

# Candidate Information Pack

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Far West Local Health District

Director Clinical Operations

February 2023

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# Health Far West Local Health District

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## Welcome

### From Brad Astill, Chief Executive, Far West Local Health District

Far West Local Health District (FWLHD) has a clear mandate: To provide the highest quality care and services to our rural and remote communities using the latest clinical evidence and technological enablers.

It is an exciting time for us. Our Executive level structure and governance is designed to meet current and future challenges and to strategically position ourselves to take advantage of emerging clinical and technological solutions. Our vision is to create a high-performing organisation characterised by accountable decision-making and effective collaboration with our partners.

Our current operating model focuses on embedding a positive culture of how we consult each other, inform each other and hold each other accountable. The Executive Leadership Team (ELT) roles clarify directorate function and deliverables, is reflective of the FWLHD regional structure and is more suited to the Broken Hill Hospital Health Service being a Tier 4 hospital.

Local decision-making is at the forefront of how the Far West LHD functions, led by a professional Board and LHD ELT. The Chief Executive works closely with the Board to ensure our LHD delivers consistently high patient care, supported by enhanced local input from clinicians and the community.

We are seeking a new Director of Clinical Operations who can contribute strongly to the achievement of our vision by operationalising our strategy and KPIs attributed to each individual program and our network overall.

If this sounds like you, I invite you to apply and look forward to discussing with you, how you can help us achieve our vision.



**Brad Astill**

*Excellence in Rural and Remote Health*



## Far West Vision

### EXCELLENCE IN RURAL AND REMOTE HEALTHCARE

Our vision is for Excellence in Rural and Remote Health, providing high quality clinical services, and working with our communities to enable people to be as healthy as possible.

### OUR VALUES | *COLLABORATION – OPENNESS – RESPECT – EMPOWERMENT*

At the Far West Local Health District, we commit to empowering our staff and communities to live their best life through our CORE values of Collaboration, Openness, Respect and Empowerment.

### PRIORITIES

1. Enhancing our communities' access to evidence based, high quality, integrated health care
2. Communicating effectively with all stakeholders
3. Establishing the LHD as an employer of choice
4. Maintaining accountability for all resources available to the LHD
5. Collaborating effectively with all stakeholders who can help us to enhance the health of our communities



## About Far West Local Health District

Eight local health districts cover the Sydney metropolitan region, and seven cover rural and regional NSW.

The Far West Local Health District (Far West LHD) is the western-most health district in NSW and was established on 1 January 2011, and what was initially our Governing Council was established as a Board in April 2011.

The LHD covers a geographical area of 194,949 square kilometres and includes the traditional lands of the Barkandji/Paakantji, Wilyakali, Muthi Muthi and Nyampa. It uniquely shares borders with three states (South Australia, Victoria and Queensland) and is closer to Melbourne and Adelaide than Sydney (1,100km away). Consequently, the LHD has very strong healthcare links with South Australia and Victoria.



Far Western NSW mainly consists of open plains and is dominated by pastoral grazing and mining to the north, where irrigation is absent. It is bisected by the Darling River through Wilcannia, Menindee and then to Wentworth.

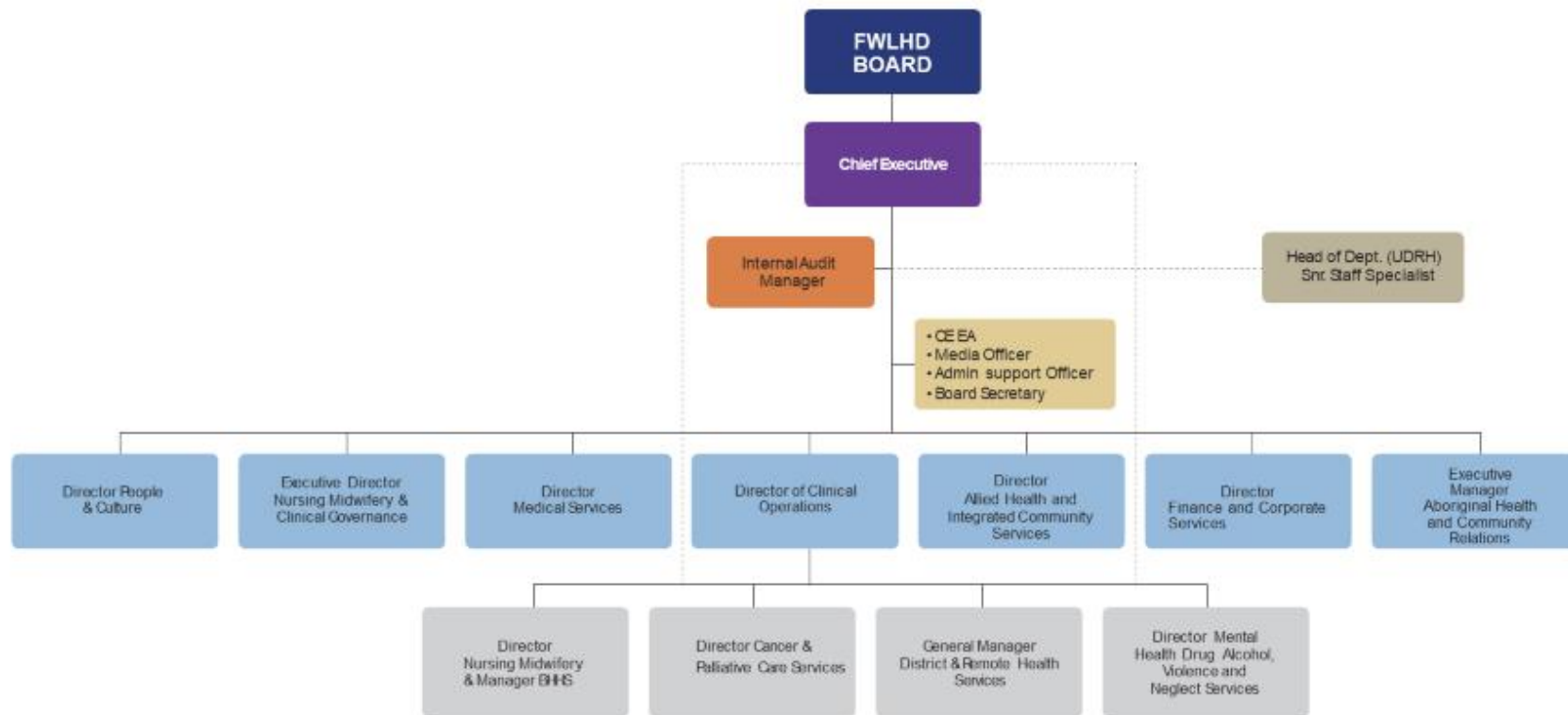


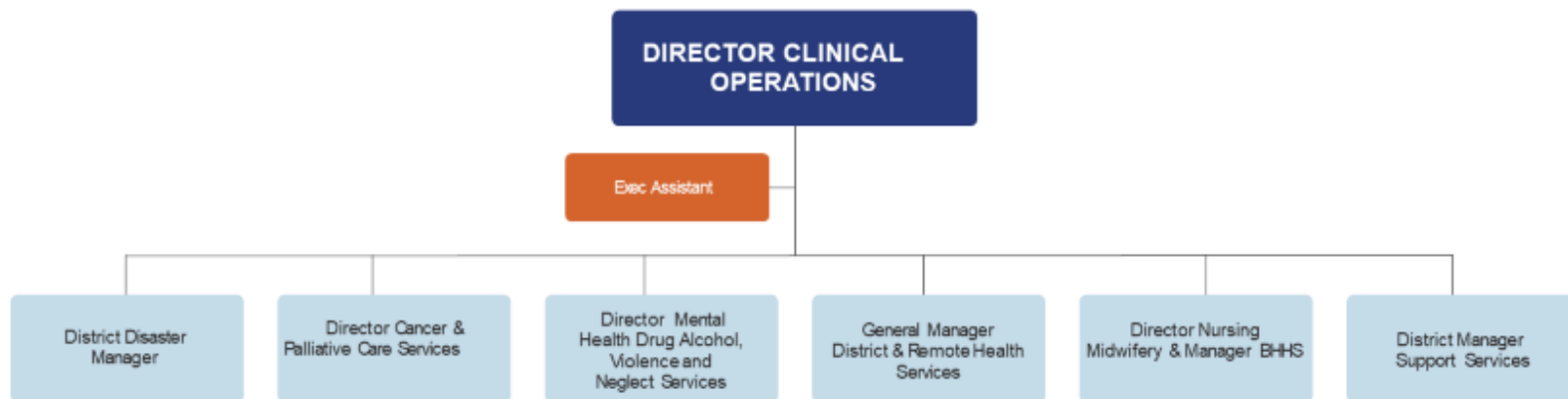
The LHD is the most sparsely populated LHD in NSW with 62% of its over 30,000 inhabitants living in the regional city of Broken Hill. The remainder of the population live in:

- Agricultural towns and neighbouring villages along the Murray River with a high Aboriginal population that are remote and socially as well as economically disadvantaged; and
- Isolated villages and very small remote communities of 80-800 or on stations throughout the region.

Of the total LHD population, 91.1% are from an English-speaking background. The region has the highest proportion of Aboriginal residents (12.7%) in NSW and many experience significant disadvantage. This population is relatively young and also reflects the lower life expectancy of Aboriginal people.

We share a commitment to work closely to ensure our LHD delivers consistently high-quality patient care. Local leadership and decision-making drives us to develop sound governance and strategic directions for the LHD, supported by enhanced local input from clinicians and engagement with consumers and communities. This provides a solid base for ongoing development whilst meeting the needs of our communities.





## Far West Local Health District Facilities



### Balranald

The **Balranald Health Service** opened as a Multi-Purpose Service (MPS) in 2010 and has 15 high care residential aged care beds (including four for dementia), one respite bed, eight acute beds, provision for three renal dialysis chairs and a two bay emergency department.

### Broken Hill

The **Broken Hill Hospital** (BHH) is a rural teaching hospital with 112 beds providing acute, non-acute and outpatient services to Broken Hill and its surrounding communities. It has a 24 hour emergency department, general medical, surgical, obstetric, paediatric, dialysis and special care beds as well as theatre, palliative care, intensive and coronary care units. The BHHS also has off site facilities including the Child and Family Health Centre and the Morgan St Dental Clinic.

### Buronga HealthOne

The **Buronga HealthOne** is a new community health facility to accommodate the staff and services from the existing Primary Health Centre and Mental Health Drug and Alcohol Team in Dareton and will be the hub base for delivery of services across the Wentworth and Balranald Shire communities. The hub and spoke model will help to provide care closer to home across Wentworth LGA reaching up to Balranald LGA. Services are available for all members of the community and are free of charge. The facility is staffed by a team of Clinical Nurse Specialists, Registered Nurses, and Aboriginal Health Practitioners, with visiting Medical and Allied Health professionals. Outreach services are delivered across the Shires of Wentworth and Balranald.

### Dareton

The **Dareton Primary Health Care Service** provides services to the Wentworth and Balranald LGAs and is a “hub” for a diverse range of primary healthcare services. Services include palliative care, sexual health, diabetes education, women’s health, child and family health, aged care assessment, ante/postnatal care as well as prevention and early detection services. A range of visiting specialists also provide regular services on site. The Mental Health and Drug and Alcohol team is also located in Dareton and provides services across the two LGAs.

### **Ivanhoe**

The **Ivanhoe Health Service** acts primarily as an outpatient general and specialty clinic as well as providing 24 hour emergency and trauma services. A 4WD ambulance is operated from this facility which also has holding beds for patients requiring evacuation by the Royal Flying Doctor Service (RFDS). A range of visiting specialists conduct regular clinics on site and the RFDS visits weekly to provide emergency medical care. The Maari Ma Health Aboriginal Corporation (Maari Ma) also provides a visiting chronic disease GP every 6 weeks.

### **Menindee**

The **Menindee Health Service** is a primary health care facility staffed by registered nurses and Aboriginal Health Workers. The RFDS and Maari Ma run multiple GP clinics each week. Maari Ma specifically focuses on chronic disease and quarterly specialist services including cardiology, renal, endocrinology and smoking cessation. Other specialities include GP obstetrician, ophthalmology registrar and optometrist. Emergencies and acute patients are stabilised and those requiring hospitalisation are transported to Broken Hill either by road ambulance dispatched from Broken Hill or by RFDS fixed wing aircraft. BHH regularly provides outreach services to the facility. A 4WD ambulance is operated from this facility.

### **Tibooburra**

The **Tibooburra District Hospital** operates as a primary health care clinic with emergency services provided "on call" as needed. There are two registered nurses based at this site and medical services are provided as outreach from BHH through the RFDS.

### **Wentworth**

The **Wentworth Health Service** is a 15 bed facility that provides aged care and subacute services as well as four transitional aged care packages. The local Day Care Centre is co-located on the campus which also accommodates the Home and Community Care Team. The main primary health facilities within the LGA are located in Dareton and the Coomealla Aboriginal Health Corporation.

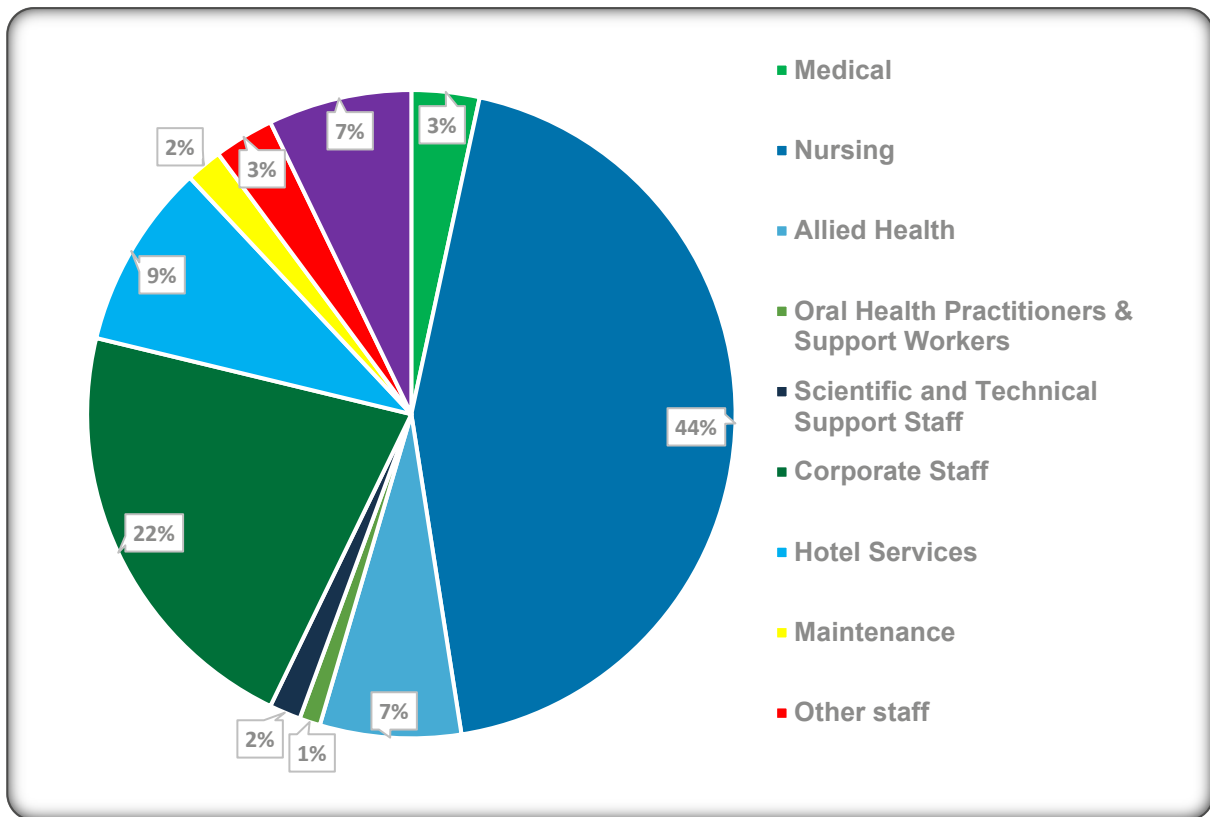
### **White Cliffs**

The **White Cliffs Health Service** is located 100kms from Wilcannia and operates as a primary health care clinic with emergency services provided "on call". Medical services are provided as outreach from BHH through the RFDS. A GP clinic services the town one day per week with allied health staff visiting throughout the year.

### **Wilcannia**

The **Wilcannia Health Service** opened as a MPS in 2002 and provides primary and community healthcare services, aged care services as well as 24 hour emergency care. There are currently three Commonwealth-funded high care places and five community packages available in Wilcannia. The service also allows for short term low risk admissions with the approval of the RFDS. Maari Ma manages the primary health care services including GP clinics run by Maari Ma and RFDS doctors for chronic disease and acute care. Visiting services include child and adult dental; and a wide range of visiting specialist clinics held quarterly – cardiology, renal, endocrinology, smoking cessation, GP obstetrician, ophthalmology and optometry.

## Key Partnerships



The Far West NSW LHD has strong relationships with several other key health organisations to provide healthcare services and support to ensure the best health outcomes for the communities living in Far Western NSW. Over the years, health organisations have recognised the importance of taking an ongoing working collaborative approach to help overcome the challenges of providing timely and quality healthcare to rural and remote communities.

- **Ambulance Service of New South Wales:** Ambulance stations are located at Balranald, Broken Hill and Wentworth. Four-wheel drive volunteer ambulance services are based in Ivanhoe, Menindee, Tibooburra, White Cliffs, and Wilcannia – the ambulance vehicle is stationed at the health service.
- **Coomella Health Aboriginal Corporation:** An Aboriginal Community Controlled Organisation based in Dareton. It aims to provide a holistic approach to culturally respectful primary health care and also provides services to the Greater Sunraysia area of NSW and Victoria.
- **Maari Ma Health Aboriginal Corporation:** An Aboriginal Community Controlled Health Organisation based in Broken Hill. It provides primary health care services in Broken Hill and also outreach services to smaller communities using facilities operated by the Far West LHD. The LHD also contracts Maari Ma to provide a range of services in communities outside Broken Hill.
- **Royal Flying Doctor Service – South Eastern Section:** The RFDS provides primary health services to people living outside Broken Hill, as well as a range of primary health services in facilities operated by the LHD. The RFDS provides emergency, aeromedical evacuations, inter-hospital transfers, GP clinics, remote consultations in dental, mental health, women and children's health and audiology as well as supports visiting specialists.
- **Western NSW Local Health District:** The Far West LHD has a Service Agreement with its neighbour Western NSW LHD for the shared functions of Population Health and Health Information Communication and Technology. Staff members from both Directorates are located in Broken Hill.
- **Western NSW Primary Health Network:** in 2015, the Western NSW Primary Health Network (PHN) was established incorporating the whole of Far West LHD and functions of the previous Far West and Lower Murray Medicare Locals. The PHN is a Commonwealth funded health initiative with key objectives to increase the efficiency and effectiveness of medical services for patients, particularly those at risk of poor health outcomes; and to improve coordination of care to ensure patients receive the right care in the right place at the right time.
- **University Department of Rural Health Broken Hill:** The Broken Hill University Department of Rural Health (UDRH) focuses on expanding and enhancing the rural and remote health workforce including for medical, nursing and allied health students through multidisciplinary education and training, research, professional support and service development. It also provides comprehensive training for research training for GPs and primary health care workers as well as providing professional development support for other local health professionals

# Role Description

## Director, Clinical Operations, Far West Local Health District

Cluster	NSW Health
Agency	Far West Local Health District
Division/Branch/Unit	Executive
Location	Broken Hill
Classification/Grade/Band	Band 1
Senior Executive Work Level Standards	Work Contribution Stream: Professional/Technical/Specialist
Role Number	
ANZSCO Code	
PCAT Code	
Date of Approval	October 2021
Agency Website	<a href="http://www.fwlhd.health.nsw.gov.au">www.fwlhd.health.nsw.gov.au</a>

### Agency overview

For more information go to [www.health.nsw.gov.au](http://www.health.nsw.gov.au) and [www.fwlhd.health.nsw.gov.au](http://www.fwlhd.health.nsw.gov.au)

### Primary purpose of the role

The Director, Clinical Operations leads, directs and manages the clinical operations of the Far West Local Health District (FWLHD), across a broad spectrum of health service delivery settings and corporate functions, to ensure the delivery of high quality, safe health services for patients/consumers in line with NSW Health strategic directions and FWLHD operational plans.

As a senior position in the FWLHD, the Director, Clinical Operations provides significant input to the development and oversight of strategic and business plans, policy development, business and clinical service strategies and relationship management.

### Key accountabilities

- Manage the FWLHD's clinical operations and achieve the relevant KPIs as set out in Service Level Agreement pertaining to the portfolio areas
- Role model and lead a culture of excellence based on NSW Health and the District's values to ensure the District's health services delivers patient/consumer focussed service in an adaptive, responsive and performance-oriented manner
- Ensure FWLHD's strategies are developed and implemented to maintain and enhance workforce capacity and capability to meet the future health workforce needs
- Proactively act upon service delivery issues identified at an organisational and systemic level by reducing or removing obstacles to service delivery

- Develop and implement functional and operational business plans for FWLHD in alignment with overall State strategic plans and ensure a quality customer focus in service delivery
- Provide strategic and operational advice to the Chief Executive related to the functional areas of accountability for the position
- Maintaining a focus on the patient/client as the centre of care delivery in developing strategies to meet conflicting priorities
- Maintaining performance levels across a diverse range of clinical services where there is a limited availability of additional financial and other resources
- Developing and implementing models of care, policies, plans and processes which ensure an appropriate balance of investment and across service platforms and take account of new funding arrangements.

## Key challenges

- As a member of the FWLHD Executive team, leading and managing the current change agenda to ensure patients/consumers experience a seamless transition in service delivery involving new funding and service delivery models
- Ensuring local community involvement in decision making in health service planning and enhance clinician involvement in planning and service delivery
- Proactively identify and pursue approaches and opportunities to engage health service stakeholders/clients, resolve issues and facilitate improved service delivery outcomes.
- Comply with and implement the NSW Health Risk Management Enterprise-Wide Policy and Framework and ensure the effective identification, management, monitoring and reporting of risks within the Health Service

## Key relationships

Who	Why
<b>Internal</b>	
Chief Executive and the Board	<ul style="list-style-type: none"> <li>• Provide the Chief Executive with information, reports and recommendations regarding the clinical operations, safety, quality and governance systems of the Far West Local Health District.</li> <li>• Provide reports to the Board as required by the Chief Executive.</li> </ul>
LHD Executives	<ul style="list-style-type: none"> <li>• Provide advice to other Executive staff to ensure a consistency of approach to clinical quality and patient safety and work with them as a team to ensure the best service possible is delivered to patients.</li> </ul>
General Managers and Direct Reports	<ul style="list-style-type: none"> <li>• Liaise in a managerial and advisory capacity to ensure the effective and efficient functioning of the portfolios of responsibility.</li> <li>• Ensure good coordination and support for safety and quality activities by clinical staff and ensure barriers to implementation of sound clinical governance principles at the workplace are overcome.</li> <li>• Clarify direction, lead discussions and make decisions, propose and implement solutions to issues, provide guidance and regular updates on key projects, and priorities.</li> </ul>
District Clinicians and Clinical Leadership	<ul style="list-style-type: none"> <li>• In conjunction with local management and clinicians plan the efficient allocation of services within FWLHD, develop innovative solutions to address the needs of local communities and translate national best practice into local delivery of service.</li> </ul>

Who	Why
	<ul style="list-style-type: none"> <li>Implement consistent and qualitative models of care as developed through consultation with clinical leadership groups.</li> </ul>
<b>External</b>	
Ministry of Health	<ul style="list-style-type: none"> <li>Liaise with senior executive on the state-wide coordination of service delivery, funding models, innovative models of care, safety and quality initiatives and health activities generally.</li> </ul>
Local community organisations and stakeholders	<ul style="list-style-type: none"> <li>Ensure regular, effective consultation and input into FWLHD planning, decision-making and dissemination of information about the FWLHD to the public.</li> <li>Liaise and collaborate with the local community in health service planning to ensure that service planning and delivery is appropriate and enhances quality outcomes.</li> </ul>
Agency for Clinical Innovation, Clinical Excellence Commission and Health Education and Training Institute, Bureau of Health Information, Health Infrastructure, Cancer Institute	<ul style="list-style-type: none"> <li>Work co-operatively with these agencies to ensure mutual support for assessments, innovation and activities.</li> </ul>
Employee/Employer Organisations	<ul style="list-style-type: none"> <li>As required to ensure industrial harmony amongst the numerous employee and contractor groups within NSW Health as the delegate of the Employer of NSW Health Service staff working in FWHD.</li> </ul>
Health Care Complaints Commission, Ombudsman and other Government accountability agencies	<ul style="list-style-type: none"> <li>Consult and collaborate to meet statutory accountability requirements and ensure sound governance of the LHD</li> </ul>

## Role dimensions

### Decision making

The Director, Clinical Operations has day to day autonomy in directing and managing the operations of the FWLHD, deploying the resources within the overall operational budget allocation and managing policy direction for all workforce matters within the FWLHD.

Decisions related to resource deployment outside of the operational budget allocation are referred to the Chief Executive of the FWLHD.

In consultation with Chief Executive determine organisation wide strategic direction and prioritisation of implementation of strategic and operational plans and projects. As a senior role in the FWLHD, the Executive Director provides significant input to the development and oversight of strategic and business plans, policy development, business and clinical service strategies and relationship management.

### Reporting line

This position reports directly to the Chief Executive.

### Direct reports

8FTE plus Executive Assistant, 515 Directorate FTE

### Budget/Expenditure

\$69,471,967 Expenditure and \$7,238,594 Total Own Source Revenue

## Essential requirements

- Relevant tertiary qualifications, MBA or equivalent, and proven record of executive senior management capacity in the health system and a demonstrated track record of working effectively at senior and/or executive management levels to improve acute health services, manage change and implement quality services
- Significant senior management experience in managing acute and community operational health services
- Demonstrated track record of achievements as a senior health executive within acute and community operations
- Demonstrated knowledge and experience in health systems and a comprehensive knowledge of contemporary issues within Acute Health Care and the NSW and National health care agenda relevant to State and National policy directions.






## Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework)

### Capability summary

The full list of capabilities and the level required for this role are set out below. The focus capabilities appear in bold. Refer to the next section for further information about the focus capabilities.

## NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Advanced
	Act with Integrity	Advanced
	<b>Manage Self</b>	<b>Advanced</b>
	Value Diversity and Inclusion	Adept
 Relationships	<b>Communicate Effectively</b>	<b>Highly Advanced</b>
	<b>Commit to Customer Service</b>	<b>Advanced</b>
	Work Collaboratively	Advanced
	<b>Influence and Negotiate</b>	<b>Highly Advanced</b>
 Results	<b>Deliver Results</b>	<b>Highly Advanced</b>
	Plan and Prioritise	Advanced
	<b>Think and Solve Problems</b>	<b>Advanced</b>
	Demonstrate Accountability	Advanced
 Business Enablers	<b>Finance</b>	<b>Advanced</b>
	Technology	Adept
	Procurement and Contract Management	Adept
	Project Management	Adept
 People Management	<b>Manage and Develop People</b>	<b>Advanced</b>
	Inspire Direction and Purpose	Adept
	<b>Optimise Business Outcomes</b>	<b>Advanced</b>
	Manage Reform and Change	Adept

### Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Manage Self	Highly Advanced	<ul style="list-style-type: none"> <li>Act as a professional role model for colleagues, set high personal goals and take pride in their achievement</li> <li>Actively seek, reflect and act on feedback on own performance</li> <li>Translate negative feedback into an opportunity to improve</li> <li>Take the initiative and act in a decisive way</li> <li>Demonstrate a strong interest in new knowledge and emerging practices relevant to the organisation</li> </ul>

Group and Capability	Level	Behavioural Indicators
<b>Relationships</b> Communicate Effectively	Highly Advanced	<ul style="list-style-type: none"> <li>• Articulate complex concepts and put forward compelling arguments and rationales to all levels and types of audiences</li> <li>• Speak in a highly articulate and influential manner</li> <li>• State the facts and explain their implications for the organisation and key stakeholders</li> <li>• Promote the organisation's position with authority and credibility across government, other jurisdictions and external organisations</li> <li>• Anticipate and address key areas of interest for the audience and adapt style under pressure</li> </ul>
<b>Relationships</b> Commit to Customer Service	Advanced	<ul style="list-style-type: none"> <li>• Promote a customer-focused culture in the organisation and consider new ways of working to improve customer experience</li> <li>• Ensure systems are in place to capture customer service insights to improve services</li> <li>• Initiate and develop partnerships with customers to define and evaluate service performance outcomes</li> <li>• Promote and manage alliances within the organisation and across the public, private and community sectors</li> <li>• Liaise with senior stakeholders on key issues and provide expert and influential advice</li> <li>• Identify and incorporate the interests and needs of customers in business process design and encourage new ideas and innovative approaches</li> <li>• Ensure that the organisation's systems, processes, policies and programs respond to customer needs</li> </ul>
<b>Relationships</b> Influence and Negotiate	Highly Advanced	<ul style="list-style-type: none"> <li>• Engage in a range of approaches to generate solutions, seeking expert inputs and advice to inform negotiating strategy</li> <li>• Use sound arguments, strong evidence and expert opinion to influence outcomes</li> <li>• Determine and communicate the organisation's position and bargaining strategy</li> <li>• Represent the organisation in critical and challenging negotiations, including those that are cross-jurisdictional</li> <li>• Achieve effective solutions when dealing with ambiguous or conflicting positions</li> <li>• Anticipate and avoid conflict across organisations and with senior internal and external stakeholders Identify contentious issues, direct discussion and debate, and steer parties towards an effective resolution</li> </ul>
<b>Results</b> Deliver Results	Highly Advanced	<ul style="list-style-type: none"> <li>• Use own professional knowledge and the expertise of others to drive forward organisational and government objectives</li> <li>• Create a culture of achievement, fostering on-time and on-budget quality outcomes in the organisation Identify, recognise and celebrate success</li> <li>• Establish systems to ensure all staff are able to identify direct connections between their efforts and organisational outcomes</li> <li>• Identify and remove potential barriers or hurdles to achieving outcomes</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
<b>Results</b> Think and Solve Problems	Advanced	<ul style="list-style-type: none"> <li>Initiate and communicate high-level priorities for the organisation to achieve government outcomes</li> <li>Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues</li> <li>Work through issues, weigh up alternatives and identify the most effective solutions in collaboration with others</li> <li>Take account of the wider business context when considering options to resolve issues</li> <li>Explore a range of possibilities and creative alternatives to contribute to system, process and business improvements</li> <li>Implement systems and processes that are underpinned by high-quality research and analysis</li> <li>Look for opportunities to design innovative solutions to meet user needs and service demands</li> <li>Evaluate the performance and effectiveness of services, policies and programs against clear criteria</li> </ul>
<b>Business Enablers</b> Finance	Advanced	<ul style="list-style-type: none"> <li>Apply a thorough understanding of recurrent and capital financial terminology, policies and processes to planning, forecasting and budget preparation and management</li> <li>Identify and analyse trends, review data and evaluate business options to ensure business cases are financially sound</li> <li>Assess relative cost benefits of various purchasing options</li> <li>Promote the role of sound financial management and its impact on organisational effectiveness</li> <li>Obtain specialist financial advice when reviewing and evaluating finance systems and processes</li> <li>Respond to financial and risk management audit outcomes, addressing areas of noncompliance in a timely manner</li> </ul>
<b>People Management</b> Manage and Develop People	Advanced	<ul style="list-style-type: none"> <li>Refine roles and responsibilities over time to achieve better business outcomes</li> <li>Recognise talent, develop team capability and undertake succession planning</li> <li>Coach and mentor staff and encourage professional development and continuous learning</li> <li>Prioritise addressing and resolving team and individual performance issues and ensure that this approach is cascaded throughout the organisation</li> <li>Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives</li> </ul>
<b>People Management</b> Optimise Business Outcomes	Advanced	<ul style="list-style-type: none"> <li>Engage in strategic and operational workforce planning that effectively uses organisational resources to achieve business goals</li> <li>Resolve any barriers to recruiting and retaining people of diverse cultures, backgrounds and experiences</li> <li>Encourage team members to take calculated risks to support innovation and improvement</li> </ul>

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"><li>Align systems and processes to encourage improved performance and outcomes</li></ul>

## Living in the Region: Broken Hill, New South Wales



Broken Hill is an outback oasis bred by the world's largest and dominant mining company, BHP (Broken Hill Proprietary), a history which has very much shaped the town today. Beyond the strong mining legacy, it's hard to escape the town's thriving art scene, from stunning murals and unique galleries to incredible open-air sculptures shaped from the rocky landscape. Broken Hill was declared Australia's first heritage-listed city in 2015.

Its isolation in a compellingly beautiful, rugged and harsh terrain means locals have always been resilient and made things happen through forming strong community bonds. They're diverse, busy doing many different things, but always have time for each other and for visitors. You don't have to look far to discover a sense of old-world hospitality.



### The Living Desert

The Living Desert is Broken Hill City Council's contribution to the environment, for the protection of native flora and fauna and for the better management of our ecosystem and sustainability. The Living Desert is nestled amongst the Barrier Ranges and is located 12km from the City of Broken Hill. It is a unique 2400ha reserve which was established in 1992. The scenery within the reserve is breathtaking and can be enjoyed via the numerous walking trails.



### Broken Hill Community Markets

During the months of March and November, the community puts its best up for sale in fortnightly markets, allowing the locals to purchase and showcase their locally grown produce, handmade pies, cakes and collectables, art and crafts. The twilight markets take place annually in December, to ensure you get your last minute unique and one of a kind Christmas gifts.

### Fun for the Family

In September, the annual Silver City Show is a true country affair, with something for everyone, bring the whole family for a day of rides, food, and events. With craft stalls, food and fireworks to finish the day off, it is a sure way to entertain the whole family.

## Useful Links and Contact Information

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

### Far West Local Health District

- <http://www.fwlhd.health.nsw.gov.au/>
- <http://www.fwlhd.health.nsw.gov.au/index.php?select1=About%20Us&option=FWLHD%20Board>
- <https://www.health.nsw.gov.au/annualreport/Pages/default.aspx>
- <http://www.fwlhd.health.nsw.gov.au/index.php?select1=functions&bc=Key%20Functions>

### Living in the Region

- <https://www.visitnsw.com/destinations/outback-nsw/broken-hill-area/broken-hill>
- <https://www.brokenhill.nsw.gov.au/Facilities/Broken-Hill-Visitor-Information-Centre>
- [https://www.tripadvisor.com.au/Attractions-g255318-Activities-Broken\\_Hill\\_New\\_South\\_Wales.html](https://www.tripadvisor.com.au/Attractions-g255318-Activities-Broken_Hill_New_South_Wales.html)
- <https://www.australiantraveller.com/nsw/outback-nsw/broken-hill/>

## 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 Far West LHD. 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*

This is an ongoing, full time, Band 1, Health Service Senior Executive (HSSE) role. An attractive remuneration package within the range of \$217,997 – \$242,100 per annum with annual performance reviews, will be negotiated with the successful applicant.

### *Essential Requirements*

The successful candidate will have:

- Relevant tertiary qualifications, MBA or equivalent, and proven record of executive senior management capacity in the health system and a demonstrated track record of working effectively at senior and/or executive management levels to improve acute health services, manage change and implement quality services.
- Significant senior management experience in managing acute and community operational health services.
- Demonstrated track record of achievements as a senior health executive within acute and community operations.
- Demonstrated knowledge and experience in health systems and a comprehensive knowledge of contemporary issues within acute health care and the NSW and national health care agenda relevant to State and National policy directions.

### *To Apply*

To apply, please go to [www.derwentsearch.com.au](http://www.derwentsearch.com.au) and search 'Director Clinical Operations' and submit your application. You are required to submit your CV and a one page covering letter, including a short statement in response to the two targeted questions below:

1. Please give an example of where you have led significant and complex health service transformation. What were the key challenges and how did you measure success?
2. How did you manage the various stakeholders, including the local community, when leading this transformation?

If you have any questions about this opportunity, please contact Rob Macmillan, Partner Health – Derwent Search or Ellie Morris at [healthservices@derwentsearch.com.au](mailto:healthservices@derwentsearch.com.au) or call (02) 9091 3266.

**Closing date: Sunday, 26<sup>th</sup> February (11:59pm)**

### *Timeline*

- Interviews with Derwent are anticipated to take place end Feb / early March.
- Client interviews will take place mid / end March.
- Offer and acceptance anticipated end 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.

**Thank you for your interest in Far West Local Health District**