

Candidate Information Pack

South Eastern Sydney Local Health District

Chief Executive

August 2025

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Health

South Eastern Sydney Local Health District

Contents

The Advertisement	3
About South Eastern Sydney Local Health District	4
South Eastern Sydney Local Health District Board	5
Chief Executive – Role Description	6
Useful Links and Contact Information	14
The Application and Selection Process	15



The Advertisement

Chief Executive South Eastern Sydney Local Health District

Shape tomorrow's healthcare today – lead a world-class health service defining next generation care

About South Eastern Sydney Local Health District

South Eastern Sydney Local Health District (SESLHD) delivers world-class healthcare to 930,000 people across nine hospitals and extensive community health services. With a \$2.4 billion budget and 15,000 dedicated staff, we're one of Australia's largest and most innovative health networks. As a founding partner of the renowned Randwick Health and Innovation Precinct, one of Australia's largest and most comprehensive co-located health precincts, SESLHD sits at the heart of a thriving ecosystem of education, research, and healthcare excellence. Our commitment to cutting-edge research, quality care, and exceptional patient outcomes drives everything we do.

SESLHD is now seeking a visionary CE to lead the organisation on its next stage of evolution.

About the Role

With accountabilities to both the SESLHD Board and NSW Health Secretary, you will:

- Lead with impact – inspire our community, organisation and staff to deliver our strategic vision within budget while setting new standards for healthcare excellence;
- Champion a person-centred culture – foster collaboration across all teams with an unwavering focus on patient safety and quality, and world-class care delivery;
- Mobilise exceptional talent – lead and elevate our established teams of nursing, medical, allied health and operations professionals, aligning our workforce behind a shared strategic direction;
- Drive governance excellence – oversee robust clinical and corporate governance frameworks that ensure accountability and continuous improvement;
- Forge powerful partnerships – collaborate with clinical, research, academic, and corporate partners to create breakthrough medical and research outcomes that directly improve patient lives;
- Shape healthcare's future – work strategically with NSW Health, government, NGOs, the community and other key stakeholders to ensure SESLHD shapes the conversations on health policy and innovation;
- Embody our values – ensure every activity across the organisation reflects and advances NSW Health's core values.

About You

You're a transformational leader who thrives on complexity. With proven success leading large-scale health services, you bring the strategic vision and executive presence needed to drive a \$2.4 billion organisation forward.

Your leadership style inspires confidence across every level. You're equally comfortable presenting to Boards, negotiating with multiple stakeholders, engaging diverse patient communities and building coalitions with NGOs and academic partners.

You possess the rare combination of strategic thinking, financial acumen and operational excellence, with the energy and passion to elevate SESLHD's already impressive reputation. Most importantly, you're committed to knowledge sharing and developing others, understanding that great leaders create more great leaders.

This is an opportunity to shape the future of healthcare for nearly one million people while leading one of Australia's most respected health networks.



About South Eastern Sydney Local Health District

The South Eastern Sydney Local Health District (SESLHD) is a critical public healthcare provider serving several diverse LGAs which include: Woollahra, Waverley, Randwick, Bayside, Georges River, Sutherland Shire and Lord Howe Island. The district provides comprehensive healthcare services to approximately 930,000 residents. This is predicted to increase to 980,000 by 2028. SESLHD has an annual budget of \$2.4 billion and employs 15,000 staff.

SESLHD delivers its services through their modern world-class hospitals which include: Prince of Wales Hospital in Randwick; St George Hospital in Kogarah; Sydney Eye Hospital in the CBD; Sutherland Hospital in Caringbah; Royal Women's Hospital in Randwick as well as a series of smaller community health services and affiliated organisations such as Calvary Health Care Kogarah and Uniting War Memorial Hospital Waverley.

SESLHD offers an extensive range of clinical services that address the comprehensive healthcare needs of its community. These services encompass emergency medicine, cardiac care, cancer treatment, mental health services, surgical specialties, rehabilitation, paediatric care, and aged care services. Its multicultural approach to healthcare reflects the diverse community it serves, with demographic ranges spanning young families to elderly populations.

Research and innovation are fundamental to SESLHD's success, with partnerships developed locally, nationally and internationally to drive world class patient outcomes. As a founding partner of the renowned Randwick Health and Innovation Precinct, one of Australia's largest and most comprehensive co-located health precincts, SESLHD sits at the heart of a thriving ecosystem of education, research, and healthcare excellence. Their commitment to cutting-edge research, quality care, and exceptional patient outcomes drives everything they do. SESLHD maintains a close affiliation with the University of New South Wales and provides critical clinical training for medical and healthcare professionals, ensuring a continuous pipeline of skilled healthcare workers.

SESLHD has been led by the most recent CE, Tobi Wilson for the past 6 years. Tobi has recently made the decision to develop the next stage of his career in an executive leadership role with UNSW. This has created a wonderful opportunity for the next CEO to build upon the successes of Tobi, his team and the SESLHD Board and continue to elevate the health outcomes for the large and diverse communities served.

The SESLHD Board is chaired by Ms Betty Ivanoff and comprises 9 other Board Members who bring a wealth of experience and local knowledge to the management of the Local Health District.

NSW Local Health Districts



South Eastern Sydney Local Health District



Culture and Values

The NSW CORE Values are: Collaboration, Openness, Respect and Empowerment.

South Eastern Sydney Local Health District Board



Betty Ivanoff
Board Chair



Elli Baker
Board Member



Liam Harte
Board Member



Dr Gregory Levenston OAM
Deputy Chair



Helene Orr
Board Member



Professor Allan Spigelman
Board Member



Dr Jan Dudley OAM
Board Member



Arthur Diakos PSM
Board Member



Dr John Estell
Board Member



Anna Guillan AM
Board Member



Role Description

Chief Executive, South Eastern Sydney Local Health District

Cluster	NSW Health
Agency	South Eastern Sydney Local Health District
Division/Branch/Unit	Executive
Location	Sydney
Classification/Grade/Band	Band 3
Senior Executive Work Level Standards	Work Contribution Stream: Agency Head
Kind of employment	Ongoing
Role Number	52118
ANZSCO Code	111111
PCAT Code	2331192
Date of Approval	May 2018 (updated July 2025)
Agency Website	www.health.nsw.gov.au

Agency overview

For more information go to www.health.nsw.gov.au

Primary purpose of the role

The Chief Executive (CE) provides pivotal and strategic leadership, direction and management of the South Eastern Sydney Local Health District (LHD) and with the Board, is responsible for the sound governance to ensure that the LHD fulfills its statutory operating and reporting requirements and meets its obligations to deliver agreed services within an agreed budget and which meet specified performance standards and strategic objectives.

Key accountabilities

- Provide effective leadership and management of the LHD to ensure the effective performance of its statutory functions, systems are in place to comply with WHS and other statutory obligations, and that the LHD has the capacity, structure and practices to enable it to:
 - provide safe quality healthcare
 - operate within its allocated budget
 - meet Ministry of Health creditor and other financial KPIs
 - provide timely and accurate reporting to the Ministry on current financial status and workforce data
 - provide timely, accurate annual reporting and preparation of financial statements and high quality electronic financial data for submission to the Audit Office
- Oversee the implementation of effective clinical and corporate governance frameworks, ensuring the Board receives sufficient timely and accurate information to enable it to discharge its role in the governance of the LHD, and that clinical governance systems are in place to ensure that the services of the LHD's facilities meet the National Safety and Quality Health Service Standards and continually improve patient outcomes

- Lead the negotiation of the LHD Service Agreement with the NSW Government, implement the agreement and other NSW Government priority policies and programs, report on performance against the agreed performance monitoring measures in the Service Agreement, and ensure that the Board is fully consulted and briefed
- Lead the establishment and maintenance of effective systems endorsed by the Board to ensure that the LHD's resources are applied equitably to meet the needs of the community and that community and clinicians' views are considered in decision making within the LHD.
- Lead the development and strengthening of clinical linkages within the LHD, and between LHDs, to ensure resources are used on an effective and equitable basis for the benefit of the people of NSW; and develop structures to ensure greater involvement by local communities and clinicians in planning health service delivery needs
- Lead and manage the LHD to achieve a range of workforce, financial, quality and accountability aims and standards; and lead the development of workforce, financial and business plans, strategies and budgets to ensure accountability and efficient provision of health services and the long term operational and financial viability of the LHD.
- Direct the development of a strategic/clinical services plan for the LHD and an operational plan to guide the delivery of services on an equitable and balanced basis
- Contribute to the delivery of health services across the State by working with other LHDs and the Ministry of Health in planning streamlined administrative structures across the State to deliver additional resources for direct patient care; to support and contribute to broader regional and Statewide clinical service networks; and develop and maintain linkages with health organisations and administrative entities of the NSW public health system.

Key challenges

- Leading in a highly demanding and complex environment with front-line exposure to a multiplicity of stakeholders and vested interests, including operating under the close scrutiny of public and media groups, politicians, representatives of health workers and other lobby groups
- Implementing the health service plan for the local population appropriately, so that residents are able to access appropriate treatment when needed and as close as possible to where they live, in the face of significant national and international workforce supply issues within the health sector
- Operating within budget, while at the same time meeting the growth in demand for health services and being responsive to the changing needs and priorities of the community.

Key relationships

Who	Why
Internal	
Executives and Key Staff and Clinicians	<ul style="list-style-type: none"> • Provide strong leadership, direction, advice and guidance
External	
LHD Board	<ul style="list-style-type: none"> • Provide and seek advice and information, ensure effective governance and reporting
Secretary and Senior Executives - Ministry of Health	<ul style="list-style-type: none"> • Consult, collaborate and negotiate to contribute to a coordinated health system, ensure effective governance and reporting
Chief Executives LHDs	<ul style="list-style-type: none"> • Work closely and collaborate with other LHDs

Who	Why
Hospital Clinical Councils/Lead Clinicians Groups	<ul style="list-style-type: none"> Seek advice and information on improving services, quality and safety in hospitals and on solutions to address local community needs
Local community organisations and stakeholders	<ul style="list-style-type: none"> Consult and seek input into planning and decisions, dissemination of information about the LHD to the public
Chief Executive, HealthShare NSW & Chief Executive, eHealth NSW	<ul style="list-style-type: none"> Consult and negotiate to obtain a range of corporate, business, information technology and other services
Chief Executive, Health Infrastructure	<ul style="list-style-type: none"> Consult and collaborate in relation to the planning and delivery of significant capital projects within the LHD.
NSW Health Pillar Organisations	<ul style="list-style-type: none"> Cooperate to ensure mutual support for respective responsibilities within the public health system
Academic Institutions	<ul style="list-style-type: none"> Develop partnerships and collaborate in mutual research endeavours and to ensure a suitably educated and trained workforce Lead and foster collaboration between Universities and Academic institutions, linking research initiatives and education internally and externally to the LHD
Employee/ Employer Organisations	<ul style="list-style-type: none"> Ensure industrial harmony amongst the numerous employee and contractor groups within NSW Health as the delegate of the Employer of NSW Health Service staff working in the LHD
Health Care Complaints Commission, Ombudsman and other Government accountability agencies	<ul style="list-style-type: none"> Consult and collaborate to meet statutory accountability requirements and ensure sound governance of the LHD

Role dimensions

Decision making

The CE has substantial day-to-day autonomy in directing and managing the LHD's activities and deploying its resources within the overall budget allocation. This includes the resolution of local industrial problems and the creation of jobs (including setting their grading) and appointment of senior staff.

The overall budget for the LHD is determined by the Minister for Health on advice from the Ministry of Health. Expenditure authorisation is unlimited within the approved budget and subject to fiscal, accounting, governance and other conditions established by Government and any conditions determined under the governance arrangements with the Board. The approval and budget for major capital projects is also determined by the Government.

Significant proposed changes to health services within an LHD must be notified to the Secretary, NSW Health.

Conditions of employment of health service personnel are determined by relevant industrial instruments or by Ministry of Health policies and determinations.

Reporting line

The Chief Executive is accountable to the Board for giving effect to the annual LHD Service Agreement, effective planning for the LHD, maintaining effective clinical governance processes and systems within the LHD, meeting the LHD's public reporting requirements, providing effective consultative mechanisms in relation to LHD activities and decisions, disseminating information and responding to inquiries about LHD activities and issues of public interest or importance.

The Chief Executive is accountable to the Minister and Secretary, for the CE's role, with the Board, in the governance of the LHD and for ensuring an effective contribution by the LHD to the NSW public health system.

As a member of the NSW Health Executive Service in the service of the Crown, the Chief Executive is accountable to the Secretary for the proper exercise of functions delegated by the Secretary including the effective management of employees of the NSW Health Service and the provision of safe, fair and mutually respectful workplaces within the LHD.

Direct reports

10

Indirect (approx. 11,500 FTE)

Budget/Expenditure

\$2.4B

Essential requirements

- Strong record of achievement in management at executive level in a significant and geographically dispersed organisation delivering health, human capital or other complex services.
- Demonstrated knowledge of the health sector, in particular administration of the public health system.
- Tertiary qualification in a relevant discipline or equivalent relevant experience





Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

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

NSW Public Sector Capability Framework

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

Focus capabilities

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

NSW Public Sector Capability Framework

Group and Capability Level	Behavioural Indicators
Personal Attributes Highly Advanced Display Resilience and Courage	<ul style="list-style-type: none"> • Create a culture which encourages and supports openness, persistence and genuine debate around critical issues • Provide clear exposition and argument for agreed positions while remaining open to valid suggestions for change • Raise critical issues and make tough decisions • Respond to significant, complex and novel challenges with a high level of resilience and persistence

Group and Capability Level

Behavioural Indicators

		<ul style="list-style-type: none"> Consistently use a range of strategies to remain composed and calm and act as a stabilising influence even in the most challenging situations
Personal Attributes Act with Integrity	Highly Advanced	<ul style="list-style-type: none"> Champion and model the highest standards of ethical and professional behaviour Drive a culture of integrity and professionalism within the organisation, and in dealings across-government, and with other jurisdictions and external organisations Set, communicate and evaluate ethical practices, standards and systems and reinforce their use Create and promote a culture in which staff feel able to report apparent breaches of legislation, policies and guidelines and act promptly and visibly in response to such reports Act promptly and visibly to prevent and respond to unethical behaviour
Relationships Communicate Effectively	Highly Advanced	<ul style="list-style-type: none"> Articulate complex concepts and put forward compelling arguments and rationales to all levels and types of audiences Speak in a highly articulate and influential manner State the facts and explain their implications for the organisation and key stakeholders Promote the organisation's position with authority and credibility across government, other jurisdictions and external organisations Anticipate and address key areas of interest for the audience and adapt style under pressure
Relationships Work Collaboratively	Highly Advanced	<ul style="list-style-type: none"> Establish a culture and supporting systems that facilitate information sharing, communication and learning across the sector Publicly celebrate the successful outcomes of collaboration Seek out and facilitate opportunities to engage and collaborate with stakeholders to develop solutions across the organisation, government and other jurisdictions Identify and overcome barriers to collaboration with internal and external stakeholders
Results Deliver Results	Highly Advanced	<ul style="list-style-type: none"> Use own professional knowledge and the expertise of others to drive forward organisational and government objectives Create a culture of achievement, fostering on-time and on-budget quality outcomes in the organisation Identify, recognise and celebrate success Establish systems to ensure all staff are able to identify direct connections between their efforts and organisational outcomes

Group and Capability Level

Behavioural Indicators

		<ul style="list-style-type: none"> Identify and remove potential barriers or hurdles to achieving outcomes Initiate and communicate high-level priorities for the organisation to achieve government outcomes
Results Think and Solve Problems	Highly Advanced	<ul style="list-style-type: none"> Establish and promote a culture that encourages innovation and initiative and emphasises the value of continuous improvement Engage in high-level critical analysis of a wide range of complex information and formulate effective responses to critical policy issues Identify and evaluate organisation-wide implications when considering proposed solutions to issues Apply lateral thinking and develop innovative solutions that have long-lasting, organisation-wide impact Ensure effective governance systems are in place to guarantee quality analysis, research and reform
Results Demonstrate Accountability	Highly Advanced	<ul style="list-style-type: none"> Direct the development of effective systems for establishing and measuring accountabilities and evaluate ongoing effectiveness Promote a culture of accountability with clear links to government goals Set standards and exercise due diligence to ensure work health and safety risks are addressed Inspire a culture that respects the obligation to manage public monies and other resources responsibly and with the highest standards of probity Ensure that legislative and regulatory frameworks are applied consistently and effectively across the organisation Direct the development of short-and long-term risk management frameworks to ensure government aims and objectives are achieved
Business Enablers Finance	Highly Advanced	<ul style="list-style-type: none"> Advocate for committed outcomes to be considered in decision making for project prioritisation and resourcing decisions Define organisational directions and set priorities and business plans, referring to key financial indicators and non-financial committed outcomes Anticipate operational and capital needs, and identify the most appropriate financing and funding strategies to meet them Ensure that the organisation informs strategic decisions with appropriate advice from finance and risk professionals Establish effective governance to ensure that financial resources are used ethically and prudently across the organisation

Group and Capability Level

Behavioural Indicators

People Management Manage and Develop People	Highly Advanced	<ul style="list-style-type: none"> • Ensure performance development frameworks are in place to manage staff performance, drive the development of organisational capability and undertake succession planning • Drive executive capability development and ensure effective succession management practices • Implement effective approaches to identify and develop talent across the organisation • Model and encourage a culture of continuous learning and leadership that values high levels of constructive feedback, and exposure to new experiences • Drive a culture of high performance and ensure performance issues are addressed as a priority
People Management Inspire Direction and Purpose	Highly Advanced	<ul style="list-style-type: none"> • Champion the organisational vision and strategy, and communicate the way forward • Create a culture of confidence and trust in the future direction • Generate enthusiasm and commitment to goals and cascade understanding throughout the organisation • Communicate the parameters and expectations surrounding organisational strategies • Celebrate organisational success and high performance, and engage in activities to maintain morale

Useful Links and Contact Information

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

South Eastern Sydney LHD

- <https://www.seslhd.health.nsw.gov.au/>
- <https://www.seslhd.health.nsw.gov.au/services-clinics/directory/about-us>
- <https://www.seslhd.health.nsw.gov.au/news>
- <https://www.seslhd.health.nsw.gov.au/about-us/seslhd-governance>
- <https://www.seslhd.health.nsw.gov.au/contact-information>
- <https://rhip.org.au/>



The Application and Selection Process



Rob Macmillan – Partner Health, Derwent

Rob is a Partner in our health 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.

He 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.

He balances a busy work life with his young family and his passion for competitive yacht racing, having competed in five recent Sydney to Hobart yacht races.

Rob graduated from Warwick University in the UK with a BA (Hons) Politics and International Relations.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to manage inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Salary Package

This is an ongoing, full time, Band 3, Health Service Senior Executive (HSSE) role. An attractive remuneration package within the range of **\$426,496 - \$474,701** per annum, with annual performance reviews, will be negotiated with the successful applicant.

Location

The person appointed will spend time across the district. The district headquarters are located at the Sydney Hospital and Sydney Eye Hospital, 8 Macquarie Street, Sydney and this will be one of the key locations of the role.

To Apply

To apply, please go to <https://www.derwentsearch.com.au/job-results#OurOpportunities> and submit your application. You are requested to submit your CV and a covering letter, including a short statement (no more than two pages) in response to the two targeted questions below:

- Describe a recent executive role where you led a major health service transformation. What were the primary challenges you encountered, and how did you define and measure success throughout the process?
- Describe your approach to stakeholder management when dealing with conflicting viewpoints. Share an example of how you successfully brought together opposing stakeholders to reach an agreed solution.

If you have any questions about this opportunity, please contact Rob Macmillan, Partner Health, Derwent Search at healthservices@derwentsearch.com.au or call on 0421 593 535.

Reference checks, pre-employment verification and background checks

For candidates in final consideration, at least two referees will be contacted with permission before a formal written offer is made. Any written references provided will also be checked and additional referees may be sought to further understand a candidate's merits for the role. Additionally, any offer will be subject to some or all of the following checks: Academic Qualification Check; Professional Membership Check; Criminal History and Working with Children Check.

Timeline

- Interviews with Derwent will take place late August / early September.
- Interviews with the SESLHD Board will take place mid September
- Offer and acceptance anticipated late September

Closing date for applications: 2nd September

Thank you for your interest in South Eastern Sydney Local Health District