successfully forging powerful relationships with staff, stakeholders, and the broader community.

This represents an exciting opportunity to support world class healthcare across this thriving community. It also offers the prospect of living in the beautiful and picturesque ACT region and becoming part of the friendly and community centred culture which the area is renowned for.

About CHS

Canberra Health Services (CHS) is focussed on the delivery of high quality, effective, person-centred care. It provides acute, sub-acute, primary and community-based health services, to the Australian Capital Territory (ACT) and surrounding region.

These services are provided through:

- Canberra Hospital – a modern 600-bed tertiary hospital providing trauma services and most major medical and surgical sub-specialty services.
- University of Canberra Hospital – a specialist centre for rehabilitation, recovery and research with 140 inpatient beds, 75 day-bed places and additional outpatient services
- Community health centres – providing a range of general and specialist health services to people of all ages.
- Walk-in Centres – providing free treatment for minor illness and injury.
- Community based health services – ranging from early childhood services, youth and women's health to dental health, mental health and alcohol and drug services.

CHS was formed following the division of ACT Health into two separate organisations from 1 October 2018. This was done with the aim of enabling the organisation to have a clear focus on operational effectiveness and efficiency, and to improve accountability for health service delivery. The change provided CHS with clarity of purpose, which is defined and will be operationalised through their first, three-year strategic plan.

The [Strategic Plan 2020-23](#) sets out the path forward for the next three years and shows how CHS will deliver against their vision of 'creating exceptional health care together' and details their strategic priorities which are:



Vision, Role and Values

CHS Vision: *Creating exceptional health care together.*

CHS Role: *to be a health service that is trusted by the community.*

CHS Values:

We are reliable: We always do what we say

We are progressive: We embrace innovation

We are respectful: We value everyone

We are kind: We make everyone feel welcome and safe

POSITION DESCRIPTION

Directorate	Canberra Health Services
Division	Strategic Delivery
Branch	Executive
Position Number	E1096
Position Title	Deputy Chief Executive – Strategic Delivery
Classification	Executive 3.2
Location	Canberra Hospital
Last Reviewed	13 December 2021



Our **Vision**: creating exceptional health care together
 Our **Role**: to be a health service that is trusted by our community
 Our **Values**: Reliable, Progressive, Respectful and Kind

POSITION OVERVIEW

Canberra Health Services (CHS) is focussed on the delivery of high quality, effective, person centred care. It provides acute, sub-acute, primary and community-based health services, to the Australian Capital Territory (ACT) and surrounding region. More information can be found on the CHS website: <https://www.health.act.gov.au/>

The Deputy Chief Executive Officer (DCEO), Strategic Delivery provides support to the Chief Executive Officer and is responsible for providing leadership for the development and implementation of the strategic and corporate plans and associated frameworks and strategic projects. This position is responsible for the division of Infrastructure and Health Support Services, Information Technology, Territory Wide Surgical Services, Communications and Strategy and Governance.

The DCEO will be responsible for developing and ensuring implementation of organisational wide corporate plans and collaborating with the ACT Health Directorate to deliver clinical service and master planning processes, to ensure CHS is positioned well for the future and delivers transformational and innovative change in the delivery of health services and health outcomes for our community.

This is a crucial leadership role requiring a high level of ethics and integrity, with the ability to be objective and independent whilst leading the development of Health Services policy and ensuring CHS builds and maintains strategic relationships across Government and with external stakeholders.

DUTIES

Under limited direction of the Chief Executive Officer, you will have a deep understanding of requirements of the role to work in a collaborative manner across a range of areas. The incumbent will need to provide outstanding leadership, communicate professionally and with influence and work with flexibility, efficiency and diplomacy both individually and as part of a high performing executive team. You will:

1. Deliver key strategic projects for Canberra Health Services across infrastructure, technology and services
2. Provide exemplary leadership while creating a positive and productive culture
3. Ensure the patient is at the centre of organisational decision making
4. Ensure CHS planning processes are well developed, robust and articulate a future focus
5. Work in close collaboration with the Chief Operating Officer to ensure CHS service delivery strategies align with the Canberra Health Services strategic priorities
6. Collaborate and work in partnership with key stakeholders to achieve efficient, effective and patient centric health care service delivery
7. Actively contribute to health service delivery initiatives at national, local and regional level
8. Lead the development and implementation of the CHS strategic plan and ensure delivery of strategic priorities in collaboration with the senior executive team and broader organisation
9. Steer change in a challenging, complex and dynamic environment
10. Support the CEO in directorate responsibilities across Government
11. Provide high level advice on strategic and policy matters to the CEO and Minister/s
12. Develop and/or maintain strategic partnerships
13. Actively contribute to the development of a high performing executive team
14. Undertake other duties appropriate to this level of classification which contribute to the operation of the organisation.

ABOUT YOU

CHS is committed to workforce diversity and to creating an inclusive workplace. As part of this commitment we welcome applications from all diversity groups. Aboriginal and Torres Strait Islander peoples, people with disability and people who identify as Lesbian, Gay, Bisexual, Transgender, Intersex, or Questioning (LGBTIQ) are particularly encouraged to apply.

Behavioural Capabilities

1. Political sensitivity and astuteness with a sophisticated understanding of the demands of public sector accountability
2. High level critical thinking ability and extensive process, resource and budget management skills in order to implement operational efficiencies and understand the challenges facing modern healthcare service delivery.

3. Well-developed leadership qualities, including the ability to inspire and motivate others to achieve goals, identify and develop the potential in others, and assess and address future workforce and capability requirements

Position Requirements/Qualifications:

- Have an understanding of how the [National Standards and Quality Health Service \(NSQHS\)](#) indicators align with this role.
- Fulfil the responsibilities of this role as detailed in the [CHS Exceptional Care Framework](#), [Clinical Governance Framework](#), [Partnering With Consumers Framework](#) and [all other related frameworks](#).

Please note prior to commencement successful candidates will be required to:

- Undergo a pre-employment National Police Check.

WHAT YOU REQUIRE

These are the key selection criteria for how you will be assessed in conjunction with your resumé and experience:

- Extensive experience as a senior executive in the public sector or in a large health organisation.
- Demonstrated experience delivering high value projects.
- Previous experience in leading and driving reform across a range of business activities.
- Developing and implementing high level strategy, planning and policy, working with a broad range of stakeholders.

Leadership Capabilities:

1. Leads and values people
 - Motivates and develops people
 - Values diversity and respects individuals
 - Builds a culture of improving practice.
2. Shapes strategic thinking
 - Inspires a sense of purpose and direction
 - Encourages innovation and engages with risk
 - Thinks broadly and develops solutions.
3. Achieves results with integrity
 - Develops organisational capability to deliver results
 - Manages resources wisely and with probity
 - Progresses evidence-based policies and procedures
 - Shows sound judgement, is responsive and ethical.
4. Fosters collaboration
 - Listens and communicates with influence
 - Engages effectively across government
 - Builds and maintains key relationships
5. Exemplifies citizen, community and service focus
 - Understands, anticipates and evaluates client needs
 - Creates partnerships and co-operation
 - Works to improve outcomes

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role and indicates how frequently each of these requirements would need to be performed. Please note that the ACT Public Service is committed to providing reasonable adjustments and ensuring all individuals have equal opportunities in the workplace.

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Never
Graphical/analytical based	Occasionally
Sitting at a desk	Frequently
Standing for long periods	Occasionally

PSYCHOSOCIAL DEMANDS	FREQUENCY
Distressed People e.g. Emergency or grief situations	Occasionally
Aggressive & Uncooperative People e.g. drug / alcohol, dementia, mental illness	Occasionally
Unpredictable People e.g. Dementia, mental illness, head injuries	Occasionally
Restraining e.g. involvement in physical containment of clients/consumers	Never
Exposure to Distressing Situations e.g. Child abuse, viewing dead / mutilated bodies; verbal abuse; domestic violence; suicide	Occasionally

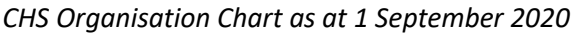
PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Occasionally
Working outdoors	Never

MANUAL HANDLING	FREQUENCY
Lifting 0 – 9kg	Frequently
Lifting 10 – 15kg	Occasionally
Lifting 16kg+	Never
Climbing	Never
Running	Never
Reaching	Never
Kneeling	Never
Foot and leg movement	Frequently
Hand, arm and grasping movements	Frequently
Bending/squatting	Occasionally
Bend/Lean Forward from Waist/Trunk twisting	Occasionally
Push/pull	Occasionally

Sequential repetitive movements in a short amount of time	Occasionally
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TRAVEL	FREQUENCY
Frequent travel – multiple work sites	Occasionally
Frequent travel – driving	Never

SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Never
Operation of heavy machinery e.g. forklift	Never
Confined spaces	Never
Excessive noise	Never
Low lighting	Never
Handling of dangerous goods/equipment e.g. gases; liquids; biological.	Never
Slippery or uneven surfaces	Never



Useful Links

For additional information about the organisation, please see links below:

- <https://www.health.act.gov.au/>
- [CHS Strategic Plan 2020-23](#)
- [ACT Health Directorate Strategic Plan 2020-25](#)
- [CHS Annual Report 2020-21](#)
- [CHS Exceptional Health Care Report 2020-21](#)

The Application and Selection Process



Rob Macmillan – Partner Health, Derwent is leading the delivery team for this search process, contributing to candidate sourcing, interviewing and overall assignment facilitation with CHS. Rob is based in Sydney and is a Partner in the Derwent Health and Human Services practice and works with public, not for profit and private hospital, health, aged care, disability and associated organisations in the sourcing of their executive leadership talent. Rob has developed extensive networks, both nationally and internationally, and works closely with his clients to deeply understand their requirements; he then works with his team to engage with and attract the very best talent. Rob graduated from Warwick University in the UK with a BA (Hons) Politics and International Relations.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to manage inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Salary Package and Location

The position attracts a remuneration package ranging from \$369,749 - \$385,954 depending on current superannuation arrangements of the successful applicant. This includes a cash component of \$324,098.

This role will be based at Canberra Hospital, Yamba Dr, Garran ACT 2605.

To Apply

To apply, please go to www.derwentsearch.com.au and search the reference number 29211 and submit your application.

You are requested to submit your CV and a pitch of no more than two pages outlining your skills, knowledge and experience and why you should be considered for this role. You should take into consideration the selection criteria under “what you require” when drafting your response. Where possible, include specific relevant examples of your work.

If you have any questions about this opportunity, please contact Rob Macmillan, Partner Health – Derwent Search at healthservices@derwentsearch.com.au or call on 02 9091 3266.

Closing date: Sunday 20th February, 2022.

Timeline

- Initial screening interviews with Derwent are anticipated to take place mid-late February.
- Client interviews are anticipated to take place early March.
- Appointment confirmed and concluded mid-March.

Reference checks, pre-employment verification and background checks

For candidates in final consideration, at least two referees will be contacted with permission before a formal written offer is made. Any written references provided will also be checked and additional referees may be sought to further understand a candidate's merits for the role. Additionally, any offer will be subject to some or all of the following checks: Academic Qualification Check; Professional Membership Check; Criminal History and Working With Children Check.

Come join our team



ACT
Government

**Canberra Health
Services**

Canberra Health Services (CHS) supports the ACT and surrounding area, a population of approximately 800,000. As a newly established organisation, it's an exciting time to be a part of CHS as we look to the future and focus on delivering high quality clinical services to our community.



Expand your career in health

A young organisation focused on the future

CHS came into being on 1 October 2018 when ACT Health transitioned into two organisations. Our CEO, Bernadette McDonald, started with CHS on the same day and has realigned our organisational structure to ensure that it supports operational effectiveness, efficient decision making, accountability and reflects CHS' business priorities.

The CEO has also commenced work on high priority strategies ensuring the safety of our staff and consumers, this includes the Timely

care strategy, the Occupational Violence Strategy, and a Positive Workplace strategy supporting respectful behaviours.

As a new organisation, we have the chance to forge a path that aligns with the shared values of our staff and community. We are working with staff to develop the organisation's plan, providing a clear vision for the future and identifying our role and behaviours which will help us to achieve the vision.

As part of this, we have recently finalised the organisation's vision and role statement.

Our vision:

**Creating
exceptional
health care
together**

Our role:

**To be a health
service that
is trusted by our
community**

About CHS

CHS provides acute, sub-acute, primary and community-based health services to the Australian Capital Territory (ACT) and the surrounding Southern New South Wales region.

Our services include:



The Canberra Hospital: a modern 600-bed tertiary hospital providing trauma services and most major medical and surgical sub-specialty services.



University of Canberra Hospital Specialist Centre for Rehabilitation, Recovery and Research: a dedicated and purpose-built rehabilitation facility, with 140 inpatient beds, 75-day places and additional outpatient services.



Mental Health, Justice Health, Alcohol and Drug Services provide a range of health services from prevention and treatment through to recovery and maintenance at a number of locations and in varied environments for people suffering from mental health issues.



Four Walk-in Centres: which provide free treatment for minor illness and injury.



Six community health centres: providing a range of general and specialist health services to people of all ages.



A range of community-based health services including early childhood services, youth and women's health, dental health, mental health and alcohol and drug services.

CHS is a partner in teaching with the Australian National University, the University of Canberra and the Australian Catholic University.



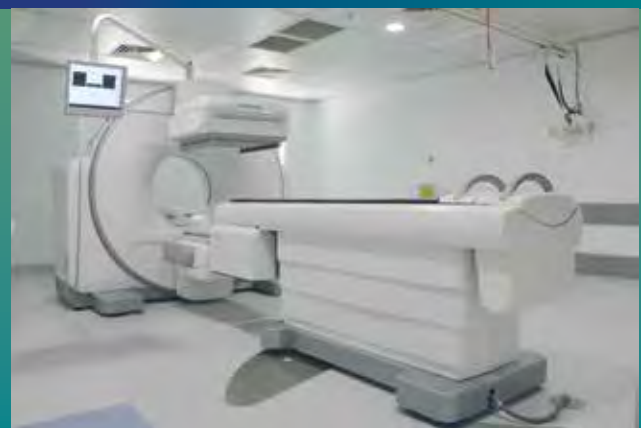
We are expanding and building a welcoming, high-quality and sustainable health service.

The ACT Government is expanding health services to support the needs of our growing community committing to the expansion of the Centenary Hospital for Women and Children—with Paediatric Intensive Care Unit, Neonatal Intensive Care Unit, Paediatric High Dependency Unit, dedicated paediatric recovery area and adolescent mental health services.

The Minister for Health and Wellbeing has also recently announced the brand-new Surgical Procedures, Interventional Radiology and Emergency (SPIRE) Centre, which will boost operating theatre numbers, significantly expand our emergency department, critical care, inpatient wards and paediatric intensive care unit.

SPIRE will be built at the eastern end of the hospital campus with construction expected to be completed in 2023-24. The new centre will deliver more services for the community in a purpose-built facility that will include:

- » 148 beds and 22 new state-of-the-art operating theatres, that will support the most advanced medical technology and techniques in caring for Canberrans
- » a new and expanded 60 bed Intensive Care Unit including a 4 bed Paediatric Intensive Care
- » a new 51 bed Coronary Care Unit, including interventional Cardiology Services
- » a new and expanded 114 bed Emergency Department
- » 64 bed inpatient beds for overnight care
- » integrated radiology and medical imaging facilities, including 2 new X-Ray machines, 3 CT scanners and an MRI machine.



The Australian National University (ANU) have announced the construction of a new building that will boost the teaching, training and research presence on the hospital campus. This is a significant investment that will co-locate medical research, the use of the latest technologies and clinical teaching and training to ensure that we are placed to attract the best and brightest students and clinicians, nationally and internationally.

The University of Canberra Hospital opened in 2018 and is the largest rehabilitation centre in Canberra and surrounds. The purpose-built rehabilitation hospital includes dedicated therapy spaces, therapeutic outdoor spaces and a hydrotherapy pool. We are expanding our community Walk-in Centres with plans to have five centres in operation by the end of 2019.



Remuneration and Conditions

We offer highly competitive pay rates and excellent employment conditions.

If you dream of space, a cosmopolitan lifestyle, fresh air and flowing traffic, then Canberra is the city for you. When you work with us you are part of a professional and caring community.

To learn more about the benefits of living and working in Canberra you can find out more about the adventure that awaits you at www.canberra.com.au

