

Candidate Information Pack

Adventist HealthCare Limited

Chief Financial Officer

August 2026

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Adventist HealthCare

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Welcome



As one of Australia's leading and most highly regarded healthcare providers, Adventist Healthcare is pleased to promote this exciting Executive leadership opportunity.

We are a large faith-based acute healthcare provider that has been based in Wahroonga, Sydney for over 120 years. As the largest not-for-profit private hospital in NSW we are renowned as a leader in the delivery of outstanding acute private healthcare.

We are a vibrant, supportive and collaborative workplace and we look forward to welcoming the successful candidate to our team.

Brett Goods

Chief Executive Officer, Adventist HealthCare Limited

About Adventist HealthCare Limited

Adventist HealthCare is a Christian organisation owned by the Seventh-day Adventist Church and operates several businesses including the Sydney Adventist Hospital, the San Day Surgery Hornsby, San Radiology & Nuclear Medicine, and the Sydney Adventist Hospital Pharmacy. Since first opening in 1903 as a 70-bed facility, the Sydney Adventist Hospital is now NSW's largest private hospital with approximately \$300M in revenue and over 700 beds including 524 overnight.

As a not-for-profit organisation, AHCL's purpose is to benefit the community with all proceeds reinvested back into services & facilities to help ensure that they provide the best possible care. For over 120 years they have been continually innovating as leaders in healthcare and currently provide a comprehensive range of acute surgical, medical and obstetric care, ground-breaking heart services, orthopaedic, neuro, private emergency care, integrated cancer and allied health services.

Today, Sydney Adventist Hospital is the acute care Australian flagship of more than 600 world-wide Adventist aged care, and healthcare facilities operated by the Adventist Church. Each year approximately 2,500 AHCL team members, more than 1,200 accredited medical practitioners and 300 volunteers deliver care to more than 60,000 inpatients, 118,000 outpatients, 20,000 Emergency Care cases and 2,000 babies delivered.

The organisation's reputation for exceptional care is built on the continuous provision of leading medical & surgical care, underpinned by the expertise, commitment and compassion of their people, and a faith-based approach to caring for the whole person. This is reflected in their Mission 'Christianity in Action – caring for the body, mind and spirit of our patients, colleagues, community, and ourselves'.



Context to the CFO appointment

AHCL is led by an experienced CEO, Brett Goods, and an established executive team comprising: Chief Financial Officer; Chief Medical Officer; Chief Operations & Nursing Executive; Chief People Officer and Chief Commercial Officer. A newly created role of Chief Digital Officer is soon to be appointed.

The Chief Financial Officer (CFO) is a key leadership position within AHCL, responsible for driving financial, commercial, strategic and growth initiatives across the business. The role underpins the continued success of all aspects of AHCL's business and interfaces at an operational and strategic level across the entire organisation.

Following the recent decision by Parth Jasani to embark on a new opportunity outside the organisation, AHCL is now seeking to appoint a new leader to the CFO role.

The CFO is based at the Wahroonga AHCL campus in Sydney and is a key member of the executive leadership team reporting to the CEO. The CFO is responsible for a team of c25 through 3 direct reports. The CFO will have significant interface with the Board, the Church and other key stakeholders.

Adventist HealthCare's Vision, Mission and Values



Our Vision

To be a thriving, faith-based provider of world class care – inspiring hope and wellbeing.

Our Mission

Christianity in action: caring for the body, mind and spirit of our patients, colleagues, community and ourselves.

Our Values

- Lead with compassion
- Act with safety
- Communicate what matters
- Reflect, learn, adapt
- Serve as a team



San Spirit



Lead with compassion

We listen first, act with care and treat every person with dignity



Act with safety

We protect our people and patients by staying alert and acting with courage in every moment



Communicate what matters

We make sure all our people have the information they need, when they need it



Reflect, learn & adapt

We grow by learning from experience and being open to change



Serve as a team

We honour our mission by serving together, not alone



Position Description

Position Title	CHIEF FINANCIAL OFFICER	
Purpose	Provides strategic and operational financial leadership to support AHCL's sustainability, organisational performance and growth. Leads financial stewardship, planning, forecasting, reporting, treasury, capital management, governance and company secretarial functions to ensure strong financial performance and effective organisational oversight. Partners with the Chief Executive Officer, Executive Team and Board to provide clear insight, support evidence-based decisions and strengthen operational performance. Provides executive oversight of Engineering Services, Data and Insights, and Health Information Services to support safe, reliable and data-informed care.	
Directorate/Executive	Finance & Services	
Department/Service	Finance & Services - Executive	
Location	☒ SAH Wahroonga	☐ SDSH Hornsby
Reports to	Chief Executive Officer	
Leads a team	☒ Yes	☐ No
Industrial Instrument	☐ Enterprise Agreement	☒ Contract

SECTION BELOW TO BE COMPLETED BY P&C ONLY	
ANZSCO Code	
Screening Requirements In addition to the minimum requirement of ID Checks, References, National Police Check & Australian Work Rights.	Pre employment screen ☐
	Working with Children Check (WWCC) ☐
	AHPRA Check ☐
	Qualifications Check ☒
	Other ☒ Psychometric Testing ☒ Bankruptcy & National Personal Insolvency Check
Vaccinations	Category A ☐
	Category B ☒

Last Updated 3 August 2026

Key Responsibilities.

Listed below are the key responsibilities that make up the day-to-day focus of this role. From time-to-time any person working in this role may be required to perform other responsibilities that are not listed here.

Financial Leadership, Strategy and Performance

- Lead AHCL's financial strategy, planning and performance agenda to support long-term sustainability, operating margin improvement, service growth and the delivery of safe, high-quality care.
- Provide executive leadership of the finance function, including budgeting, forecasting, reporting, treasury, cashflow, capital planning, asset management, financial control and revenue cycle management.
- Translate financial, operational and clinical performance information into clear insights and recommendations that enable evidence-based decision-making by the Chief Executive Officer, Executive Team, Board and Committees.
- Lead annual budgets, rolling forecasts, scenario modelling and performance reviews, identifying risks, opportunities, material variances and corrective actions across the organisation.
- Lead capital planning and investment decision-making, ensuring major projects, infrastructure priorities and business cases are financially robust, strategically aligned and appropriately governed.

Financial Governance, Controls and Systems

- Maintain effective financial governance, risk management, compliance and internal control frameworks aligned with legislative requirements, accounting standards and organisational policies.
- Lead the development and continuous improvement of finance policies, accounting practices, reporting frameworks, systems controls and business assurance processes.
- Ensure accounting systems, finance processes and performance reporting platforms are current, reliable and capable of supporting organisational change, regulatory compliance and effective decision-making.
- Ensure financial delegations, procurement controls and expenditure governance are consistently applied and supported through appropriate monitoring.
- Provide company secretarial support and governance oversight, including Board and Committee administration, statutory reporting and compliance with corporate governance obligations.

Executive Oversight of Services Functions

- Provide executive oversight of Engineering Services, ensuring infrastructure, maintenance, capital works and essential services support organisational priorities and are delivered efficiently and sustainably.
- Partner with the Division Property Trust to ensure property, lease, infrastructure and Campus Master Planning activities are strategically aligned and effectively managed.
- Provide executive oversight of Data and Insights, ensuring data governance, analytics and performance reporting support evidence-based decision-making and organisational improvement.
- Provide executive oversight of Health Information Services, ensuring health records, clinical coding and information governance support compliance, funding integrity, operational excellence and high-quality care.
- Partner with portfolio leaders ensuring sustainability and continuous improvement with productivity, service quality and resource utilisation.

People Leadership and Organisational Contribution

- Build trusted relationships with Executive leaders, the Board, clinicians, operational leaders, the Division Property Trust and other key stakeholders to support organisational priorities and strategic outcomes.
- Foster a high-performing culture of collaboration, accountability, innovation, stewardship and service aligned with AHCL's Mission and Values.
- Develop organisational financial and commercial capability through coaching, advice and support for informed decision-making.
- Lead and develop high-performing teams by aligning capability, priorities and resources with organisational strategy, while driving continuous improvement and effective change.

Personal Attributes.

These personal attributes are expected of every team member and reflect the behaviours that bring the San Spirit to life in daily practice. Together, they contribute to a culture where people feel cared for, safe, informed, supported to grow and united in purpose.

	Lead with Compassion	Treats every person with dignity, respect, and care. Listens actively, demonstrates empathy, offers support to others and responds to feedback with curiosity. Contributes positively to the workplace by fostering trust, inclusion, and a sense of belonging.
	Act with Safety	Prioritises safety in every decision and action. Identifies and escalates risks, follows required processes, and encourages others to speak up about concerns. Takes personal responsibility for creating a safe environment for patients, colleagues, and visitors.
	Communicate What Matters	Shares relevant information openly, promptly, and respectfully. Confirms shared understanding and ensures others have the information they need to perform their roles effectively. Raises concerns constructively, provides feedback appropriately, and follows through on commitments.
	Reflect, Adapt & Learn	Seeks feedback, learns from experience, and embraces opportunities for improvement. Demonstrates curiosity, adaptability, and commitment to professional growth. Applies learning to improve performance, strengthen capability, and contribute to better outcomes for patients, colleagues and the organisation.
	Serve as a Team	Works collaboratively across teams, values diverse perspectives, and contributes to shared success. Supports colleagues, honours commitments and takes accountability for their contribution to team goals. Fosters a positive, inclusive workplace culture where everyone can contribute and thrive.

Leader Attributes.

These leader attributes are expected of all people leaders and describe how leaders bring the San Spirit to life through their actions, decisions and behaviours. Leaders play a critical role in creating psychologically safe, high performing teams and a values lead culture.

	Lead with Compassion	Demonstrates visible, caring leadership through regular engagement with team members. Recognises contributions, addresses concerns early, supports wellbeing, and models respect and kindness in every interaction. Creates an environment where people feel supported to perform at their best and have honest conversations about expectations and development.
	Act with Safety	Creates an environment where safety is prioritised and concerns are addressed promptly. Models safe practices, supports learning from incidents, and fosters a culture where people feel confident speaking up. Takes accountability for ensuring safe systems of work and follows through on actions that reduce risk and strengthen outcomes.
	Communicate What Matters	Provides clear, timely and transparent communication including feedback. Sets expectations, explains decisions, and creates predictable communication rhythms that strengthen trust, accountability and performance. Ensures people understand what success looks like and how their contribution supports team and organizational goals.
	Reflect, Adapt & Learn	Encourages continuous improvement through reflection, collaboration and evidence-based decision-making. Creates opportunities for learning, supports development, and responds constructively to feedback. Applies learning to improve team performance, service delivery, and organisational outcomes.
	Serve as a Team	Builds strong, inclusive teams that work collaboratively towards shared goals. Prioritises collective success, promotes cross-functional collaboration, and creates an environment where everyone can contribute and thrive. Fosters a culture of shared accountability where commitments are honoured and results are achieved together.

What Success Looks Like.

Listed below are key measures that describe what success looks like in this role.

Financial Performance and Sustainability	AHCL maintains strong financial performance through disciplined financial management, sustainable operating margins, effective cashflow, revenue integrity and responsible cost control. Financial insights support informed decision-making, proactive risk management and long-term organisational sustainability.
Governance, Stewardship and Strategic Delivery	Financial governance, internal controls, compliance, company secretarial responsibilities and reporting frameworks are robust, reliable and consistently applied. Capital investment, infrastructure planning and Campus Master Planning decisions are financially sound, strategically aligned and effectively governed.
Leadership, Partnerships and Organisational Performance	Finance and portfolio services are led by engaged, high-performing teams that work collaboratively to support safe, high-quality care, operational excellence and continuous improvement. Trusted relationships with the Executive Team, Board, clinicians, operational leaders and external partners enable effective decision-making and successful delivery of strategic priorities.

Requirements.

Listed below are the knowledge, skills, experience & qualifications that are ideally required for this role.

Knowledge & Skills

- Strong knowledge of Australian accounting standards, financial management, treasury, taxation, risk management, internal controls and corporate governance within a complex healthcare environment.
- Advanced financial and commercial capability, including strategic planning, budgeting, forecasting, scenario modelling, capital allocation, investment evaluation and long-term financial sustainability.
- Ability to interpret financial, operational, clinical and data insights and translate them into clear advice that supports executive, Board and operational decision-making.
- Working knowledge of private healthcare funding, revenue integrity, health information management, clinical coding, data governance and analytics.
- Highly developed stakeholder engagement, communication, negotiation and change leadership skills, with the ability to influence and build trusted relationships across executive, clinical and external stakeholder groups.

Experience

- Proven executive leadership experience in a senior finance role within a large private healthcare, hospital or similarly complex organisation.
- Demonstrated success leading financial strategy, budgeting, forecasting, financial control, performance reporting and sustainable organisational performance.
- Experience providing strategic financial advice and recommendations to Boards, executive teams and governance committees.
- Demonstrated experience supporting major capital investment, infrastructure planning and strategic business initiatives through robust financial analysis and governance.
- Experience providing executive oversight of enabling corporate services, including engineering or property services, data and analytics, health information services or comparable functions.
- Demonstrated success building high-performing teams, leading organisational change and partnering effectively with senior executives, clinicians, operational leaders and external stakeholders.

Qualifications

- Tertiary qualifications in Accounting, Finance, Commerce, Business or a related discipline are required.
- Membership of CPA Australia, Chartered Accountants Australia and New Zealand, or an equivalent recognised professional accounting body is highly desirable.
- Postgraduate qualifications such as an MBA, Master of Finance, Master of Health Administration or equivalent executive education are desirable.
- Demonstrated commitment to ongoing professional development in healthcare finance, governance, risk management, data and analytics or executive leadership.

The Adventist HealthCare Executive Team

This currently comprises six Executives, with a newly created Chief Digital Officer role soon to be appointed.

Brett Goods
Chief Executive Officer



Clare Lumley
Chief Operations & Nursing Executive



Emma Quoy
Chief Commercial Officer



Dr. Nicole Phillips
Chief Medical Officer



Vacant
Chief Financial Officer



Christine Tait Lees
Chief People Officer



Vacant
Chief Digital Officer
(newly created role)



Additional Information

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

- <https://www.adventisthealthcare.org.au/>
- <https://www.adventisthealthcare.org.au/who-we-are/>
- <https://www.adventisthealthcare.org.au/facilities-and-services/>
- <https://www.adventisthealthcare.org.au/working-with-us/>
- <https://www.adventisthealthcare.org.au/contact-us/>
- <https://www.adventisthealthcare.org.au/news/>

Annual Report

Click [here](#) to view the 2024 – 2025 Annual Report.



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 Adventist HealthCare Limited.

Rob is based in Sydney and is a Partner in the Derwent Health and Human Services practice and works with private, public and not for profit 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 AHCL campus in Wahroonga, Sydney. An attractive remuneration package will be negotiated with the successful applicant.

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 AHCL?
- 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 August
- Interviews with Adventist HealthCare Limited will take place in September
- Offer and acceptance anticipated end September

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 Checks.

Thank you for your interest in Adventist HealthCare Limited.