

Candidate Information Pack

Western Sydney Local Health District
General Manager – Westmead Hospital
September 2026

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The Advertisement

General Manager, Westmead Hospital

Western Sydney Local Health District, NSW Health

Lead one of Australia's largest tertiary hospitals, partnering with the nation's leading research and academic institutions.

About Westmead Hospital

Western Sydney Local Health District delivers comprehensive healthcare to over a million people across one of Australia's most vibrant and diverse communities. Covering 780 square km and operating more than 70 sites, including Westmead, Auburn, Cumberland, Blacktown and Mount Druitt hospitals, we are leaders in clinical services, research and education.

Westmead Hospital is the principal tertiary referral hospital for Western Sydney, nationally and internationally recognised for its comprehensive, specialised clinical services. As a core member of the Westmead Health and Education Precinct, we partner closely with The Children's Hospital at Westmead, Universities and Medical Research Institutes. Westmead Hospital and its partners are committed to creating one of the largest health, education, research and training precincts in Australia, with truly global reach.

With a \$1.2bn budget and 6,500 dedicated staff, Westmead Hospital is now seeking an exceptional General Manager (GM) to build upon extensive foundational work and shape the hospital's bold future.

About the Role

Reporting to the newly appointed Chief Executive, Alison Zecchin, the GM will:

- Lead and direct clinical service delivery and high-quality patient care, ensuring Westmead Hospital consistently meets performance KPIs;
- Foster a culture of innovation, quality improvement and patient safety which delivers world class clinical services for patients, families and the broader community;
- Inspire and unite diverse teams, provide leadership across 12+ direct reports and 6,500 staff, cultivating teamwork, performance, respect and a collaborative culture that attracts and retains exceptional talent;
- Lead diverse stakeholder relationships, ensure effective consultation, performance feedback and collaboration with senior clinicians, academics, scientists, support staff, NSW Ministry of Health and other key stakeholders;
- Ensure robust governance, maintain effective clinical governance frameworks that meet patient safety and quality performance requirements while operating within budget parameters.

About You

You're a visionary leader who thrives on complexity. With proven success leading large scale health services, you bring the strategic insight and executive presence needed to lead one of Australia's most significant tertiary hospitals.

You're a natural relationship builder who excels at managing diverse stakeholders from clinicians, researchers and community partners. You possess exceptional communication skills and the ability to engage diverse teams behind a shared vision.

You demonstrate strong financial acumen and excellent governance capabilities. You are passionate about healthcare's transformative impact on communities. Most importantly, you understand that great healthcare organisations are built on collaboration, innovation and an unwavering focus on patient-centred care. You're ready to step into this complex, high-profile role and truly impact the communities of Western Sydney.

This is a rare opportunity to lead a world class tertiary hospital during an exciting period of growth and transformation, partnering with some of Australia's most prestigious research and academic institutions.



About Western Sydney Local Health District

Western Sydney Local Health District (WSLHD) is a leader in clinical services, research and education and provides a diverse range of public healthcare to more than 1,050,000 residents in Sydney's west.

WSLHD is responsible for delivering and managing \$2.5 billion in public healthcare across more than 120 suburbs in Blacktown, The Hills Shire, Cumberland and Parramatta local government areas (LGAs).

At WSLHD, we are proud to employ close to 14,000 people who work across more than 70 sites, including Westmead, Auburn, Cumberland, Blacktown and Mount Druitt hospitals, as well as a wide network of integrated care and community-based services.

Our people are what make us strong, and they're at the heart of delivering high-quality care, every day.

Our Residents

Western Sydney Local Health District is home to one of the most diverse populations, socially, culturally and economically. Of the 1,052,990 residents who call our District home, almost half (49.9 per cent) were born overseas, reflecting a rich tapestry of cultures and traditions.

Our community also includes 16,531 Aboriginal residents, further enriching the unique cultural identity of the region. With residents originating from around 200 countries, and more than half of the community speaking languages other than English at home, it highlights both the vibrancy of our community as well as the critical need to address language barriers to ensure equitable access to healthcare and support services.

Additionally, many postcodes within our LGAs rank high on the socio-economic disadvantage scale, with higher rates of homelessness and a lower percentage of people with access to private health insurance, contributing to further challenges across our District.

Recognising this diversity, we are committed to delivering inclusive and culturally sensitive healthcare. Our services are tailored to meet the unique needs of our community, including addressing language barriers and supporting those with complex health needs.

Through community partnerships, multilingual resources, and culturally competent care, we work to ensure that everyone has equitable access to safe, quality healthcare.

Social and Health Atlas

The Social and Health Atlas provides comprehensive health and socio-demographic data on the residents of WSLHD.



Our Health Services

WSLHD has embarked on multimillion dollar redevelopments, and is investing in innovation, research and education as we forge new frontiers in healthcare delivery.

Community and population based services play a critical role in the provision of healthcare in Sydney's west.

Our hospitals:

- Auburn
- Blacktown
- Cumberland – future relocation to a new facility on Westmead Precinct
- Mount Druitt
- Westmead
- Future Rouse Hill Hospital

Our Community Health Centres:

- Auburn
- Blacktown
- Doonside
- Merrylands
- Mount Druitt
- Parramatta
- The Hills

NSW Local Health Districts



Western Sydney Local Health District



About Westmead Hospital

Westmead Hospital is a specialised tertiary referral hospital for the western metropolitan area and a major teaching hospital of the University of Sydney for medical and dental students. Westmead is one of Australia's largest centres for postgraduate training to specialist level in all fields.

Patients come to Westmead Hospital for specialty services such as:

- major trauma
- bone marrow transplant
- renal transplant
- pancreas (islet) cell transplant
- neurosurgery
- interventional neuroradiology
- the Westmead Centre for Oral Health
- radiation oncology
- cardiology interventional services
- cardiothoracic surgery
- advanced gastroenterology
- the Adult Eating Disorders Service
- deep brain stimulation
- the Complex Epilepsy Service
- complex dermatology
- neonatal intensive care
- a cystic fibrosis service for adults
- the NSW Huntington Disease Service.

Westmead Hospital is a member of the Westmead Health and Education Super Precinct, with close relationships to The Children's Hospital at Westmead, the University of Sydney, the Westmead Institute for Medical Research, and the Children's Medical Research Institute.

Currently undergoing a multimillion dollar rebuilding program, Westmead Hospital with its partners will be one of the largest health, education, research and training precincts in Australia.



Role Description

General Manager, Westmead Hospital

Cluster	NSW Health
Agency	Ministry of Health
Division/Branch/Unit	Western Sydney Local Health District
Role number	52163
Classification/Grade/Band	HSSE Band 2
Senior executive work level standards	Work Contribution Stream: Professional/Technical/Specialist
ANZSCO Code	132111
PCAT Code	2331112
Date of Approval	March 2022 (Reviewed August 2026)
Agency Website	http://www.health.nsw.gov.au and http://www.wslhd.health.nsw.gov.au

Agency overview

For more information go to <http://www.wslhd.health.nsw.gov.au> and <http://www.health.nsw.gov.au>

Primary purpose of the role

The General Manager, Westmead Hospital, Western Sydney Local Health District (WSLHD) is a senior facility operational manager accountable for the management performance of Westmead hospital. The role assumes performance accountability for clinical operations as outlined in the annual WSLHD Service Agreement with the NSW Ministry of Health (MOH).

As a senior position within WSLHD, the General Manager provides significant input into the development and oversight of facility and District strategic and business plans, policy development, business and clinical service strategies and relationship management.

Key accountabilities

- Leads and directs clinical service delivery and high-quality patient care, ensuring Westmead Hospital meets the KPIs as determined by the annual SLA between WSLHD and MOH.
- Determine operational priorities and set service delivery goals, standards and performance measures to ensure expectations are clear and that service delivery strategies meet WSLHD objectives.
- Effectively support planning and growth of the research program for Westmead Hospital.
- Provide leadership, management and supervision of operations design and performance accountability to meet service level agreement targets, whilst maintaining expenditure within the budgeted allocation provided.
- Lead and develop a culture of teamwork and respect including implementation of local plans to address the results of the Premiers Department Survey (PMES) and other related workforce surveys.

- Lead and facilitate a strong culture of quality improvement and innovation, focusing on patient safety, harm minimisation and whole of system improvements in patient safety and clinical pathways of care, in collaboration with staff, patients, family and carers, and establish effective community consultation programs to involve patients, carers and local residents in initiatives to improve the clinical services.
- Accountable for and ensuring effective consultation, performance feedback and collaboration with senior clinicians, academics, scientists and support staff, to ensure effective clinical governance of the services to meet relevant patient safety and quality performance requirements, and participate in and contribute to initiatives of the NSW Ministry of Health and other entities, including the NSW Health Pillar Organisations with the aim of facilitating the successful performance and development of the district.
- Act as the Executive sponsor with district-wide responsibility as determined by the Chief Executive for the service reform and delivery while ensuring the program exceeds stated expectations.

Key challenges

- Ensuring local community involvement in decision making and enhance clinician involvement in planning and service delivery.
- Maintaining a focus on the patient/client as the centre of care delivery in developing strategies to meet conflicting priorities.
- Maintaining performance levels across a diverse range of clinical operations services where there is a limited availability of additional financial and other resources.

Key relationships

Who	Why
Internal	
Chief Executive	• Overall accountability for strategic, operational, and high quality and safe services to the communities of Western Sydney, including the delivery of research and innovation within Westmead Hospital workforce.
Executive Director, Operations WSLHD	• Provide authoritative and expert advice on operations matters and recommendations which influence planning and decision making. • Establish funding and resourcing that are consistent with operational needs, strategic plans and priorities. • Communicate information related to performance against budgets and Ministry of Health service level agreement measures.
Other LHD Executive Staff	• Build relationships and provide expert stakeholder engagement advice to influence decisions, support initiatives, and communicate the performance of Westmead Hospital on current and emerging future issues. • Evaluate internal stakeholder satisfaction with the quality of advice, programs and initiatives related to client engagement.
Other Directors/Managers	• Establish effective networks with Directors/Managers at WSLHD to enable performance benchmarking, monitor trends, and collaborate on common responses to emerging and future issues
WSLHD Corporate Communications Unit	• Manage media requests and coordinate media issues relating to clinical services
Direct Reports	• Lead, guide and support

Who	Why
	Set performance expectations and manage team performance and development
External	
NSW Ministry of Health, Other LHDs and NSW Health Pillars	Establish effective networks with operational directors across NSW to enable performance benchmarking, monitor trends and collaborate on common responses to emerging and future issues.
Other NSW Government Agencies	- Foster collaborative relationships and partnerships with other NSW Government agencies to advance mutual interests. - Establish effective networks to enable performance benchmarking, monitor industry trends, maintain currency, and collaborate on common responses to emerging and future issues.
Community/Client Stakeholders	Facilitate relationships with key client/community stakeholders to ensure that programs and services meet current and evolving needs and expected service delivery standards.

Role dimensions

Decision making

The General Manager has operational accountability and line management responsibility for the safe and effective delivery of high-quality clinical services delivered by and on behalf of Westmead Hospital and will have significant autonomy to direct and manage the clinical operations of Westmead Hospital. Decisions related to resource deployment outside of the operational budget allocation are referred to the Chief Executive.

In consultation with WSLHD executives, the General Manager will determine organisation-wide strategic direction and prioritisation of implementation of strategic and operational plans and projects.

For clinical services, approve recurrent expenditure within allocated budgets and recommend the creation of positions within Award structures and allocated budgets under the WSLHD Delegations Manual and as determined by the Chief Executive from time to time.

Reporting line

The role reports to the Chief Executive Western Sydney Local Health District, with daily operational management and direction in consultation with the Executive Director Operations and broader General Management group.

Direct reports

Approximately 12 direct reports

Indirect reports

Total FTE for Westmead = 6500

Budget/Expenditure

Approximately \$1.2b per annum Net Cost of Services budget for Westmead.

Key knowledge and experience

- Demonstrated application of knowledge and expertise in health service delivery, across a diverse range of care sectors, advocating for positive change in a broad range of community and government forums.

Essential requirements

- Tertiary qualifications and/or proven experience at senior management level in a substantial and complex organisation engaged in clinical service delivery.

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

FOCUS CAPABILITIES			
Capability group/sets	Capability name	Behavioural indicators	Level
 Personal attributes	Personal Attributes Display Resilience and Courage	• Create an organisational culture that encourages and supports openness, persistence and genuine debate about issues • Clearly explain and support agreed positions while staying open to valid suggestions for changes • Raise critical issues, make difficult decisions with clarity and accountability • Respond to significant, complex and new challenges with a high level of resilience and persistence • Use a range of strategies to respond constructively and act as a stabilising influence even in the most challenging situations • Recognise the need for change and create an environment that welcomes continuous improvement and adaptability	Highly Advanced

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 Personal attributes	Personal Attributes Manage Self	- Model self-improvement and be proactive in seeking opportunities to learn, grow and apply new skills - Actively seek, reflect on and integrate feedback to improve your performance, showing a strong capacity and willingness to modify your behaviour - Manage challenging, ambiguous and complex issues in a professional way - Set an example of thought leadership by promoting new knowledge and practices for your organisation to adopt - Create and promote a culture of organisational achievement - Encourage diverse approaches to leadership that value collaboration, proactiveness and decisiveness	Highly Advanced
 Relationships	Relationships Commit to Customer Service	- Create an organisational culture that embraces high-quality customer service by listening to and valuing insights from customers and communities - Communicate and negotiate with stakeholders on strategic issues related to government policy, customer service standards and accessibility, and provide expert, influential advice - Ensure your organisation's strategic planning processes prioritise customer experience - Ensure management systems and processes support service delivery outcomes for diverse customers - Set overall performance standards for service delivery across your organisation and monitor compliance	Highly Advanced
 Relationships	Relationships Work Collaboratively	- Recognise when effective collaboration between teams leads to achieving outcomes - Communicate with others in your organisation and across government to improve information sharing and collaboration - Facilitate opportunities to collaborate with stakeholders to develop solutions together - Network widely across government and other organisations to increase opportunities to collaborate - Encourage others to use appropriate ways and tools to collaborate, including digital technology	Advanced

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 Results	Results	Encourage diverse cultural perspectives in developing strong team relationships	Highly Advanced
	Deliver Results	- Use your professional knowledge and the expertise of others to drive organisational and government objectives - Create a culture of achievement, fostering on-time and on-budget quality outcomes for the organisation - Identify and remove potential barriers to achieving outcomes - Establish systems to ensure all staff can identify direct connections between their work and your organisation's outcomes - Identify, recognise and celebrate success - Set and communicate high-level priorities for your organisation to achieve government outcomes	
 Results	Results	Establish and promote a data-literate culture that focuses on using reliable data to inform decisions, innovate and continuously improve	Highly Advanced
	Think and Solve Problems	- 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 - Think laterally to develop innovative solutions that have a long-lasting, organisation-wide impact - Ensure effective governance systems are in place to guarantee quality analysis, research and reform	
 Business enablers	Business Enablers	Apply a thorough understanding of recurrent and capital financial terminology, policies and processes for planning, forecasting, preparing and managing budgets	Advanced
	Finance	- Identify and analyse trends, review data and evaluate business options to ensure business cases are financially sound - Assess relative cost benefits of various purchasing options - Promote the role of sound financial management and its impact on organisational effectiveness - Get specialist financial advice when reviewing and evaluating finance systems and processes	

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 People management	People Management	Respond to financial and risk management audit outcomes, addressing areas of noncompliance in a timely manner	
	Manage and Develop People	- Refine roles and responsibilities over time to achieve better business outcomes - Recognise talent, develop team capability and succession plan - Coach and mentor staff and encourage professional development and continuous learning - Prioritise dealing with team and individual performance issues and ensure your organisation uses a consistent approach - Implement performance development frameworks to align workforce capability with your organisation's current and future priorities and objectives - Develop systems to promote cultural capability as a means of ensuring the cultural safety of all colleagues	Advanced
 People management	People Management	Develop and implement strategic and operational workforce planning practices and initiatives to achieve current and future business goals	Advanced
	Optimise Business Outcomes	- Remove any barriers to recruiting and retaining people with diverse cultures, backgrounds and experiences - Encourage staff to take calculated risks to support innovation, adaptability and continuous improvement - Align systems and processes to encourage improved performance and outcomes - Create a workplace culture that encourages people to learn from their mistakes and set an example by doing this yourself	

Complete Table of Capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: Complementary capabilities (those not in bold) listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

COMPLEMENTARY CAPABILITIES

Capability group/sets	Capability name	Description	Level
 Personal attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Highly Advanced
	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Advanced
	Manage Self	Be persistent, self-reflect and commit to learning	Highly Advanced
	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Advanced
 Relationships	Communicate Effectively	Communicate clearly, pay attention to others and respond with understanding and respect	Highly Advanced
	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Highly Advanced
	Work Collaboratively	Collaborate with others and value their contribution	Advanced
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Advanced
 Results	Deliver Results	Achieve results by using resources efficiently and committing to quality outcomes	Highly Advanced
	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Advanced
	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Highly Advanced
	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Advanced
 Business enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Advanced
	Technology	Understand and use available technology to maximise efficiencies and effectiveness	Adept
	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Adept
	Project Management	Understand and use effective ways to plan, coordinate and control projects	Advanced
 People management	Manage and Develop People	Engage with and motivate staff, and develop their capability and potential	Advanced
	Inspire Direction and Purpose	Communicate goals, priorities and vision, and recognise achievements	Advanced
	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Advanced
	Manage Reform and Change	Support and champion change, and help others to engage with change	Advanced

Useful Links and Contact Information

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

- <https://www.wslhd.health.nsw.gov.au/>
- <https://www.wslhd.health.nsw.gov.au/About-Us>
- <https://www.wslhd.health.nsw.gov.au/Westmead-Hospital/Westmead-Hospital>
- <https://www.wslhd.health.nsw.gov.au/Westmead-Hospital/Contact-Us>
- <https://www.westmeadhealthprecinct.com/>



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 2, Health Service Senior Executive (HSSE) role. An attractive remuneration package within the range of **\$307,000 to \$346,000** per annum, with annual performance reviews, will be negotiated with the successful applicant.

Location

The person appointed will be based from Westmead Hospital, Sydney.

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 short statement (no more than 2 pages) in response to the two targeted questions below:

- Describe a recent executive role where you led a major hospital or health service transformation. What were the primary challenges you encountered, and how did you define and measure success throughout the process?
- 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.

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 in September.
- First stage interviews with WSLHD will take place late September / early October
- Final stage interviews, offer and acceptance anticipated early / mid October

Closing date for applications: Thursday 17th September

Thank you for your interest in the GM Westmead Hospital role