



Candidate Information Pack

Sydney North Health Network

Chief Executive Officer

October 2025

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About Sydney North Health Network



From July 1, 2015, Sydney North Health Network (SNHN) began commissioning local health services on behalf of the Australian Government. These newly commissioned services have been designed to improve the efficiency and effectiveness of health services and improve health outcomes for people with priority needs.

What is Sydney North Health Network?

The Northern Sydney PHN, operated by the Sydney North Health Network, is one of 31 Primary Health Networks (PHNs) established by the Australian Government to increase the efficiency and effectiveness of health and medical services for the local community. Our focus is on patients who are at risk of poor health outcomes, and we work collaboratively to help our community to live their best health.

Sydney North Health Network (SNHN) can achieve better health outcomes for community members by working together in partnership with a network of local health professionals including general practitioners, practice nurses, allied health providers, the Northern Sydney Local Health District and other related health services.

Headquartered in Chatswood, SNHN has a team of 70 staff and operated to a budget of \$43m in 2024.

This partnership approach and community focus are reflected in our vision:

For community to begin life well, maintain and manage their mental and physical wellness throughout their lives, stay connected with their health providers and each other, and age with dignity.

Through working together, Sydney North Health Network can achieve better health outcomes for our community members.

Against a backdrop of strong population growth for our region, an ageing population, potential healthcare workforce shortages, greater numbers of hospitalisations and GP visits over the next 15 years, Sydney North Health Network will be concentrating on innovative and sustainable solutions for shifting the focus of community care out of the hospitals and into the hands of primary healthcare.

Our focus is on:

- Services delivered where and how people want them
- People being able to find what they need from local healthcare services, tell their story once
- People understanding and building on fundamental habits for best health and wellbeing
- Connected Communities supporting each other

Sydney North Health Network has an important role to drive, support and strengthen primary healthcare in the Northern Sydney region. We have utilised the quintuple aim to target initiatives so that the benefit can be realised in all five areas in our region – health outcomes, patient experience, provider experience, advancing health equity and cost effectiveness.

In partnership with other healthcare providers SNHN aim to:

- Strengthen primary healthcare
- Integrate care
- Improve access
- Connect our community with the services available

At SNHN we look to work together to create a connected experience for health providers and deliver healthcare in a way that responds to community needs, is patient-centred, and has a focus on prevention and wellness.

How does Sydney North Health Network help the community?

SNHN works directly with GPs, Northern Sydney LHD, allied health, and other primary healthcare providers to create integrated health solutions across local communities, making it easier for everyone, especially those in need of coordinated care, to access a range of healthcare services and providers.

Driven by a set of national priorities and locally assessed needs, SNHN is committed to improving and better-coordinating healthcare across the local health system for the people of Sydney's North. As a result, patients will have improved access to a range of healthcare providers.

Our Team

SNHN offer a highly experienced and knowledgeable workforce that connects and coordinates services for the local primary healthcare sector. Our Board of Directors brings a wealth of knowledge in healthcare governance, general practice, allied health, finance and risk, and community engagement.

Our Executive Team incorporates a Chief Executive Officer, a Chief Financial Officer and three General Managers who oversee our strategic functions: Primary Health Care Engagement and Coordination, Commissioning and Partnership, Business Development and Marketing and comms.

Our staff provide specialised skills and expertise across:

- Primary Care Support (data extraction, accreditation, quality improvement)
- Continued Professional Development (CPD) Education
- Care Coordination (Aboriginal Health, Aged Care, Alcohol and Other Drugs, Mental Health, Chronic Disease and Youth Health)
- Population Health Planning
- Commissioning
- Digital Health
- Community Health & Engagement (e.g. – Immunisation, Diabetes)
- Health Literacy & Promotion

Our Commissioned Programs

- Aboriginal Health
- After Hours
- Aged Care
- Alcohol and Other Drugs
- Cancer Screening
- Digital Health
- Health Literacy
- Health Pathways
- Immunisation
- iSolve Falls Prevention
- Mental Health
- Person Centred Medical Home
- Primary Care Nurse Transition
- Primary Care Support
- Shared Antenatal Care
- Youth Health

Governance & Membership

In addition to the Board of Directors, the Governance Framework for SNHN includes:

- Finance, Audit and Risk Management Committee
- Clinical Governance Committee
- Nominations and Remunerations Committee
- Data Science and Technology
- Business Development
- Community Council
- Clinical Council

Sydney North Health Network Board

Sydney North Health Network Board comprises nine Board Members.



Ros Knight - Chair

Clinical and Counselling Psychologist

Ros Knight is an Endorsed Clinical and Counselling Psychologist with 30 years' experience. She runs a private practice in Chatswood focused on adults and adolescents with a broad range of mental health issues, and lives within the Northern Sydney area.



Dr Liz Marles - Deputy Chair

General Practitioner

Dr Liz Marles is a practising GP and Director of the Hornsby-Brooklyn GP Unit which also delivers the Bungee Bidgel Aboriginal Health Clinic. Her clinical interests are in marginalised populations and chronic and complex disease management.



Dr Magdalen Campbell

Elected Director – General Practitioner

Dr Magda Campbell is a general practitioner and principal of her own practice at Pennant Hills for 24 years. Magda is also a Fellow of the RACGP with more than 18 years' experience in the Divisions of General Practice.



Jane Flemming, OAM OLY

Appointed Director - Marketing and Community health

Jane Flemming has an extensive and high-profile career in elite sport, marketing, sponsorship, media and community health. With 13 Australian titles, 2 Gold medals, and 2 silver medals to her name, Jane has been a competitor or commentator at eight Olympic Games, five Commonwealth Games, a Youth Olympics and nine World Athletics Championships.



Sana Issa

Elected Director - GP Pharmacist

Sana Issa is an accomplished pharmacist and business leader with over 35 years of diverse experience across the community pharmacy, general practice, and IT development spaces. Particularly, through her role as IT manager at AMFAC, she developed a keen interest in the manner by which population data can assist with the understanding of various health needs.



Samantha Challinor

Appointed Director – BBus (Accounting), FCPA, JP, FAICD

Sam brings over 20 years of experience in senior accounting and leadership roles, excelling in financial, risk, information technology, and project management oversight and governance. Her extensive commercial experience spans the technology industry, for-purpose organizations, and public health government sectors.

**Dr Jonathan Adams**

Elected Director - General Practitioner

Dr Jonathan Adams is a GP and part-owner of Forest Family Practice, a 10 doctor General Practice in Frenchs Forest. He has worked as a full-time GP since 2008, having lived and worked on the Northern Beaches of Sydney for the last decade.

**Sarah Barter**

Appointed Director - Consultant:
Consumer and Community Engagement
BA (Psych), LLB, MPH

Sarah is an experienced Board Director appointed to the SNHN and Karitane Boards and previously to the St Vincent's Clinic Board. She is also a consumer advisor for NSLHD. Sarah has over 14 years of experience working to improve Australia's health and aged care sector, including 4 years as an independent consultant.

**Dr Margaret Bryce**

Elected Director - General Practitioner

Dr Margaret Bryce is a GP owner of Bennelong Medical Clinic, a nine-doctor general practice in Gladesville, and herHealth, a multidisciplinary women's health clinic in Gladesville. She is a member of RACGP and chair of the RACGP specific interest group Business of General Practice.

Sydney North Health Network Strategic Plan 2024-2029

ACKNOWLEDGEMENT OF COUNTRY

The Sydney North Health Network wishes to acknowledge Australia's Aboriginal and Torres Strait Islander peoples - the traditional custodians of the land on which we meet and work. We pay our respect and recognise their connection to land, water and community and honour their Ancestors and Elders past and present.



Over the last five years, significant changes to the primary care landscape have necessitated innovative strategies to achieve the quintuple aim of Primary Health Networks, as outlined in our 2024-2029 Strategic Plan. There is no doubt that primary care in Australia is under pressure. The increase in chronic illness and mental health disorders is placing a significant burden on our health services. Health inequities within our communities manifest in higher rates of disease, shorter life expectancy, and overall poorer health for certain populations. There are workforce shortages across primary care with fewer medical graduates choosing to specialise in general practice. This is coupled with workforce shortages in psychology, social work and nursing, so we need to look for different ways of delivering truly integrated and seamless healthcare.

We have consulted widely with healthcare professionals and our community. Several key themes have emerged.

They include:

1. The need for a more holistic, place-based approach to care.
2. The opportunity that new digital technologies might provide to improve care.
3. The importance of healthcare provider wellbeing.
4. The opportunity presented by increased community connections and social prescribing provision.
5. The need to focus on prevention and early intervention.

We will only succeed by supporting our primary care providers to work more efficiently, operate more effectively, and consistently care for themselves. Little change can occur without their efforts.

At Sydney North Health Network (SNHN), we will take a 'place-based' approach to catalyse change and achieve our vision. This approach will recognise that health across the lifespan is influenced by numerous factors within that place, including physical, social, and economic elements. This holistic approach ensures that health improvements are not isolated but interconnected with other aspects of wellbeing. This approach will empower communities to actively participate in decision-making and shape their own "best health" outcomes.

Achieving this goal will require significant collaboration. We will work with the Northern Sydney Local Health District, state and federal government agencies, local councils, our healthcare provider workforce, other stakeholders, and most importantly, our community.

"We will not do things 'to' our community, rather we will achieve 'with' and 'through' the community we exist to serve."



ROS KNIGHT
Board Chair



KEVIN BARROW
Chief Executive Officer

Healthcare Providers

288 General Practices



1445 General Practitioners



495 Practice Nurses



797 Pharmacists



215 Pharmacies



4735 Allied Health Professionals



Sydney North Health Network

Health Profile Snapshot

KEY AREAS: ageing population & aged care, housing inequity & financial stress, alcoholism / high-risk drinking, mental health & psychological distress, childhood immunisation, potentially preventable hospitalisations, and a growing CALD population.

HOUSING



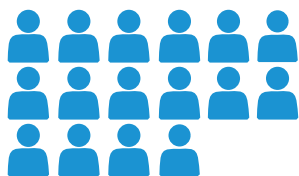
35.1% of low-income families experience financial stress from mortgage or rent
NSW: 31.9%

ALCOHOL

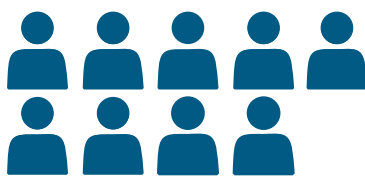


16.6 per 100 (18+years) engaging in high risk drinking
NSW: 15.5

MENTAL HEALTH



15.7 per 100
(15+ years) report mental health behavioural problems
NSW: 18.8



8.9 per 100
(18+ years) report high or very high psychological distress
NSW: 12.4

CALD

SNHN has a higher proportion of people culturally and linguistically diverse (**29%**) compared to NSW (**23%**). The largest culturally and linguistically diverse groups are Chinese and Indian.



POTENTIALLY PREVENTABLE HOSPITALISATIONS



1,569 per 100,000
NSW: 2,064 per 100,000

Cellulitis, kidney and urinary tract infections, and dental conditions accounted for 36.2% of potentially preventable hospitalisations.

OLDER PEOPLE

Northern Sydney has the fourth highest number of Residential Aged Care Facilities in Australia by Aged care planning region (ACPR), with 100 facilities in the region.

NSPHN 65+ population will increase by **53.7%**, or **85,003** residents aged 65+ by 2041.

The rate of fall-related injuries requiring hospitalisation for people aged 65+ in the NSPHN region has doubled, from

1,747 per 100,000 in 2002-03 to **3,638 per 100,000** in 2019-20.



CHILDHOOD IMMUNISATION

IMMUNISATION RATES LOWER THAN THE NATIONAL ASPIRATIONAL TARGET OF 95%



1-year-old
96.5%
fully immunised
NSW: 95.5%



2-year-old
93.8%
fully immunised
NSW: 91.7%



5-years-old
94.5%
fully immunised
NSW: 95.1%

Our PURPOSE

"We will continue to work collaboratively to help our community to live their best health"

Our VISION for our population*

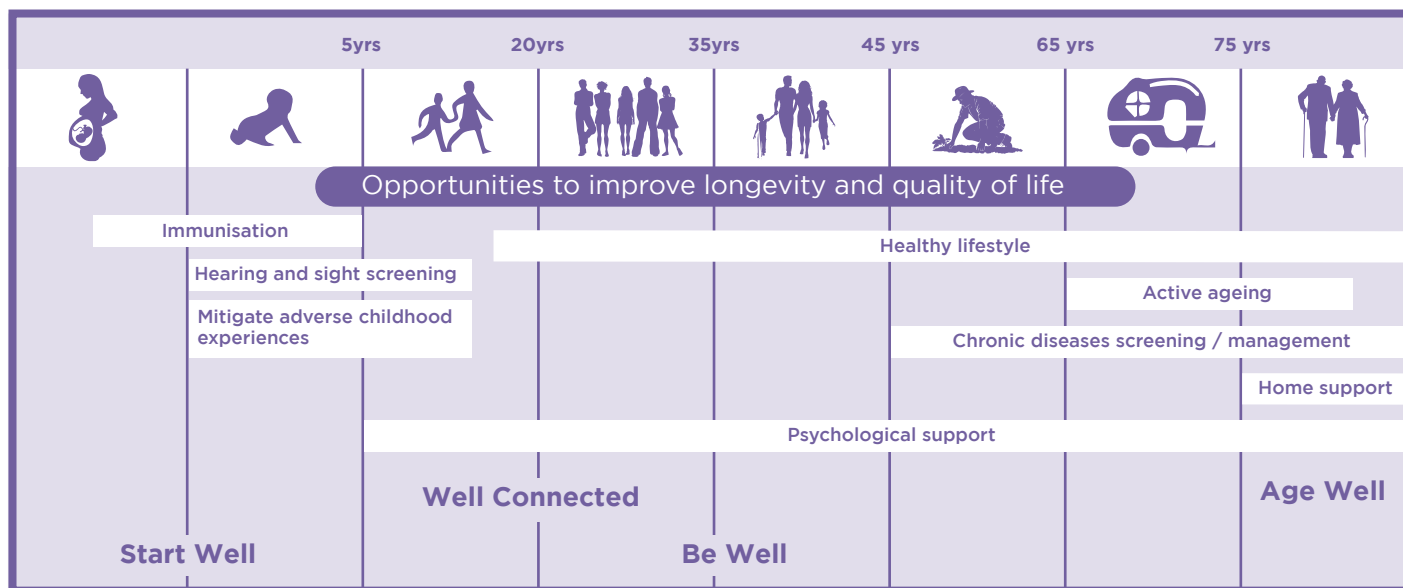
Our Vision is for our community to begin life well, maintain and manage their mental and physical wellness throughout their lives, stay connected with their health providers and each other, and age with dignity.

Start Well: Children have physical, emotional, and social growth within a supportive environment that meets their needs and allows them to reach their full potential.

Well Connected: People have meaningful, close, and constructive relationships with others, including belonging to a community of health providers.

Be Well: People enjoy a state of well-being in which every individual realises their own potential, can cope with the normal stresses of life, can contribute productively and fruitfully.

Age Well: People develop and maintain the functional ability that enables independence and contribution in older age. People can 'die well' with dignity.

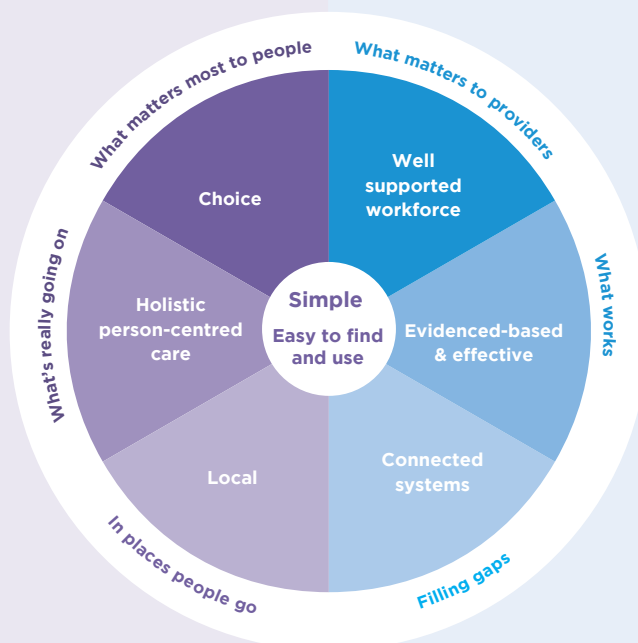


Our contribution to a seamless health system

Primary Health Networks were created to coordinate and integrate local health care services in collaboration with Local Health Districts; to commission primary care services to address gaps in service delivery; and to provide practice support to primary care providers. Northern Sydney PHN is positioned between community, primary care providers and the secondary care sector and therefore we have the opportunity to connect the service system and provide a safety net for people who would otherwise fall through the gaps.

**CONSUMER
Interests**

**PROVIDER
Interests**



*This graph is not entirely reflective of the complete evidence base and is intended solely for illustrative purposes.

Sydney North Health Network Strategic Plan 2024-2029

Our Purpose: *We will continue to work collaboratively to help our community to live their best health*



Help foster healthy, supportive and connected communities

1.1 Better understand the health equity gaps in our region

1.2 Engage local 'communities' to develop strategies to close the health equity gaps

1.3 Work to demonstrably close the gaps

1.4 Invest in prevention and early intervention



Support primary care health providers to achieve improved outcomes

2.1 Support continuous quality improvement in the healthcare provider workforce

2.2 Work towards a better-connected and seamless experience of the healthcare system

2.3 Enhance the healthcare provider workforce capacity and wellbeing



Utilise a value-based commissioning approach to achieve better outcomes

3.1 Create a commissioning framework that is agile and responsive to community need

3.2 Demonstrably commission/jointly commission to deliver better outcomes and reduce system cost

3.3 Pursue the required investment to be able to realise commissioning opportunities



Ensure our teams are supported, engaged and high performing

4.1 Create the optimal workforce structure to execute our plan

4.2 Invest in appropriate skills and capability development

4.3 Maintain a safe, diverse and positive organisational culture that aligns with our values

Our Values:

Innovation | Collaboration | Accountability | Respect | Excellence

Position Description

Position title: Chief Executive Officer (CEO)

Location: Chatswood, Sydney, NSW

Reports To: SNHN Board of Directors

Direct Reports:

- Chief Financial Officer
- General Manager - Commissioning
- General Manager - Primary Healthcare Engagement & Coordination
- General Manager - Business Development & Marketing Communications
- EA to CEO
- NSW/ACT PHN Executive Officer

Working Relationships Internal: Executive Management Team

Working Relationships External:

- Department of Health Disability and Aging (DHDA)
- State Government, primarily Ministry of Health (MOH) NSW
- Other Government Departments
- Community Groups
- Healthcare Professionals and other providers
- PHN Cooperative
- NSW/ACT PHN Council
- Other funders and Tertiary sector research

PD Approved by: SNHN Board

Organisation Description

The Northern Sydney PHN, operated by the Sydney North Health Network, is one of 31 Primary Health Networks (PHNs) established by the Australian Government to increase the efficiency and effectiveness of medical services for the community. Our focus is on patients who are at risk of poor health outcomes, and we work to improve the coordination of their care, so they receive the right care, in the right place at the right time.

Position Purpose

Since its inception, SNHN has grown into a market-leading organisation in the primary healthcare environment, with strong partnerships across the health and social sectors, commissioning services for thousands of people. The CEO will continue to enhance health services and improve the provider

experience through education, quality improvement activities, and enhanced connectivity between services within the health system.

In line with the SNHN vision to address community needs and optimise health outcomes, the CEO will continue to strengthen the vision & culture, and identify new, as well as deepen existing, strategic partnerships to coordinate and connect primary healthcare providers and services.

In addition, the CEO will lead an innovation agenda to build the capability and capacity of SNHN to ensure its sustainability for the future and to serve generations of patients in a changing world.

Guided by the SNHN strategic plan 2024-2029 and aligned with the organisation's priorities, SNHN is committed to achieving its vision through:

- Commissioning value-based services that respond to identified health needs
- Strengthening integration and coordination across general practice, allied health, community health, hospital, and social care sectors
- Supporting health professionals with professional development programs, training workshops, and access to current clinical guidelines
- Driving innovation, digital transformation, and data-informed decision-making
- Engaging with communities and stakeholders to ensure services are inclusive and culturally safe
- Promoting prevention and early intervention initiatives
- Advocating for equity of access, particularly for vulnerable populations
- Ensuring organisational sustainability through strong governance, financial stewardship, and continuous quality improvement

The CEO is accountable for leading the organisation in delivering on the Strategic Plan and ensuring SNHN continues to deliver meaningful and measurable improvements in health outcomes for the communities it serves.

Accountabilities and Outcomes

Accountabilities

The CEO is accountable to the Board for the strategic leadership, operational performance, and governance of the organisation, ensuring alignment with the strategic plan and delivering high-quality outcomes for the community. Key accountabilities include:

Strategic Leadership

- Build the right capacity and capability within SNHN for the future. This includes leveraging innovation, technology, digital and data that will optimise health services and outcomes for the community
- Develop sustainable funding options, including fundraising, partnerships and business ventures aligned to the core business outside of PHN funding from the Department of Disability, Health and Aging (DHDA)

- Partner with a range of stakeholders (including community, government, networks of healthcare professionals and other providers) to deliver transformational change

Governance and Operational Excellence

- Continuously review and improve operating systems to support good governance to deliver effective, efficient, and quality services throughout SNHN
- Engage with a wide range of stakeholders across the health sector, including Local Health Districts, hospitals, primary care, Aboriginal Medical Services, aged care, government agencies, insurers, and research partners, to support coordinated service delivery; ensure PHN adherence to sound corporate governance principles
- Oversight of funding models, governance, and reporting structures to best underpin sustainable growth
- Ensure efficient and effective operation and delivery against national outcomes and locally relevant primary health care needs, minimising administrative overheads
- Continue relationships with other funders of services and purchasing or commissioning health and medical/clinical services for local groups most in need, for example, complex chronic conditions or mental illness
- Manage allocation of budgets, resources, and priorities. Keeping the budget within financial limits

Stakeholder Management

- Work closely with stakeholders and the executive team to create a cohesive network that works collaboratively to achieve a high-quality and responsive service in line with agreed outcome measures
- Strengthen SNHN's public profile and relationships with key Government agencies, community groups, councils, Members, and other stakeholders
- Provide executive leadership to guide the organisation through its next phase of growth, setting the pace, tone, and ambition. Foster a high-performance culture that is inclusive, collaborative, and positive and aligned with SNHN values
- Building on a cohesive, aligned, and high-performing senior executive team, growing individuals and the team through coaching, feedback, and performance accountability
- Continuing to grow the diversity balance in the organisation at all levels, and in particular, at the senior leadership level

Outcomes

The CEO will be accountable for delivering these outcomes in alignment with the organisation's strategic objectives and the Board's expectations. These outcomes represent the overarching priorities of the role and will form the basis for ongoing performance planning and evaluation.

The specific CEO Key Performance Indicators (KPIs) aligned to these outcomes will be reviewed and agreed with the Board on an annual basis to ensure they remain relevant to the organisation's strategic direction and operational priorities.

Current outcomes for 2026 include:

Engaged and Sustainable Organisation

- Foster a positive, inclusive, and high-performing organisational culture
- Ensure staff are well-supported, engaged, and equipped to achieve strategic and operational objectives

Financial Sustainability

- Exercise prudent financial stewardship to ensure operations remain within current and anticipated funding parameters
- Drive efficiencies and innovative approaches to maximise the impact of available resources

Enhanced Support to Primary Healthcare Providers

- Execute plan to deliver an enhanced 'value' to primary care providers
- Strengthen relationships and partnerships to support improved service delivery and integration
- Monitor and evaluate the effectiveness of initiatives to ensure responsiveness to provider and community needs

Execution of Commissioning Strategy

- Lead the implementation of the commissioning strategy in alignment with the strategic plan
- Promote collaboration and partnerships to foster healthy, supportive, and connected communities
- Utilise a competitive dialogue commissioning approach to achieve better outcomes

Business Development

- Create new commercial, philanthropic or government funding arrangements to pursue the strategic plan goals
- Establish and maintain partnerships that enhance the organisation's profile, influence, and sustainability

General

- Demonstrate a commitment to SNHN's vision, purpose and values
 - ~ SNHN Vision – For our community to begin life well, maintain and manage their mental and physical wellness throughout their lives, stay connected with their health providers and each other, and age with dignity
 - ~ SNHN Purpose – We continue to work collaboratively to help our community live their best health
 - ~ SNHN Values – **iCare**
 - Innovation – We Create, We Initiate, We Inspire
 - Collaboration – We Listen, We Understand, We Respond
 - Accountability – We Define, We Adapt, We Deliver
 - Respect – We Inspire Trust, We Are Open, We Act Ethically
 - Excellence – We Own It, We Commit to It, We Achieve It

~ SNHN's commitment to be an environmentally sustainable organisation and to work with our partners to address climate risks in our communities

- Comply with contractual obligations and deliverables as contained in the various approved DHDA Annual Plans and other funding agency agreements
- Respect the confidentiality of patients, providers and general practices in line with the organisation's related policies, procedures and the Privacy Act
- Comply with the organisation's policies and procedures
- Be aware of individual responsibilities under the relevant Workplace Health and Safety legislation and report as necessary, any untoward accident, incident or potentially hazardous environment
- Fulfil other duties commensurate with the role as directed by the Board from time to time

Governance & Membership

In addition to the Board of Directors, the Governance Framework for SNHN includes:

- Finance, Audit and Risk Management Committee
- Clinical Governance Committee
- Nominations and Remunerations Committee
- Business Development Committee
- Data Science and Technology Committee
- Community Council
- Clinical Council

Role Level

This position is classified at Level 14 under the SNHN Competency Framework, reflecting the highest level of strategic and operational accountability within the organisation. In this capacity, the CEO is expected to demonstrate advanced leadership, governance, and decision-making capabilities, consistent with the scope and complexity of the role.

Organisational Expertise

Subject Matter Expertise

In delivering on accountabilities above it is expected that you will build expertise (be the organisational SME) in the following key organisational policies, processes and documents:

SNHN Policies / Procedures: Refer to SNHN Board Delegations Policy

SNHN DHDA Contracts: Refer to SNHN Board Delegations Policy

SNHN Supplier Contracts: Refer to SNHN Board Delegations Policy

Scope of Authority

Direct employees work priorities/schedules: Yes

Approve employee expenditure: Yes

Recruit/ terminate employees: Yes

Have Media contact: Yes

Enter into Contracts: Yes

Other: Refer to SNHN Board Delegations Policy

Key Selection Criteria - Qualifications and Experience

Core Expectations and Attributes

The CEO will bring a combination of proven commercial expertise, strategic intellect, and a valued ability to lead, engage, persuade, and inspire staff, Members, and other stakeholders.

To be effective in this role, the CEO will require the following core skills and behavioural experiences:

- Demonstrated excellence as Chief Executive Officer leading a high-performing organisation, preferably with connections into primary healthcare or other related industries, that has cast an innovative lens on optimising patient experience and health outcome, improving access, and coordinating and integrating care
- Highly developed communication skills enabling powerful communication of both SHHN's purpose and achievements; a thought leader
- The primary health care system is a complex mix of service delivery with many interdependencies and stakeholders; this role, therefore, requires demonstrable stakeholder management capabilities
- Proven ability to design and deliver innovative approaches to healthcare, including strategic planning and service redesign to strengthen primary healthcare, integrate care, improve access, and ultimately connect the community with services available
- Demonstrated experience in building, motivating, transitioning, and leading high-performing teams
- Proven experience in lifting diversity balance in organisations, including growing diverse talent
- Demonstrated track record in delivering strong financial performance
- Demonstrated evidence of delivering and accelerating business growth and value in complex and changing external environments
- Through an ability to understand and distil external market trends, experience in identifying and capitalising on strategic business growth opportunities
- Proven ability to pivot and be flexible as the direction of healthcare changes over time

Leadership Attributes

- **Driving Results and Growth:** defines ambitious goals and establishes priorities with clear accountabilities to ensure results with a desire to succeed; drives commercial and financial growth results through self and teams; takes a highly strategic approach to negotiations with government
- **Visionary Leadership:** a strong 'storyteller' and 'thought leader' with a clear and engaging presentation style who can convey, with consistency, a vision for the business in a way that is understandable and inspiring at all levels of the organisation; creates a vision for the future that compels the organisation to follow
- **Empathy:** Caring, honest and empathetic leader who operates with the highest levels of integrity
- **Conceptual & Strategic Expertise:** the ability to take a long-term view of the business, can develop and gain engagement to a strategic vision as well as oversee operational change
- **External and Customer Orientation:** shows a strong understanding of the primary health services environment, and understands factors, trends and issues which influence growth and funding opportunities
- **Responsibility:** Delivers on promises made and is committed and motivated by the achievement of strategic and business outcomes. Creates a culture of accountability, inclusiveness, and 'customer' centricity across the organisation
- **Influential:** ability to influence outcomes throughout all levels of the organisation, and also externally with stakeholders. A natural, collaborative and inclusive leader in their influence
- **Talent Creator:** grows and develops diverse talent to deliver results, as well as reflects the community demographic within the team and builds bench strength for the future

Certifications Required

- Current NSW driver's licence and access to a comprehensively insured motor vehicle
- National Police Clearance Check
- Working with Children Check
- Reference Checks (2) from past employers

Special Conditions

- Some out-of-hours work on weekends or evenings may be required, for example, attendance at community forums or meetings, for which time off in lieu may be taken
- Intrastate, interstate and/ or international travel may be required

Workplace Health and Safety

- Adhere to organisation policies and procedures relating to Workplace Health and Safety and at all times, take responsibility for own and colleagues wellbeing

Additional Information and Useful Links

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

- <https://sydneynorthhealthnetwork.org.au/>
- <https://sydneynorthhealthnetwork.org.au/wp-content/uploads/2025/04/snhn-strategic-plan-2024-2029.pdf>
- <https://sydneynorthhealthnetwork.org.au/wp-content/uploads/2025/04/snhn-annual-report-2023-24.pdf>
- <https://sydneynorthhealthnetwork.org.au/wp-content/uploads/2025/04/snhn-allied-health-engagement-strategy-2021.pdf>
- <https://sydneynorthhealthnetwork.org.au/wp-content/uploads/2025/04/snhn-digital-health-strategy-2021.pdf>
- <https://sydneynorthhealthnetwork.org.au/wp-content/uploads/2025/04/snhn-climate-and-health-strategy-2020.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 Sydney North Health Network.

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 at the Sydney North Health Network office in Chatswood, Sydney. An attractive remuneration package will be offered which includes 2 additional week's annual leave.

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 Sydney North Health Network?
- 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

Timeline

- Interviews with Derwent will take place in October
- Interviews with Sydney North Health Network and psychometric assessments will take place in November
- Offer and acceptance anticipated early December

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.

Thank you for your interest in Sydney North Health Network.