



Leadership Insights & Industry Shifts in Australian Healthcare

NEWSLETTER

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Message from the CEO



Australia's healthcare sector is undergoing rapid transformation, shaped by technological advances, demographic shifts, workforce shortages, and increasing demand for integrated, patient-centred care. In this dynamic environment, effective leadership is more vital than ever, requiring a blend of resilience, adaptability, and visionary thinking.

Today's healthcare leaders must not only manage complexity but also inspire innovation, build collaborative cultures, and lead through uncertainty. From public health and aged care to hospital systems and digital health, the sector demands executives who can embrace change, drive performance, and champion sustainability.

At Predictus Search, we understand that the future of healthcare relies on the strength of its leadership. That's why we go beyond traditional recruitment to connect organisations with exceptional talent, those who thrive under pressure and lead with integrity, drive, clarity, and compassion.

Using our state-of-the-art search techniques, we identify and assess candidates through a combination of AI-assisted talent mapping, behavioural analysis, and deep industry networks. Our approach is tailored to each client's unique needs, ensuring a strategic fit both culturally and operationally.

Importantly, our reach is global. While we maintain strong connections across Australia's healthcare leadership community, we also source high-calibre candidates from overseas, bringing fresh perspectives and valuable international experience to local challenges.

As healthcare continues to evolve, Predictus Search remains committed to supporting organisations in finding the right leaders to navigate the future. With a focus on resilience, adaptability, and purpose-driven leadership, we're helping to shape a healthier, more sustainable tomorrow.

We hope you enjoy reading this edition of our newsletter, articles on what to look for in a CEO, industry trends and a small selection of current roles are included (see our website for more information).

Stephen Hockey
Director, Predictus Search

What Boards Really Want in Their Next CEO

In 2025, the expectations placed on healthcare CEOs have shifted dramatically.

Boards are no longer looking for leaders who simply keep operations running; they want visionary executives who can navigate complexity and uncertainty while driving measurable outcomes.

Top 5 Traits Boards Prioritise:

- **Strategic Agility** – Ability to pivot quickly in response to policy changes, funding fluctuations, and digital disruption. CEOs must pivot quickly in response to policy shifts from Canberra, evolving Medicare funding models, and the rapid growth of integrated care initiatives.
- **Financial Acumen** – Managing tight budgets while investing in innovation and workforce well-being. Boards want leaders who can balance limited budgets with investment in technology, sustainability, and patient outcomes, while navigating Activity-Based Funding (ABF) and private health insurance challenges.
- **People Leadership** – Building engagement and retaining talent in an environment of chronic workforce shortages.
- **Digital Literacy** – Leading AI adoption, telehealth integration, and data-driven decision-making.
- **Commitment to ESG** – Embedding sustainability and governance best practices into organisational strategy. Boards now expect CEOs to embed climate resilience into hospital infrastructure planning, uphold clinical governance, and deliver on reconciliation and cultural safety commitments for Aboriginal and Torres Strait Islander communities.

Boards across Australia—whether in public hospitals, private networks, or aged care—are united on one point: the next generation of CEOs must balance clinical credibility with business savvy.

The Rising Complexity of Dual Roles Across Health and Academia

Joint-funded roles connecting universities and health services were introduced to drive research translation, boost teaching quality, and strengthen clinical education pipelines.

These positions—often Professors of Nursing, Allied Health, or Mental Health—are vital to advancing patient care and developing future clinicians.

But in 2025, these roles are under strain. Increased health service capacity pressures and academic performance metrics mean leaders face mounting tension between two worlds.

Key Challenges

- **Conflicting Priorities:** Academic KPIs demand publications, grants, and supervision, while health KPIs demand shorter wait times, higher throughput, and budget discipline. The pressure to “perform” in both can lead to role conflict and reduced impact in either domain.
- **Time Allocation & Burnout:** Balancing teaching, research, and clinical governance is increasingly difficult without clear resource agreements. This is compounded by regional shortages, where joint appointments often fill critical workforce gaps.
- **Systemic Misalignment:** Disconnected reporting lines and governance arrangements often mean neither employer fully supports the role, leaving appointees vulnerable to burnout and role dissatisfaction.

The Solution

Success requires shared KPIs, transparent governance, and dedicated time for both teaching and clinical leadership. Organisations are beginning to introduce joint performance frameworks and formal mentorship programs, ensuring these roles remain attractive and impactful.

Why It Matters

Without reform, joint appointments risk becoming unsustainable, undermining Australia’s ability to bridge the research–practice gap and produce future-ready health professionals.

Future-Proofing Clinical Leadership: Why Australia Can't Afford to Wait

Australia's healthcare system is under more pressure than ever. Workforce shortages, rising patient demand, and a fast-moving digital revolution are reshaping the way care is delivered. In the middle of this storm, one question keeps board members and executives awake at night:

Who will lead our clinical services into the future?

The truth is, leadership pipelines in Australian healthcare are stretched thin. Senior executives are retiring, mid-tier leaders are burnt out, and emerging talent often feels underprepared for the complexity of today's system. The time to act isn't tomorrow—it's now.

Three Steps to Future-Proof Clinical Leadership

1. Identify Talent Early

Don't wait for a vacancy to start searching. Forward-thinking health organisations use workforce analytics and performance data to spot potential leaders years in advance. This includes high-performing Nurse Unit Managers, Allied Health Managers, and Clinical Governance leads who show both operational capability and leadership potential. Early identification also allows for targeted mentoring, giving emerging leaders the confidence and skills they need before stepping into executive shoes.

2. Invest in Capability Building

Technical skills get clinicians into management roles, but governance, finance, and strategy keep them there. Australian health services must prioritise structured leadership development programs—covering financial literacy, digital health adoption, and change management—especially for leaders transitioning from clinical practice to executive responsibility. The Australian Commission on Safety and Quality in Health Care continues to raise the bar on clinical governance. Leaders need to understand compliance obligations while driving patient-centred innovation. Upskilling now reduces risk and builds resilience later.

3. Create Clear Career Pathways

Nothing demotivates future leaders faster than uncertainty. A transparent career roadmap, from senior clinician to executive, encourages retention and reduces turnover. Pair this with mentorship opportunities, rotational roles across metro and regional health services, and ongoing professional development to keep talent engaged and growing.

Why This Matters

Succession planning isn't a "nice-to-have" anymore. It's a strategic necessity. Every time a Director of Clinical Services leaves without a ready successor, patient care continuity is at risk. Strong leadership pipelines mean better governance, safer care, and improved organisational performance.

Australian healthcare organisations that embrace proactive leadership planning will be better placed to tackle workforce shortages, funding constraints, and the transition to digital health ecosystems.

Role in Focus: Director of Clinical Services

Responsibilities	What's Changing in 2025
Oversee clinical governance and patient safety	Greater accountability for digital health integration
Ensure compliance with NSQHS Standards	Increased focus on workforce well-being and cultural safety
Manage multidisciplinary teams and resource allocation	Pressure to deliver within tighter budgets and sustainability goals

Career Pathway Insight

Directors of Clinical Services often progress from senior nursing or allied health roles, moving into executive leadership such as Chief Operating Officer or even CEO. For clinicians with a passion for leadership, this role is both challenging and rewarding.

Final Thought

Future-proofing leadership isn't just about filling vacancies; it's about building a culture of readiness. The next generation of clinical leaders will shape the future of healthcare in Australia—let's make sure they're ready.

Industry Trend Brief

Australia's aged care sector is undergoing a period of rapid transformation — and for healthcare professionals, these changes are creating both challenges and opportunities.

Aged Care in Australia: Emerging Trends Shaping the Sector in 2025

In recent years, larger aged care groups have been acquiring smaller, independent providers at an unprecedented pace. While this consolidation brings benefits such as improved funding, operational efficiency, and streamlined compliance, it also changes the skill requirements for those working in the industry.

1. Consolidation is Driving Demand for Corporate-Level Skills

Healthcare professionals in aged care are no longer working solely within small, locally run facilities. Many are now part of multi-site, corporate-style organisations, where operational priorities are shaped by broader strategic goals.

This shift means:

- Stronger focus on leadership and governance skills.
- Greater emphasis on digital literacy, as larger providers invest in advanced care management systems.
- Heightened need for change management expertise as teams adapt to new organisational structures.

2. Workforce Capability is in the Spotlight

The Royal Commission into Aged Care Quality and Safety continues to influence reforms, with increased expectations for clinical quality, staff training, and patient safety. Larger organisations are better resourced to meet these demands — but they also require staff who can navigate complex reporting requirements and multi-level management systems.

3. Patient-Centred Care Remains Non-Negotiable

While mergers and acquisitions may change the organisational landscape, the heart of aged care remains quality, personalised care. Professionals who can blend clinical expertise with empathy and cultural competence will be in high demand — particularly in diverse communities across Australia.

4. Opportunities for Career Growth

For those willing to adapt, larger aged care groups present career pathways that smaller providers often cannot. Roles in:

- Clinical Governance
- Quality Improvement
- Regional Operations
- Specialised Dementia or Palliative Care Units are increasingly available.

The aged care sector in Australia is evolving into a more corporatised, compliance-driven, and technologically advanced industry. Medical and allied health professionals who can operate confidently in larger organisational structures — while keeping patient wellbeing at the forefront — will be well-positioned for success.

Featured Job Vacancies

Looking to advance your career in the healthcare and pathology sector? Predictus Search is here to connect you with exciting job opportunities in Australia. Explore the following positions and learn how to apply.

National Risk and Quality Manager – Open on location.

National role with a strong strategic and organizational focus for a list Healthcare provider.

Anatomical Pathologist - Various Locations

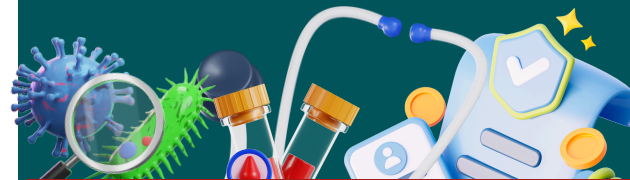
Overseeing operational laboratory activities, coordinating training, maintaining quality standards, and driving process improvement.

Dermatopathologist - Queensland or/and New South Wales

Diagnosing and managing dermatological conditions through skin biopsy specimen analysis. We will also consider Part-Time Pathologists or Hybrid workers provided you spend at least 50% of your time in the Labs.

Lead Security Engineer – Melbourne

Responsible for all Cyber Security matters across a growing healthcare business protecting patient data from attack.



Ready to take your career or organization to the next level? Whether you're searching for top talent or seeking new opportunities, we're here to help!

Reach out now to steve@predictussearch.com or call us at +61 (0)2 8067 852 to receive a customized proposal for your search or to join our network (and get tapped on the shoulder should something suitable for you cross our desks!).

