



## Candidate Information Pack

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**Western NSW Primary Health Network**

**Chief Executive Officer**

**April 2026**

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## The Advertisement

### Western NSW Primary Health Network

#### Chief Executive Officer

#### Based within the region — ideally Bathurst, Dubbo or Orange

Western NSW Primary Health Network is one of 31 Primary Health Networks across Australia, and the largest in NSW, covering over 433,000 square kilometres. Established as Western Health Alliance Limited (WHAL), it is a not-for-profit organisation primarily funded by the Australian Government and works across both the Western and Far West NSW Local Health Districts to strengthen and coordinate primary healthcare where it is needed most. Our region is home to more than 310,000 people, approximately 11.4% of whom identify as Aboriginal and/or Torres Strait Islander. We support over 300 General Practitioners operating from 112 practices, and commission a wide range of services spanning mental health and suicide prevention, aged and palliative care, alcohol and other drugs, Aboriginal health and wellbeing, chronic disease management, and urgent and after-hours care.

WHAL is guided by a skills-based Board and an experienced executive leadership team with deep roots in the communities we serve. Our newly released 2026–2030 Strategic Plan sets an ambitious direction anchored in community-identified priorities, delivered through three core pillars: coordination, commissioning and capacity building. Aboriginal health is a defining priority, and we are committed to culturally safe models of care and strong partnerships across our region.

WHAL is now undertaking a formal recruitment process, following the current interim CEO arrangement, to appoint a CEO who will lead the organisation into its next phase. Reporting to the Board, leading a team of 65 through four direct reports and a \$60m budget, the CEO will:

- Provide visionary strategic and operational leadership, embedding the 2026–2030 Strategic Plan across the activities, teams and culture of the organisation;
- Lead the executive leadership team in developing and embedding innovative and evidence-informed approaches to primary healthcare coordination, commissioning and capacity building and ultimately playing a decisive role in shaping the health of 310,000 people across the region;
- Engage and build collaborative relationships with General Practitioners, Aboriginal Community Controlled Health Organisations (ACCHOs), Local Health Districts, Rural Doctors Network NSW, all levels of government, and the communities we serve;
- Champion Aboriginal health as a priority, advancing culturally safe models of care in genuine partnership with Aboriginal communities, ACCHOs, and the WHAL Aboriginal Health Council;
- Lead the development and implementation of WHAL's commissioning framework, overseeing the effective and accountable deployment of Commonwealth and State funding to deliver measurable health outcomes;
- Provide management of the organisation's financial position, ensuring sound fiscal management, appropriate reserves, and a sustainable operating model that supports delivery of mission and services;
- Represent the organisation effectively at local, regional and national levels, shaping policy dialogue and advocating for the health needs of rural and remote communities;
- Ensure robust governance, risk and compliance frameworks are in place, including cultural safety, work health and safety, and clinical governance;
- Model and reinforce WHAL values, fostering a high-performance culture built on trust, accountability and respect, where staff feel valued and motivated.

We are seeking a CEO from within the broad health or human services setting. You will bring a proven track record of executive leadership in a complex operating environment, with demonstrated capability in managing government funding frameworks, navigating Commonwealth and State health policy, and delivering measurable outcomes through collaboration and commissioning. A community lens is essential — an authentic appreciation for the realities of regional and rural life, and a commitment to becoming genuinely embedded in the communities served. Experience as a CEO is preferred, although strong step-up candidates will be considered.

This is a rare and meaningful leadership opportunity to make a measurable difference to the health, wellbeing and lives of communities across one of Australia's most expansive and diverse regions. You will lead an organisation with a clear strategic direction, a passionate and capable team, and strong partnerships across the sector.

## About Western NSW Primary Health Network



### ***Western NSW Primary Health Network connects our communities through leadership in primary care***

Western NSW Primary Health Network (Western NSW PHN) is one of 31 Primary Health Networks across Australia. As a not-for-profit organisation funded primarily by the Australian Government, we cover both the Western and Far West NSW Local Health District regions, working to strengthen and coordinate primary healthcare where it's needed most.

#### ***Our mission***

*To enhance the efficiency and quality of primary healthcare services, ensuring that all individuals, particularly those at risk of poor health, receive the care they need.*

#### ***Our approach***

Our work involves fostering strong partnerships with general practices, health services, Local Health Districts, Aboriginal Community Controlled Health Organisations, hospitals, and community groups. Together, we work to align services with the specific health needs of our region.

We do this by placing people at the centre of care and building strong partnerships with healthcare providers, local communities and other stakeholders to create connection and an effective healthcare system.

As a not-for-profit organisation, Western Health Alliance Limited, trading as Western NSW Primary Health Network is primarily funded by the Australian Government. Our operational area encompasses the Western NSW and Far West Local Health Districts.

#### ***Our vision***

Lead, support and strengthen person-centred primary health care for Western and Far West NSW

#### ***Our values and priorities***

Our values define who we are and our approach to the services we support:



**Integrity**



**Collaboration**



**Professionalism**



**Respect**



**Innovation**

**Our priority areas are determined based on the needs of our communities.  
They include:**

## • Commonwealth priorities

- Aboriginal and Torres Strait Islander Health
- Mental Health
- Alcohol and other Drugs
- Older People
- Population Health
- Health Workforce
- Digital Health

## • Key policy documents

- 10 Year Primary Care Plan
- Regional Health and Medicare Task force
- Aged Care Review

## • Local priorities

- Sustainable Primary Care
- Collaborative Commissioning - Diabetes
- First 2000 Days
- Chronic Disease



## 2026 – 2030 Strategic Plan

Click [here](#) to view the Strategic Plan 2026 – 2030.



## Western NSW Primary Health Network Board

Western NSW Primary Health Network Board comprises nine Board Members.



### Ms Carmen Dwyer

#### Chair

Carmen is a proud lifelong resident of Western NSW who is committed to supporting our local community.

Carmen holds undergraduate and postgraduate qualifications in applied science and is a graduate and member of the Australian Institute of Company Directors (AICD). She also holds qualifications in Strategic Leadership of Compliance and Enforcement agencies from the John F Kennedy School of Government, Harvard.

She is a deeply experienced enterprise leader with expertise in risk identification and risk mitigations, crisis and emergency management (including social licence issues), behaviour change, regulation, strategy, governance, and negotiations.

Carmen has experience across numerous industries, a significant national and international network and has an executive career in public service.

She currently also serves on the Boards of the Western Region Academy of Sport and the Broken Hill, Sulphide Street Railway and Historic Museum.



### Ms Julie Toma

#### Director

Julie's career spans senior executive leadership roles for global healthcare corporations including Sonic Clinical Services, Cochlear, Kimberly-Clark Healthcare and Becton Dickinson (BD) as well as not-for-profit sector C-suite roles covering healthcare, aged care, allied health, mental health and social services. Julie provides deep expertise regarding business strategy, marketing, communications, customer experience, philanthropy, digital transformation and stakeholder engagement.

Julie holds Non-Executive Director roles with Western Health Alliance Limited, the Barbara May Foundation, Pain Foundation Ltd and the RACGP Australian General Practice Research Foundation. Previous board roles include Combined Dispensaries Friendly Society, Jannawi Connections, the ADA Dental Health Foundation, LiveBetter Ltd and the Asthma Foundation ACT. Current committee roles include Chair of the Australian Institute of For Purpose Leaders NSW Chapter, NSW Ministry of Health Virtual Hospitals Network Strategic Advisory Committee, Sydney Children's Hospital Network Clinical Research Steering Committee, the Northern Sydney LHD Board Quality Health Care Committee, and the Harvard Business Review Advisory Council, with previous roles as Chair for the Australian Marketing Institute State Council and member of the Cancer Australia Research Grant Advisory Committee. Board sub-committee experience includes governance, strategy, remuneration and nominations, finance, audit and risk as well as community advisory councils.

Julie is currently studying a MRes in Leadership, Innovation and Board Governance with tertiary education including a Bachelor of Applied Science (Biomedical), MBA and GAICD qualifications, complemented by a leadership program with Harvard in 2024.

Industry recognition includes a Financial Review BOSS Most Innovative Companies Award in 2023, Australian Marketing Institute Marketing Awards for Excellence State Award Winner 2022 & 2020, Outstanding Leadership Awards Finalist 2022, CEO Magazine Marketing Executive of the Year Finalist 2017 & 2019, and shortlisted for the Telstra Business Women's Awards in 2019.

- Chair of the Governance Committee
- Member of the Nominations and Remuneration Committee



## Mr Matthew Banning

### Director

Mr Matthew Banning has a proven record of positively impacting and influencing organisations and industry, delivering for customers, staff and stakeholders, while maintaining honesty, integrity and respect in looking after the wellbeing of the business and its people.

Mr Banning has strong finance and operational management experience in the private health insurance (PHI) market and in diversified markets, including mining, education, and manufacturing industries. He offers expertise in dealing with complex issues and managing key stakeholders, strategic business, and government relationships, as well as executing change management initiatives.



## Ms Danielle Taylor

### Director

A certified practicing Speech Pathologist, Ms Danielle Taylor's current work with Royal Far West involves leading a large multidisciplinary clinical service delivering high quality allied health services to schools throughout rural and remote Australia.

Ms Taylor's experience includes working collaboratively with internal and external stakeholders to enhance service delivery, improve Aboriginal health, and develop strategic decisions particularly at the interface of health and education.

She also brings significant expertise in healthcare within rural and remote communities, particularly in Western NSW, ensuring that services are tailored to meet their unique needs and challenges.



## Mr Michael Newman

### Director

Mr Michael Newman has a broad experience in Aboriginal community engagement, service delivery and policy development across several human service sectors. His career spans sixteen years working in both NSW Public Service, and more recently in the Aboriginal Community Controlled Sector.

Mr Newman has been involved in a number of Aboriginal community governance structures which began in his teens and continues with his long-standing service as board member of Orange Local Aboriginal Land Council.

Mr Newman has been part of several reference groups attached to government reviews of services such as Child Wellbeing Units (CWU), the Aboriginal Knockout Health Challenge and the Aboriginal-led Commissioning Steering Committee with NSW Peak Body AbSec.

Mr Newman was also recently appointed to the Minister for Families, Communities and Disability Services of New South Wales Aboriginal Partnership Group which supports reform in the child and family sector in NSW.

- Member FARM Committee
- Member Governance Committee



## Dr. Ai-Vee Chua

### Director

Dr. Ai-Vee Chua is a dedicated rural General Practitioner with over two decades of experience serving communities in Western New South Wales. As one of the founding GPs of Dubbo Family Doctors, she has been instrumental in shaping the clinic's patient-centred approach to care, innovative programs, and its delivery of a comprehensive range of healthcare services tailored to meet the diverse needs of the community.

Beyond her clinical practice, Director Dr. Chua holds several influential roles aimed at enhancing healthcare delivery in rural regions. As Senior Clinical Editor for Western NSW HealthPathways, she contributes to the development of local clinical guidelines and referral pathways to help clinicians navigate diagnosis, treatment and specialist referrals efficiently. Dr Chua previously served as Chair of WNSW PHN's Western Clinical Advisory Council from its inception until her appointment to the Board. She actively contributes to a range of advisory and advocacy groups, including the Australian Medical Association NSW Clinical Council and the Royal Australian College of General Practice NSW/ACT Faculty. Additionally, she is a Clinical Senior Lecturer with the University of Sydney and is committed to research as well as mentoring the next generation of rural doctors.

Dr. Chua is passionate about continuous quality improvement, cross-sectoral collaboration to optimise patient health outcomes, efficient utilisation of healthcare resources, and evidence-based health service delivery. She is currently pursuing a Master of Digital Health, majoring in health data analytics.

Outside of medicine, Dr. Chua is an accomplished musician and a member of both the Orange Symphony Orchestra and the NSW Doctors Orchestra, reflecting her diverse interests and dedication to community.



## Mr Ricky Puata

### Director

Mr Ricky Puata is a regional leader with extensive experience across health, governance and economic development, driven by a deep commitment to improving equity and outcomes for people living in regional, rural and remote NSW.

Based in Orange, Ricky is the Deputy Director, Regional Economic Development within the Department of Primary Industries and Regional Development, where he leads strategic initiatives to strengthen local economies, attract investment and build resilient, inclusive communities.

Ricky's professional background spans senior leadership roles within both government and the not-for-profit sector, including as Regional Manager for Cancer Council NSW, where he championed community-led health initiatives and strengthened access to cancer prevention and support services across Western NSW.

Holding a Bachelor of Laws, a Master of Business Law and a Diploma of Leadership and Management, Ricky brings strong strategic, governance and analytical expertise to his work. He is an experienced Board Director with Cancer Care Western NSW, Central NSW Business HQ/Upstairs and Regional Development Australia Central West, and an active contributor to regional governance and education committees.

Ricky is passionate about ensuring that regional voices shape policy, services and opportunities that deliver lasting, equitable health and wellbeing outcomes for all.



## Mr Anthony Paulson

### Director

Anthony is a proud Aboriginal man whose heritage is connected to the Worimi and Bundjalung Nations. He was born and continues to live on Biripi Country.

Anthony brings extensive experience working respectfully with community, especially our First Nations communities. His career spans senior positions across both government and non-government sectors, with a strong focus on supporting rural and remote communities throughout Australia. He brings significant governance experience, currently serving as Deputy Chair of the National Rural Health Alliance Board and Chair of the Taree University Campus Board.



## Dr Aidan Tan

### Director

Dr Aidan Tan is a paediatric doctor, health leader and experienced board director whose governance work spans health, education and research sectors across Australia and internationally.

He serves on the Medical Board of Australia and the Boards of Vision Australia, Western Health Alliance Limited, Holdsworth Community, Woodlands Retirement Village and the Association for Interdisciplinary Meta-Research and Open Science, where he is Treasurer. He also serves on the Academic Board and Faculty of Medicine and Health Board at the University of Sydney and advises the Board of Community Connections Australia.

Aidan has held over 120 governance roles in regulatory, professional and public bodies, contributing to national initiatives in workforce policy, equity and diversity, Aboriginal and Torres Strait Islander health, open science and medical education reform. A graduate of the Australian Institute of Company Directors, he is recognised for his analytical rigour, collaborative leadership and commitment to integrity, transparency and community accountability.

## Position Description

|                                 |   |
|---------------------------------|---|
| <b>Position Title:</b>          | Chief Executive Officer                                   |
| <b>Position Location:</b>       | Within the region, ideally Bathurst, Dubbo or Orange      |
| <b>Position Reports To:</b>     | Western Health Alliance Limited (WHAL) Board of Directors |
| <b>Portfolio:</b>               | Executive   |
| <b>Contract Type:</b>           | Fixed Term Full Time                                      |
| <b>Industrial Instrument:</b>   | Individual Contract                                       |
| <b>Position Classification:</b> | Executive   |
| <b>Delegated Authority:</b>     | As defined in the Delegations Policy                      |

### Position Purpose

The position reports to the Board of Directors and provides strategic and operational leadership for the company. The position plays a key role in stakeholder engagement with key players across the primary health care sector including General Practices (GPs), Aboriginal Community Controlled Health Organisations (ACCHOs), Far West and Western NSW Local Health Districts (LHDs), clinicians and other primary health care providers; senior representatives of Government (Commonwealth, State and Local) and the community. The position leads the management of the Western NSW Primary Health Network (WNSW PHN) program.

### The Opportunity

This role represents the chance to make a measurable difference to the health, wellbeing and lives of the 300,000 residents across the region. It represents a powerful opportunity to elevate Aboriginal health and education through building strong partnerships and collaboration.

The successful CEO will become an integral part of the communities served.

### Key Responsibilities:

#### Organisational commitment

The WNSW PHN is strategically focused on improving health outcomes for Aboriginal and Torres Strait Islander people living and connected to our region and plays a leadership role in transitioning the primary health care system through the development of culturally safe models of care, ensuring access to quality health care and commissioned services. WNSW PHN recognises Aboriginal people as the original inhabitants of Australia and as the Traditional Custodians of the land. We encourage and promote a culture of diversity within our workforce. To continue to improve the way we work with Aboriginal communities, we encourage recruitment of local Aboriginal and Torres Strait Islander people within the region to add their voice to achieve health goals and priorities for our communities.

Responsibilities for this position include, but are not limited to:

### **Leadership and Strategy**

- Working with the Board, provide positive and inspirational executive and strategic leadership and operational management.
- Lead a team of 65 through 4 direct reports.
- Lead the development and implementation of Western Health Alliance Limited's (WHAL's) strategic and business plans and establish appropriate risk control systems.
- Ensure that the 2026-2030 Strategic Plan is integrated and embedded across the activities, teams and culture of the organisation, noting that the strategy is anchored in community-identified priorities and delivered through the core pillars of coordination, commissioning and capacity building.
- Lead the Executive Management Team in the generation of new ideas and innovative approaches as to how WHAL manages its business.
- Develop a culture that values responsible and ethical behaviour, integrity, transparency and accountability and that promotes excellence, growth and maximises individual potential.
- Provide advice to the Board on the operation and development of WHAL including changes and trends in the health care policy, funding and operating environment.
- Lead the development of strategies which will ensure that WHAL and health services within the catchment make continuous progress in relation to the Commonwealth's objectives for Primary Health Networks.

### **Aboriginal Health**

- Ensure Aboriginal health is priority for WHAL's work.
- Engage with Aboriginal Community Controlled Health Organisations in Western NSW, and National and State Aboriginal health organisations, in the planning and delivery of primary health care services.
- Support the work of WHAL's Aboriginal Health Council in the provision of advice to the WHAL Board.

### **Commissioning**

- Lead the development and implementation of the WHAL Commissioning Framework.
- Lead the effective commissioning of health services.
- Work with the two Local Health Districts, Rural Doctors Network (RDN NSW), other PHNs, and other health funders in co-commissioning health services.
- Oversee the performance of commissioned services.

### **Governance**

- Act as the interface between the Board and the company.
- Assist the Board in developing policy.
- Ensure relevant governance frameworks are in place and compliance thereof, including the areas of cultural safety, work health and safety and clinical governance frameworks.
- Ensure robust and effective operations of WHAL Board committees and WNSW Primary Health Network (WNSW PHN) Advisory Councils.

### **Organisational Development**

- Ensure that WHAL develops an effective organisational structure and organisation capability and talent management frameworks to implement the WHAL strategic plan and meet the objectives set for Primary Health Networks.
- Be responsible for the overall development and continuous improvement of WHAL's human capital, including the evaluation of individual performance, professional development and knowledge management.
- Develop services that are responsive to emerging issues in health care provision, including changing community requirements, innovations in best practice and technological developments.

### **Culture**

- Model and reinforce WHAL values, behaviours and ways of working, fostering a high-performance environment built on trust, accountability and respect.
- Partner with senior leaders to embed a consistent and purposeful culture across teams and business units, ensuring alignment between strategy, leadership behaviours and employee experience.
- Develop and advance initiatives that promote an inclusive workplace where diverse perspectives are valued and all people have equitable opportunities to contribute and thrive.
- Design and implement programs that strengthen employee engagement, belonging and connection to organisational purpose, supporting retention and discretionary effort.
- Lead the people and culture dimensions of organisational change, equipping leaders and teams to navigate change effectively.

### **Communications, Liaison and Engagement**

- Represent the organisation effectively, actively promoting and developing the identity of WHAL to all stakeholders including local, regional and national health related organisations, Federal Members, Local Government, and the broader community.
- Work with key stakeholders in the establishment and ongoing functioning of commissioned services.
- Consult with the Advisory Councils, consumers, community and their representatives regarding service development and delivery.

### **Legal and Governance**

- Work with the Board in fulfilling the WHALs constitutional, regulatory and legal obligations.
- Oversee governance arrangements, including reporting to and servicing the Board and committees.
- Report to the Board and committee meetings on operations and performance against agreed criteria.
- Support the Chair in ensuring the continued engagement/involvement of all members of the Board.
- Identify and manage operational and funding risks for WHAL.
- Advise the Board immediately of any material matters impacting or potentially impacting on WHAL's operations.
- Operate within delegated authority limits set by the board of directors.
- Liaise with the Chair (or delegates) for planning and preparing Board meetings.

### **Financial Management**

- Management of the organisation's financial position, ensuring sound fiscal management, appropriate reserves, and a sustainable operating model that supports delivery of mission and services.
- Cultivate and sustain productive relationships with government funders and, in the future, philanthropic partners and major donors, positioning WHAL as a trusted, accountable, and high-performing organisation.
- Oversee financial governance and accountability – Work in close partnership with the Board and to ensure robust financial governance, transparent reporting, effective risk management, and compliance with all regulatory and contractual obligations.
- Ensure that existing Commonwealth and State funding is deployed with accountability, prioritising the effective commissioning of services that deliver measurable health outcomes for the communities of Western NSW.
- Ensure the development, implementation and maintenance of financial management and reporting systems within the parameters agreed with the Board.
- Manage contracts with stakeholders, contractors, consultants and other service providers and ensure that financial and service obligations are satisfactorily fulfilled.
- Develop and implement strategies for identifying and obtaining additional sources of funding for WHAL.
- Ensure compliance with all taxation and other statutory requirements

### **Business Development**

- Lead the preparation of WHAL Business Development plans.
- Ensure appropriate business development opportunities are pursued in line with the business development assessment tool and framework.

### **Work Health and Safety**

- For the purposes of the Work Health and Safety Act 2011 (NSW) (WHS Law), the Executive agrees and acknowledges that he/she is both a worker (Worker) and an Officer of the Company, and that the Company is a "person conducting a business and undertaking" (PCBU).
- The Executive agrees and acknowledges that, as an Officer, the Executive must exercise "due diligence" (as defined in the WHS Law) to ensure that the Company complies with its duties under the WHS Law, including but not limited to the Company's primary duties to ensure, so far as is reasonably practicable:
  - (i) the health and safety of:
    - Any Workers engaged, or caused to be engaged by the Company; and
    - any Workers (whether engaged by the Company or not) whose activities in carrying out work are influenced or directed by the Company, while such persons are at work in the Company's business or undertaking; and
  - (ii) that the health and safety of other persons is not put at risk from work carried out as part of the conduct of the Company's business or undertaking.

**Other duties as directed from time to time**

| <b>Competency Framework:</b>        |  |
|-------------------------------------|--|
| <b>Core Competencies</b>            | <b>Role Requirement Level</b>  |
| <b>Analytical Thinking</b>          | <b>(4)</b> – Undertakes broader, complex analyses  |
| <b>Initiative</b>                   | <b>(4)</b> - Takes action to realise future opportunities                                  |
| <b>Customer Focus</b>               | <b>(4)</b> – Delivers best practice customer service                                       |
| <b>Learning Orientation</b>         | <b>(4)</b> – Expands existing boundaries of knowledge                                      |
| <b>Results Focus</b>                | <b>(4)</b> – Drives broader business results   |
| <b>Teamwork and Co-operation</b>    | <b>(4)</b> – Builds team effectiveness   |
| <b>Direction Setting</b>            | <b>(4)</b> – Conceptualise and design business strategy                                    |
| <b>Influencing and Negotiation</b>  | <b>(4)</b> – Uses a range of influencing strategies  |
| <b>Conceptual Thinking</b>          | <b>(4)</b> – Clarifies complex information relating to broad business opportunities        |
| <b>Judgement &amp; Decisiveness</b> | <b>(4)</b> – Makes sound strategic decisions   |
| <b>Planning &amp; Co-ordinating</b> | <b>(4)</b> – Manages competing organisational priorities                                   |
| <b>Developing Others</b>            | <b>(4)</b> – Provides highly detailed feedback to encourage longer term career development |
| <b>Leading the Team</b>             | <b>(4)</b> – Generates strong commitment and enthusiasm                                    |

**General Responsibilities:**

- Demonstrate a commitment to WNSW PHN's vision and values.
- Respect confidentiality in line with the Privacy Act 1988 and related policies and procedures.
- Be aware of and adhere to WNSW PHN's policies and procedures.
- Ensure WNSW PHN health literacy principles and practices are known and applied.
- Undertake continuing professional development as required to ensure job skills remain current.
- Attend and participate in out-of-hours meetings and functions as required.
- Actively participate in staff development activities.
- Identify and participate in continuous quality improvement opportunities.
- Actively participate in annual performance planning and review activities.
- Maintain a working knowledge of all equipment utilised in the office.
- Undertake other duties commensurate with the role as required.
- Demonstrate and embed culturally safe practices into all work outputs and the workplace.
- Demonstrate and embed Corporate Social Responsibility in our business operations and interactions with their stakeholders.

## Selection Criteria:

### Essential

- A track record of leadership in a complex operating environment in a health, human services or a related setting.
- The preference is for an experienced CEO, but strong step-up candidates will be considered.
- Demonstrated track record in developing and implementing multiple large scale programs requiring collaboration and negotiation.
- A collaborative leadership style, with experience building and leading a highly skilled and committed professional team.
- A strong understanding of government funding frameworks and health policy advocacy, with the ability to navigate Commonwealth and State funding environments and represent the organisation's interests effectively at all levels of government.
- A genuine community lens — an appreciation for the realities of living in a rural and remote region, and a commitment to being genuinely embedded in the communities served.
- Demonstrated success in building and sustaining strong organisational culture, particularly within a close-knit professional team. The ability to bring people together, set a positive tone, and create an environment where staff feel valued and motivated is critical to success in this role.
- Experience in working with Aboriginal people, organisations and communities in view of planning and implementing services and achieving outcomes for Aboriginal people.
- An understanding and commitment to supporting a Culturally Safe organisation.
- Highly developed interpersonal and communication skills with an ability to form and manage professional relationships with a wide array of stakeholders from healthcare professionals to government representatives and the community.
- Demonstrated experience in managing budgets and the preparation of financial and annual reports with success in diversifying funding sources in tight markets.
- Strong strategic, analytical and problem solving capabilities with a track record in developing and delivering strategic and business plans with measurable outcomes.
- Deep understanding of governance principles and previous experience working to an engaged Board.
- Postgraduate tertiary qualifications in management, health sciences or related discipline.
- Current knowledge of Australian health policy environment would be a distinct advantage.
- Capacity to travel within western NSW; hold a current driver's licence.

### Desirable

- Relevant professional association memberships.
- Experience in business development.
- Experience working in the health, NGO or community services sectors.

#### Special Conditions:

- An understanding and commitment to Cultural Safety in the workplace.
- Conditions of employment are governed by the industrial instrument specified in the first table, the Fair Work Act 2009, National Employment Standards, Western Health Alliance Limited Employment Contract and WNSW PHN policies and procedures.
- Out of hours work, on evenings and/or weekends, may be required from time to time for which flexible working hours may be negotiated.
- Travel, including overnight stays, across the region within the WNSW PHN's boundary may be necessary from time to time. Occasional intrastate and/or interstate travel may also be required.

#### Appointment Prerequisites:

- Based on our assessments for operating a safe workplace in compliance with our WHS obligations, an inherent requirement of this role is that you will need to provide confirmation and supporting proof that you have been fully vaccinated against COVID-19 or any comparable future virus. This ensures that you, employees and community safety and wellbeing is at the forefront of our site-based work.
- Verification of eligibility to lawfully work in Australia. You must be an Australian or New Zealand Citizen, a Permanent Resident of Australia or possess a valid Australian Working Visa to be employed by WHAL.
- Certification of tertiary qualifications and professional membership (if applicable to role).
- AHPRA Registration verification (where applicable to role).
- Verification of current NSW Drivers Licence.
- Verification of comprehensively insured motor vehicle (if applicable to role).
- National Police check.
- Working with Children check (if applicable to role).

## Additional Information and Useful Links

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

- <https://wswphn.org.au/>
- <https://wswphn.org.au/about-us/who-we-are/>
- <https://wswphn.org.au/news/>
- <https://wswphn.org.au/events-training/>
- [https://wswphn.org.au/wp-content/uploads/WNSW-PHN\\_Annual\\_Report\\_2024-2025.pdf](https://wswphn.org.au/wp-content/uploads/WNSW-PHN_Annual_Report_2024-2025.pdf)



## The Application and Selection Process



**Rob Macmillan – Partner Health and Human Services, Derwent** is leading the delivery team for this search process, contributing to candidate sourcing, interviewing and overall assignment facilitation with Western NSW PHN.

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. The Derwent team is 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 role will be based from the one of the Western NSW PHN offices, for example Orange, Bathurst or Dubbo. The CEO may choose to live across the broader Western NSW region. It is important that wherever the CEO is based, they are able to easily integrate into the community and attend local events and meetings. An attractive remuneration package will be offered.

### *How to apply*

Please submit your CV and a brief cover letter addressing the following 3 areas:

- Your interest in the role?
- What you bring to the role and to Western NSW PHN?
- Your vision for the role?

### *For further information*

If you have any questions about this opportunity, please contact Rob Macmillan, Partner Health, Derwent Search on 0421 593 535 or [healthservices@derwentsearch.com.au](mailto:healthservices@derwentsearch.com.au)

### *Timeline*

- Interviews with Derwent will take place in April / early May
- Interviews with Western NSW PHN will take place May.
- Offer and acceptance anticipated late May / early June.

### *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. 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 Checks.

**Applications close: Thursday 14<sup>th</sup> May**

**Thank you for your interest in Western NSW PHN**