

Candidate Information Pack

South Eastern Sydney Local Health District
Director, Clinical Governance and Medical Services
August 2026

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The Advertisement

South Eastern Sydney Local Health District (SESLHD) is one of the most complex and dynamic health organisations in Australia. Serving nearly one million residents across 468 square kilometres, from Sydney's CBD to the Royal National Park, SESLHD operates nine hospitals and a broad range of community health services, with an annual budget of \$2.4 billion and approximately 11,500 staff. SESLHD is distinguished by its deep commitment to research and innovation, with partnerships developed locally, nationally and internationally to advance patient outcomes and clinical excellence.

Following the planned retirement of the current Director, Clinical Governance and Medical Services, SESLHD is seeking an outstanding successor to step into this significant executive role. This is a genuine opportunity to shape the future of medical services and clinical governance across one of NSW's most respected and high-performing health districts.

The Opportunity

Reporting to the Chief Executive, the Director, Clinical Governance and Medical Services will hold primary responsibility for strategic and professional leadership of the clinical governance and medical services portfolio across SESLHD. As a key member of the executive team, the Director will work collaboratively with clinical staff, executives, and managers to strengthen clinician involvement in decision-making, drive service improvement, and integrate patient care and innovation across the organisation.

Key responsibilities include:

- Providing strategic and high-level operational advice to the Chief Executive and Board on clinical and professional standards, models of care, and evidence-based practice.
- Leading the governance of medical services across SESLHD, including structure, credentialing, scope of practice, and policy development.
- Providing direction and expertise across the clinical governance function, including quality, accreditation, incident management and patient safety.
- Providing expert advice on all medical workforce matters, including professional development, planning and strategy.
- Managing and advocating for patient safety and clinical quality to foster a culture of continuous improvement.
- Encouraging the engagement of medical directors and medical staff, building a culture of peer leadership, collaboration and professional excellence.
- Developing and maintaining strategic partnerships with the NSW Ministry of Health, NSW Health Pillars, academic institutions, and professional associations.
- Overseeing disaster management functions and ensuring financial accountability within the portfolio.

The Person

We are seeking an experienced medical leader who has ideally held an EDMS / DMS / CMO or related leadership role within a comparable health service and who has a track record of leading and driving successful transformation. The person will ideally hold RACMA Fellowship. Critical to the person's success will be their proven track record of leading medical workforce and clinical governance teams and initiatives within a complex hospital or health service. The person will demonstrate strong communication and engagement skills and a track record of successfully forging powerful relationships with medical staff, the executive team and the broader clinical community. Experience gained in Australian or New Zealand public health services is most likely, and we also welcome applications from returning Australian expatriates currently working in comparable roles overseas.

About South Eastern Sydney Local Health District

Welcome to the South Eastern Sydney Local Health District.

South Eastern Sydney Local Health District (SESLHD) is one of the largest local health districts in Australia, covering a geographical area of 468 square kilometres from Sydney's central business district, the beaches from Bondi to Cronulla and down to the Royal National Park. The organisation delivers health care to around 930,000 residents across the local government areas of Woollahra, Waverley, Randwick, Bayside, Georges River and the Sutherland Shire. SESLHD also provides a key role in helping residents of Lord Howe Island.

The Randwick campus forms the centrepiece of the Randwick Health and Innovation Precinct, co-located with UNSW Sydney, fostering deep research, education, and clinical training partnerships.

SESLHD has an annual budget of \$2.4bn and employs approx. 11,500 staff FTE.

The organisation manages nine hospitals including:

- Prince of Wales Hospital and Community Health Services (Randwick)
- Royal Hospital for Women (Randwick)
- Sydney/Sydney Eye Hospital (Macquarie Street)
- St George Hospital and Community Health Services (Kogarah)
- Sutherland Hospital and Community Health Services (Caringbah)
- Garrawarra Centre (Waterfall)
- Gower Wilson Memorial Hospital (Lord Howe Island).
- Uniting War Memorial (Waverley)
- Calvary Health Care (Kogarah)

SESLHD staff also deliver high quality health care across a variety of community-based services ranging from pre-birth to palliative care. SESLHD is home to a diverse population which is set to increase to 980,000 by 2028. In the community, 30% of people are from non-English speaking backgrounds, 37% have long-term health conditions and 8720 identify as being Aboriginal.

At the heart of everything they do are the NSW CORE values: Collaboration, Openness, Respect, Empowerment.



SESLHD Chief Executive and Direct Reports



Leisa Rathborne
Chief Executive



Jennie Barry
Acting Executive Director,
Operations



Emma Clarke
Director, Strategy, Innovation
and Digital Health



Claire O'Connor
Director, Allied Health



Professor Georgina Hold
Director, Research



Tracy-Lee Varga
Acting Director, People and
Culture



Kate Hackett
Director, Nursing and
Midwifery Services



Vacancy
Director, Clinical Governance
and Medical Services



Skye Parsons
Director, Aboriginal Health



Angela Davey
Acting Director, Finance

POSITION DESCRIPTION

Director, Clinical Governance and Medical Services



South Eastern Sydney
Local Health District

Our CORE values: Collaboration Openness Respect Empowerment

Our Vision: Exceptional care, healthier lives.



Our Purpose: To enable our community to be healthy and well; and to provide the best possible compassionate care when people need it.

Organisation	NSW Health
Local Health District / Agency	South Eastern Sydney Local Health District
Position Classification	Staff Specialist
State Award	Staff Specialists (State) Award
Category	Management Executive Director (M)
Vaccination Category	Category B
ANZSCO Code	134211 Medical Administrator
Website	www.seslhd.health.nsw.gov.au/

PRIMARY PURPOSE

The vision for South Eastern Sydney Local Health District (SESLHD) is '**exceptional care, healthier lives**'. SESLHD is committed to enabling our community to be healthy and well, and to providing the best possible compassionate care when people need it.

The Director, Clinical Governance and Medical Services, has primary responsibility for strategic and professional leadership of the clinical governance and medical services portfolio across South Eastern Sydney Local Health District. The position will work with clinical staff, executives and managers to strengthen clinician involvement in decision-making, strategic service delivery and clinical practice improvement.

The Director, Clinical Governance and Medical Services, plays a key leadership role in the integration of patient care, clinical governance and innovation across the organisation.

As a member of the SESLHD executive team, the Director, Clinical Governance and Medical Services, will work collaboratively with other members of the executive team to lead, monitor, evaluate and improve patient care and service delivery, to achieve the strategic and operational objectives of SESLHD.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.



POSITION DESCRIPTION

Director, Clinical Governance and Medical Services



South Eastern Sydney
Local Health District

ESSENTIAL CRITERIA

- All staff are required to complete and submit a Pre-employment Health Declaration Form
- Dependent on position applied for you will need to complete/provide a Working with Children Check (WWCC), National Police Check (NPC) and/or Aged Care Check.
- As a leader you are expected to actively support and demonstrate your commitment to the organisation's safety management system; to establish and maintain a positive health and safety culture; to consult with workers and others when making decisions that may impact upon the health, safety and wellbeing of those in the workplace; acquire and keep up-to-date knowledge of work health and safety matters; ensure that all workers understand their health and safety obligations and are sufficiently trained in health and safety policy and procedures; report any safety incidents, injury, hazards, risks, concerns or unsafe behaviour in the SESLHD IMS+ safety reporting system within 24 hours, and take appropriate actions to eliminate or minimise related risk to as low as reasonably practicable.

KEY ACCOUNTABILITIES

- Provide strategic and high-level operational advice to the Chief Executive and the Board on matters relating to clinical and professional standards, evidence-based practice, medical services, and models of care.
- Develop and maintain strategic partnerships and relationships with external stakeholders, including the NSW Ministry of Health, NSW Health Pillars, academic and professional associations and other agencies, contributing to shared objectives on behalf of SESLHD.
- Lead the governance of medical services across the organisation, including structure, credentialing and scope of practice, and development of policies and procedures.
- Provide high level expert advice on all medical workforce matters, including workforce professional development and professional competency, medical workforce planning and strategy.
- Provide direction and expertise on the organisation's clinical governance function, including quality, accreditation, incident management and patient safety programs.
- Lead, direct and oversee the initiatives, activities and performance of District disaster management functions.
- Manage and advocate for patient safety and clinical quality across SESLHD to foster a culture of continuing improvement to provide safe and optimal care for patients.
- Encourage engagement of medical directors and medical staff, providing peer leadership and encouraging collaboration and professional development across the organisation.
- Provide professional leadership and support to facility/service Directors of Medical Services or equivalent.
- Provide oversight to design and implementation of medical services governance and structures across the organisation, including clinician engagement and linkages between clinical councils, medical staff councils and other appropriate bodies.
- Facilitate local engagement with associated government and non-government health services in relation to clinical governance and patient safety including Primary Health Networks.
- Develop and implement functional and operational business plans for the organisation in alignment with State and local strategic plans and priorities.
- Ensure financial responsibility and accountability within the Clinical Governance and Medical Services portfolio; and develop and implement financial strategies that will ensure financial targets and key performance indicators are met.
- Provide strategic and operational advice to the Chief Executive related to the functional areas of accountability.
- Role model and lead a culture of excellence based on the organisation's values to ensure the organisation delivers patient/client focused service in an adaptive, responsive and performance oriented manner.



POSITION DESCRIPTION

Director, Clinical Governance and Medical Services



South Eastern Sydney
Local Health District

KEY CHALLENGES

- **Challenges:**
 - Achieving service objectives in accordance with business and service plans, and the Service Agreement with the Ministry of Health.
 - Providing leadership in the context of a changing health environment.
 - Fostering the academic and clinical profile of the organisation, and aligning this with service and facility development.
 - Engaging and enhancing clinician leadership and involvement in LHD decision-making and development of medical workforce culture.
- **Decision-Making:**
 - The Director has day-to-day autonomy in directing and managing the Directorate, deploying its resources within the overall operational budget allocation and managing policy direction for relevant matters within the Directorate.
 - Decisions outside the delegation for the position are referred to the Chief Executive.
- **Communication:**
 - The Director, Clinical Governance and Medical Services, communicates regularly with a range of individuals and groups across SESLHD, including the executive team, senior managers and clinical leaders.
 - The Director, Clinical Governance and Medical Services, has a key role in communicating and maintaining relationships with key external stakeholders, including the Ministry of Health, NSW Health Pillars, and university and other academic institutions.

KEY RELATIONSHIPS

Who	Why
Chief Executive	Provide accurate and timely information, reports and recommendations related to functional areas of accountability.
Executive Team	Liaise with all members of the Executive Team regarding strategy, planning, workforce and culture, innovation, research, quality and safety, and resources that support person centred service delivery and corporate functions to ensure the effective and timely implementation of plans and strategies.
Clinical Leaders	Work in partnership with lead clinician groups including clinical councils and medical staff councils to enable greater devolved clinical decision making, and to strengthen the communication between management and clinicians.
NSW Ministry of Health, NSW Health Pillars and Health Support Services	Liaise on a regular basis with Senior Executive and Directors to ensure the alignment of SESLHD functions within government objectives. Work co-operatively with these agencies to ensure mutual support for assessments, innovation and activities.
Industrial and Professional Associations	Works co-operatively with these agencies to foster mutual support for respective responsibilities in the continuing delivery of effective services.

POSITION DESCRIPTION

Director, Clinical Governance and Medical Services



South Eastern Sydney
Local Health District

SELECTION CRITERIA

All applications must include a demonstration of your ability to meet each of the selection criteria in order to progress through the recruitment process.

1. Registration or eligible for registration with Medical Board of Australia (AHPRA). Candidate to provide AHPRA registration number on application. Fellowship of the Royal Australasian College of Medical Administrators or other specialist recognition as provided for in the Staff Specialists (State) Award and demonstrated significant experience in a senior medical administration role.
2. Demonstrated high level communication, interpersonal and negotiation skills.
3. Demonstrated highly developed conceptual, analytical, problem solving and strategic planning skills.
4. Demonstrated understanding of the principles of clinical service delivery, including legislative and regulatory requirements, and the principles of clinical governance and clinical practice improvement.
5. Demonstrated experience in driving a culture of professional medical administration and governance, inclusive of issues relating to medical workforce, medical professional practice, clinical governance, clinical ethics, clinical teaching and clinical leadership.
6. Demonstrated ability to develop and maintain effective and collaborative relationships with clinicians, managers and other stakeholders.
7. Demonstrated expertise in clinical leadership, including coaching, mentoring and training skills to support a range of change management initiatives.
8. Willingness to travel in accordance with the demands of the role.

OTHER REQUIREMENTS

- Act as an appropriate and effective role model and promote a culture and supporting practices that reflect the organisational values through demonstrated behaviours and interactions with patients/clients/employees
- Recruit, coach, mentor, and performance develop staff, to develop the capabilities of the team to undertake changing roles, responsibilities and to provide for succession within the unit
- Manage delegated financial responsibilities, through the development and maintenance of appropriate strategies and effective allocation of resources, to ensure optimal health outcomes are managed within budget

South Eastern Sydney Local Health District Chief Executive and Direct Reports

June 2026



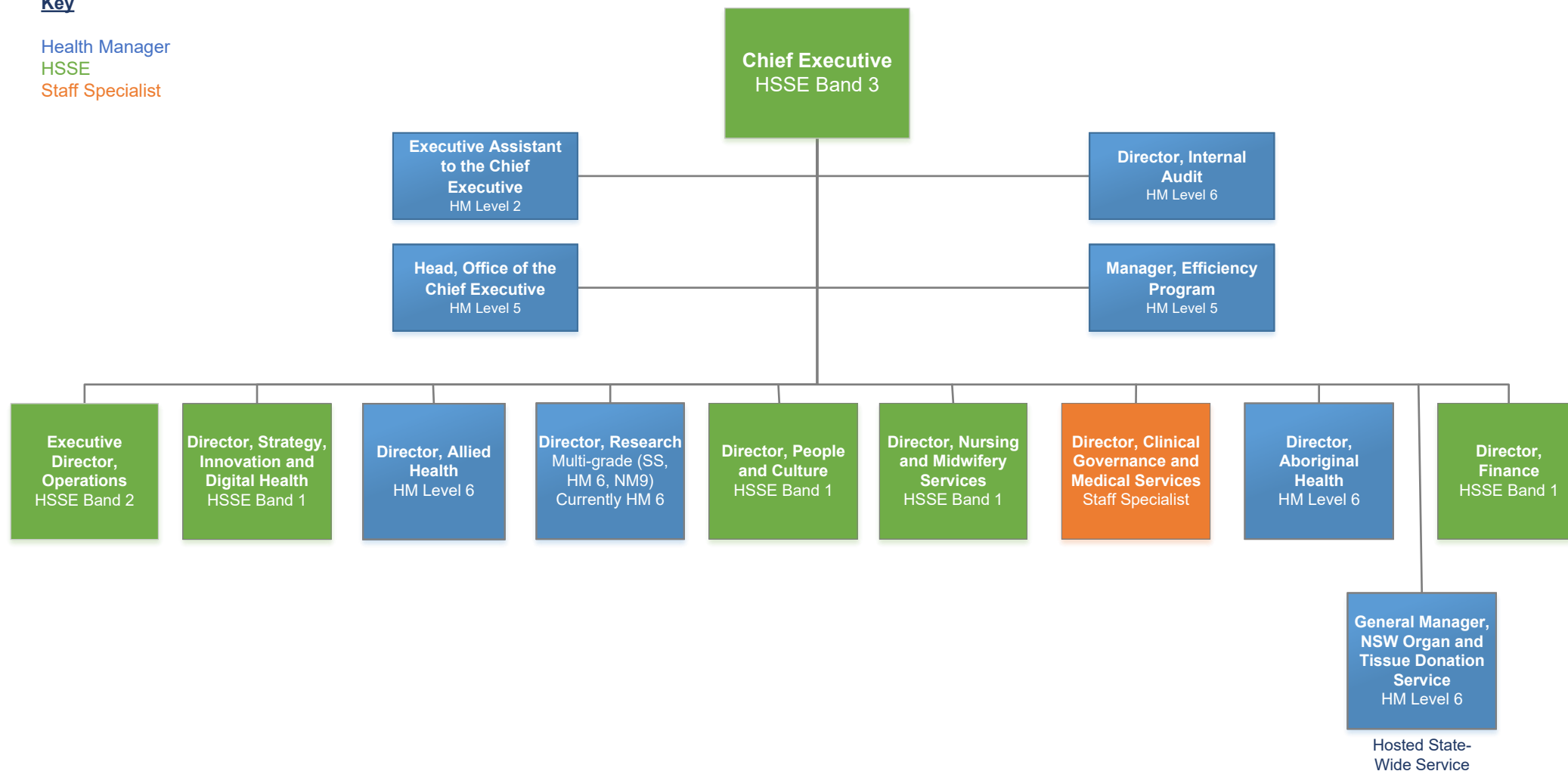
Health
South Eastern Sydney
Local Health District

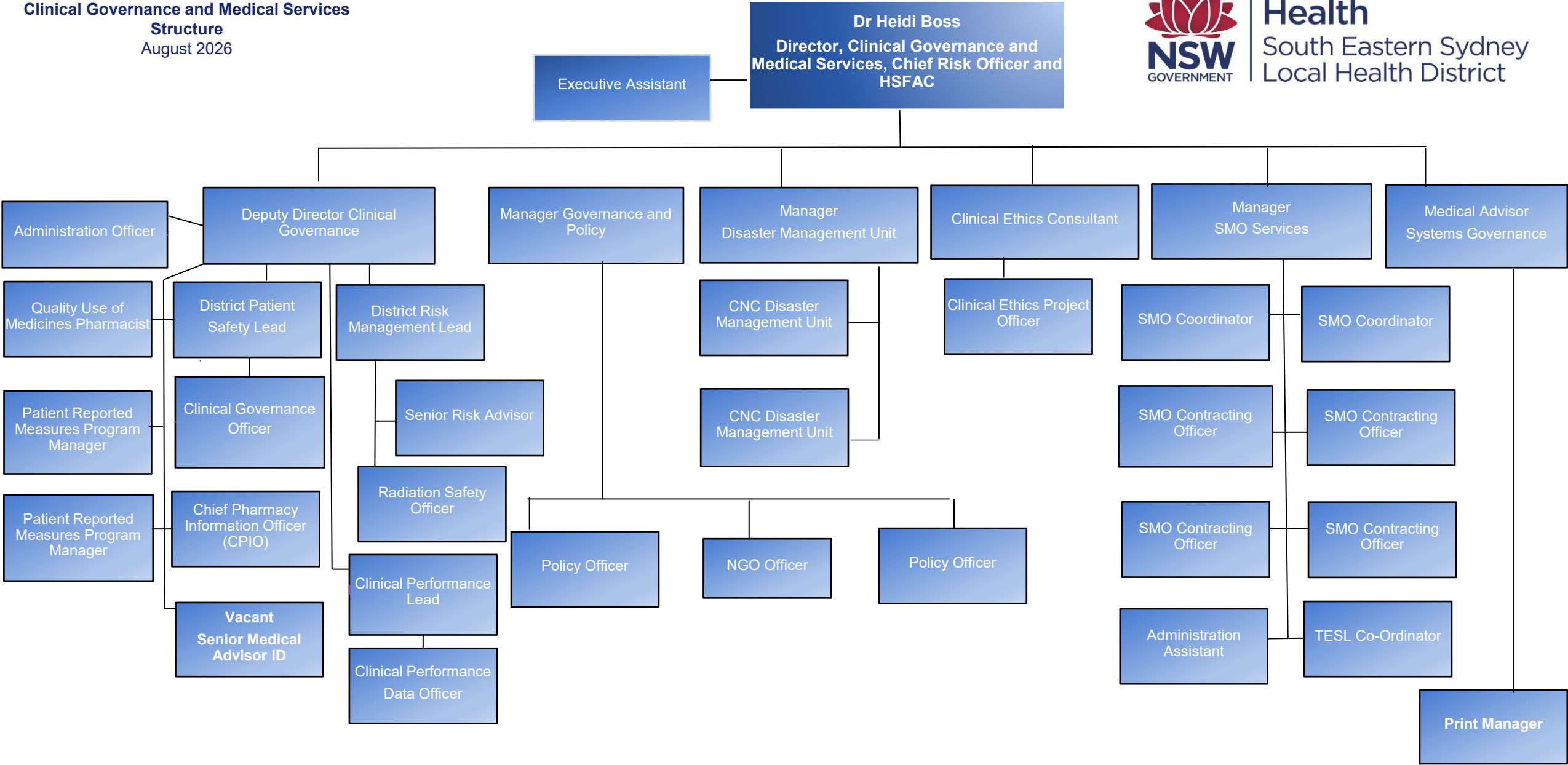
Key

Health Manager

HSSE

Staff Specialist





Useful Links and Contact Information

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

South Eastern Sydney Local Health District - Links

- <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/about-us/annual-reports>
- <https://rhip.org.au/about>
- <https://www.seslhd.health.nsw.gov.au/services-clinics/directory/research-home>
- <https://www.seslhd.health.nsw.gov.au/services-clinics/directory/strategy-innovation-and-improvement-0>
- <https://www.seslhd.health.nsw.gov.au/get-involved-1>
- <https://www.seslhd.health.nsw.gov.au/policies-and-publications>
- <https://www.seslhd.health.nsw.gov.au/information-for-health-professionals>
- <https://www.seslhd.health.nsw.gov.au/services-clinics>
- <https://www.seslhd.health.nsw.gov.au/contact-information>



The Application and Selection Process



Rob Macmillan – Partner Health, Derwent

Rob is a Partner in our health practice and works with not for profit, public 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.

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.

Location

The person appointed will spend time across the District and there is flexibility within Sydney therefore on where the person will be based or choose to live.

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:

- Please describe an example in which you led a significant transformation across a complex medical workforce setting. What were the key challenges and how did you define and measure success?
- Describe a recent example which demonstrates how you coach your team, build capability and elevate the performance of the team, sharing what elements of your management style helped you achieve this?

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 early September.
- Interviews with SESLHD will take place in late September.
- Offer and acceptance anticipated late September / early October.

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.

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