

Candidate Information Pack

Albury Wodonga Health

Chief Operating Officer - Allied Health and Mental Health Services

October 2025

The information contained within this document is privileged and confidential and is intended for use of the intended recipient only. This document remains the property of Derwent and you are hereby notified that any disclosure, reproduction, alteration, distribution or other use of this document is strictly prohibited. The information contained within is not warranted or guaranteed by Derwent and any comment or opinions expressed are supplied on a strictly privilege & confidential basis.



Contents

About Albury Wodonga Health	3
Albury Wodonga Health – Our Purpose and Commitments	5
Strategic Plan	7
Albury Wodonga Executive Team.....	8
Position Description	9
Living in the Region.....	19
Additional Information	20
The Application and Selection Process	21

About Albury Wodonga Health

Albury Wodonga Health (AWH) is a leading regional health service and the only cross-border public health provider in Australia. Since our establishment in 2009 through the merger of Albury Base Hospital and Wodonga Regional Health Service, we have grown into a major healthcare provider delivering a comprehensive and growing range of health services to communities across north-east Victoria and southern New South Wales.

As the second-largest regional health service in Victoria, AWH operates under the authority of the Victorian Department of Health and is jointly funded by both the Victorian and New South Wales governments through an Inter-Governmental Agreement. We now serve a catchment of approximately 300,000 people across Albury, Wodonga, Beechworth, Wangaratta, and surrounding communities.

Our services span 21 clinical locations, including two hospital campuses, primary and community care clinics, mental health and alcohol and other drug services, rehabilitation centres, and specialist care hubs. We are a 410-bed service and currently operate 306 overnight admitted care points at our Albury and Wodonga hospital campuses. In the past year, we delivered care to 48,530 inpatients, supported 72,104 emergency presentations, and welcomed 1,604 babies into the world.

On 1 July 2024, Albury Wodonga Health proudly celebrated its 15-year anniversary - a milestone that reflects not only the passage of time but a powerful story of transformation. From our beginnings as an integrated cross-border service, we have continually expanded our services, strengthened our workforce, deepened community partnerships, and responded to increasing complexity and demand with innovation, resilience, and purpose. Through our leadership in the newly formed Hume Local Health Service Network, we continue to play a vital role in shaping a stronger, more connected regional health system. This anniversary has offered us the opportunity to reflect with pride on the achievements of our people and the trust placed in us by the communities we serve.

As we move forward into our next chapter, guided by our five-year strategic plan Transforming for Our Future, we remain steadfast in our purpose to advance the health and wellbeing for our whole community. We are focused on delivering safer, more connected care, empowering our people, and ensuring the sustainability of our services for years to come. These strategic priorities are driven by our greatest strength: our people. With more than 3,190 staff, AWH is the largest employer in the region. We are committed to fostering a safe, inclusive culture that values education, research, continuous improvement, and clinical excellence, building on the foundation of the past 15 years with integrity, leadership, and care.

We enjoy strong and evolving partnerships with several academic and research organisations including UNSW, Charles Sturt University and La Trobe University. Our role as a regional leader extends beyond clinical care. We are dedicated to training the next generation of health professionals, shaping future capability through learning partnerships, research, and hands-on experience.

We are also focused on addressing structural inequities and ensuring equitable access to care for all people - celebrating the diversity of our staff, volunteers, patients, and community. Together, we continue to advance the health and wellbeing of our community.



Growth and Infrastructure Development - Albury Wodonga Regional Hospital Project

As part of its strategy to provide contemporary, world class care, NSW Health Infrastructure is working with Albury Wodonga Health and Victorian Health Building Authority to expand health services and facilities for Albury Wodonga. The Albury Wodonga Regional Hospital project will deliver a major regional hospital and improved health services for the Albury, Wodonga and border communities. The project will deliver a substantial new hospital building at the existing Albury Hospital campus and upgrades to existing facilities to support the hospital expansion.

The Albury Wodonga Regional Hospital project will deliver a major regional hospital and improved health services for the Albury, Wodonga and border communities. The project will deliver a substantial new hospital building at the existing Albury Hospital campus and upgrades to existing facilities to support the hospital expansion. Once complete, the Project will bring many services together at one location to improve patient safety, reduce the duplication of services and travel between the Wodonga Hospital and Albury Hospital sites, and increase the capability and responsiveness of the health service to meet the future health care needs of the community.

The NSW and Victorian Governments have each committed \$225 million toward the redevelopment of the Albury Wodonga Regional Hospital project, in addition to the \$108 million already committed by the NSW and Australian governments, bringing the total investment commitment to \$558 million.

Context to this Appointment

Bill Appleby has led AWH as CEO since June 2022 and has created a high performing 8-person executive leadership team. Following the decision by the current COO, Allied Health and Mental Health Services, to step down due to personal circumstances, this has created the need to appoint an exceptional executive leader into this role who will, together and with the broader team, help shape and structure the entire organisation moving forward.

In line with the AWH 5 Year Strategic Plan – *Transforming for Our Future* and the broader Victorian Health Services Plan specifically as it relates to the Hume Local Health Service Network. AWH is going through significant transformation across all key enablers of a contemporary health service including people/leadership/culture, partnerships - regional and tertiary collaborations, infrastructure investment, and digitalisation.

Our newly appointed COO - Allied Health & Mental Health Services will work with the current COO of Acute Health Services to implement a comprehensive restructure that will better align all services from a reporting and systems (performance management) perspective, will improve service integration and patient experience, will works towards a unified management approach, and will strengthen leadership capability, succession planning and talent risk management across the health service. We are seeking a transformative healthcare leader who will bring a strategic as well as operational lens to the role and the organisation. The new COO will work across the entire organisation and community in order to continue to build and grow this world class regional health service, in line with the AWH 5 Year Strategic Plan – *Transforming for Our Future*.

This represents a unique opportunity for a contemporary, innovative and people-focused health care leader to join this thriving health service at a pivotal time in our evolution and ultimately deliver the very best health services for the communities we serve.

The Albury Wodonga Region

The Albury Wodonga region offers an exceptional lifestyle with significantly lower cost of living compared to major metropolitan areas, including more affordable housing and reduced commute times. Strategically positioned on the New South Wales-Victoria border, it provides easy access to Melbourne, Sydney, and Canberra, while offering a relaxed regional lifestyle with excellent schools, healthcare facilities, and recreational opportunities.

The region boasts a thriving economy with diverse employment opportunities across healthcare, education, manufacturing, and agriculture sectors. Residents enjoy beautiful natural surroundings including the Murray River, nearby ski fields, and stunning national parks, perfect for outdoor activities year-round. The area combines the benefits of regional living, strong community connections, safe neighbourhoods, and quality amenities, with the convenience of a major regional centre of over 90,000 people.



Albury Wodonga Health – Our Purpose and Commitments

We are excited to begin the future transformation of our Organisation, and with the 2024-2028 Strategic Plan (the Plan), we will build upon our strong foundations to ensure we are a trusted health provider for our community, our workforce, and our partners. We will focus on the long-term sustainability of our service by bolstering our digital capabilities, improving our efficiency, and embedding operational agility. To achieve our vision, we believe in and are guided by our values which determine our behaviours.

We will continue to advance the health and wellbeing of our community, with services that align to the needs and size of our region. We will deliver excellence in care and continue to improve the experience of both our patients and our workforce.

We will grow, develop, and support our people and embed a culture of safety, learning, and quality improvement. We will strengthen training, education and research, and will develop the capabilities, integrated systems, and data driven processes that will strengthen our impact, now and into the future.

We will also lead a collaborative regional health system focused on delivering safe, quality and sustainable services to our regional and rural communities. We will achieve this through the integration of care across our network of primary, community and acute health systems.

Our Purpose: Together, we advance the health and wellbeing of our community.

Our Commitments:

- We foster a **unified** culture of safety, inclusion, and learning.
- We are **kind**, compassionate and supportive of each other, our consumers and partners.
- We are **trustworthy**, accountable, and transparent in our actions and communication.
- We are **respectful** of others, actively listen, and are collaborative, consistent and reliable.
- We are visionary, **optimistic**, and inspire solutions to support a healthier future.



Diversity

AWH is committed to having a diverse workforce through equal opportunity. We celebrate, support and stand in solidarity with people of different ages, gender, ethnicity, physical ability, religious belief, work experience, educational background, and those who identify as a part of the LGBTQIA+ community. We consider it an incredible benefit to our organisation and community that we serve to have a culturally diverse workforce.

Disability

We are an inclusive employer welcoming people from all backgrounds and are increasingly investing more time and effort in creating a disability confident organisation, which ensures inclusion and enables employment for people with a disability.

Aboriginal Employment Plan

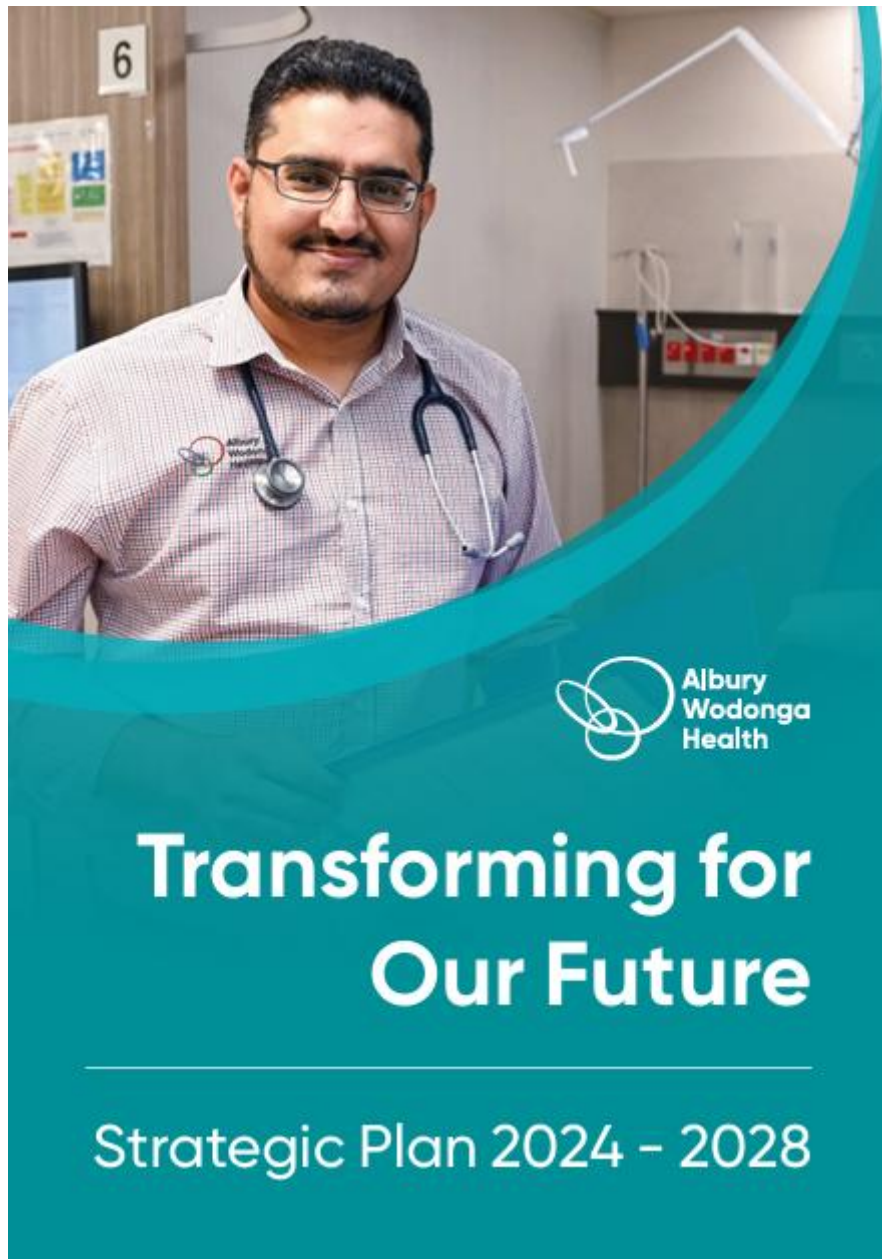
As part of AWH's commitment to workforce diversity, inclusion and service access for Aboriginal and Torres Strait Islander people and communities, the Aboriginal Employment Plan will assist in the employment of Aboriginal people in both clinical and non-clinical roles within the organisation. More importantly, Aboriginal people employed through the Aboriginal Employment Plan will be part of the overall AWH team and not necessarily in Identified Aboriginal positions; ensuring that Aboriginal employees are an integrated and valued AWH staff member.

Employing Aboriginal people across all departments will assist in developing a culturally responsive organisation that promotes the benefit of preventative health services and the importance of accessing health services at the earliest opportunity. Both will greatly assist in closing the unacceptable gap that currently exists between the health outcomes of the Aboriginal and Torres Strait Islander community and the wider Victoria community.



Strategic Plan

Please click here to read our [Strategic Plan – Transforming for our Future.](#)



Albury Wodonga Executive Team

The Albury Wodonga Executive Team comprises 8 members.

Bill Appleby
Chief Executive Officer



Dr John Elcock
Chief Medical Officer



David Green
Chief of People and Culture



Kim White
Executive Director of Quality,
Governance and Patient Experience



Vacancy
COO, Allied Health &
Mental Health Services



Shaun Strachan
Chief of Infrastructure

Linda Hudec
Chief Operating Officer
Acute Hospital Services



Glenn Edwards
Chief Financial Officer



For information on Executive profiles, please click [here](#).

POSITION DESCRIPTION

Position Title:	Chief Operating Officer – Allied Health & Mental Health Services
Department:	Albury Wodonga Health Executive
Classification:	Executive Contract
EBA / Award:	Health Executive Employment and Remuneration (HEER)
Primary Site:	Cross Campus
Employment Conditions:	☐ Vaccination Category A ☒ Vaccination Category B ☒ Working with Children ☒ Aged Care

OUR PURPOSE

Together, we advance the health and wellbeing of our community.

OUR COMMITMENTS

We foster a **unified** culture of safety, inclusion, and learning.

We are **kind**, compassionate and supportive of each other, our consumers, and partners.

We are **trustworthy**, accountable, and transparent in our actions and communication.

We are **respectful** of others, actively listen, and are collaborative, consistent, and reliable.

We are visionary, **optimistic** and inspire solutions to support a healthier future.

ROLE SUMMARY / PURPOSE

The Chief Operating Officer (COO) is responsible, and accountable for the effective leadership and delivery of accessible, timely, high quality, financially sustainable patient and consumer care services at Albury Wodonga Health. They must ensure exceptional person-centred services are delivered in a managed care system providing safe and effective care for our community.

The COO must blend a highly operational and hands on day-to-day emphasis with a broader strategic focus on healthcare reform (access and flow; elevated self-sufficiency; quality and safety; workforce capacity & capability; sustainability), financial management and digitalisation, along with providing strategic advice to the CEO and Board of Directors as required.

In line with the AWH 5 Year Strategic Plan – *Transforming for Our Future* and the broader Victorian Health Services Plan specifically as it relates to the Hume Local Health Service Network. AWH is going through significant transformation across all key enablers of a contemporary health service including people/leadership/culture, partnerships - regional and tertiary collaborations, infrastructure investment, and digitalisation.

Our newly appointed COO - Allied Health & Mental Health Services will work with the current COO of Acute Health Services to implement a comprehensive restructure that will better align all services from a reporting and systems

(performance management) perspective, will improve service integration and patient experience, will work towards a unified management approach, and will strengthen leadership capability, succession planning and talent risk management across the health service.

The key areas of transformation and restructure that both COO positions will focus on include:

- Delivering on operational strategy and execution both at the health service and regionally
- Oversee organisational operations through effective leadership and high performing teams, focused on patient / consumer experience and high-quality clinical outcomes
- The provision of safe, inclusive and empowering workplaces for staff to be their best
- The design and development of new health infrastructure with relevant state departments, and the effective operationalisation of these new and expanded services
- Clinical service planning with a key focus of elevating self-sufficiency and providing care closer to home - both at the health service and across the region
- Driving quality improvement initiatives using appropriate data driven improvement methodologies to elevate the clinical outcomes and patient/consumer experience at AWH
- Timely and effective management of internal / external emergencies that maintain the safe delivery of services to the communities we serve
- Foster a culture of accountability with a specific focus on strong clinical governance; fiscal prudence; and leadership and culture.
- The utilisation and application of meaningful and consistent metrics to effectively manage operations across Albury Wodonga Health campuses.

Post transformation and restructure the COOs will transition their areas of responsibility to embedded high performing BAU underpinned by continuous improvement and the drive for excellence.

The COO role is a member of the Executive Leadership Team and is integral for the successful delivery of the organisation's strategy and growth.

Albury Wodonga Health COO directorates include a diverse clinical and operational portfolio including:

- Emergency Care
- Critical Care
- Perioperative services
- Women's and Children's
- Mental Health
- Medicine and Specialty Medical Services
- Cancer Care
- Community Care
- Specialist Clinics
- Pharmacy
- Diagnostics
- Allied Health
- Aboriginal and Torres Strait Islander Health
- Access and Flow
- Operational Services & Projects Team

KEY RESPONSIBILITIES

- Provides leadership by building consensus and managing successful programs that are patient/customer-focused, supports growth initiatives and improves care delivery.
- Collaborate with other leaders across the organisation in either a direct or matrix relationship.
- Accountable for quality outcomes, standards of patient care, performance improvement, process management, provider satisfaction, business operations, resource utilisation and management development.
- Work closely with the CEO and collaboratively with the Executive Leadership Team and Operations Directorate Leadership team to lead an integrated clinical services system that enables delivery of effective, reliable, timely, safe, and person-centred care.
- Lead the COO Directorate ensuring delivery against business plans and achievement of performance targets in terms of clinical safety and quality, timely access to care, culture and effective financial and operational management.
- Providing strategic oversight, workforce advocacy and healthcare system integration focused on improving quality patient outcomes that support care closer to home.
- Develop and implement systems and processes to ensure that staff are appropriately supported to deliver on the corporate objectives as set out in AWH's Strategic Plan, Hume Local Health Services Network Statement of Expectations & State-wide priorities.
- Drive a culture of accountability for performance improvement across the operational divisions and ensure that the divisional leadership teams are fully engaged in the delivery of high-quality care.
- Take leadership and accountability for relevant operational indicators and the establishment of performance management and reporting frameworks to support improved performance.
- Work with the CEO and members of the Executive Leadership Team to identify opportunities for new and innovative models of care and how these may be applied to AWH.
- Contribute to planning initiatives that consider health care across the care continuum and address the health needs of the local population.
- Provide support and direction to direct reports, setting clear objectives, lines of accountability and responsibility to ensure services and working arrangements are designed to deliver integrated, patient focused care.
- Take decisive and timely action to address areas of poor performance, underachievement, and risk.
- Establish and maintain key strategic relationships with internal and external stakeholders.
- Act as a strategic ambassador and advocate across a range of local, interstate and national stakeholders.
- Successfully prosecute the AWH vision for our communities at every available opportunity
- Develop and maintain strategic partnerships with key government health agencies to influence policy while raising the profile of AWH.
- Delivery of outcomes as identified in the Statement of Priorities as agreed between Albury Wodonga Health and the Department of Health.
- Participate and contribute to the development and implementation of AWH's strategic and operational plans and policy and procedure framework.
- Provide strategic and high-level advice to the CEO and the Board regarding the clinical operations portfolio and other matters when requested.
- Attend meetings of the Board of Directors and other AWH Committees and meetings as required.

QUALIFICATIONS AND EXPERIENCE

1. Demonstrated ability to lead change and workforce reform.
2. Provide leadership across operational areas at AWH with the ability to maintain confidential information and build relationships with other Executive members, Operational Leadership, and Managers at AWH.
3. Lead and inspire an established team of Clinical, Support and Operational professionals, ensuring the workforce is aligned to the strategic direction of the health service.
4. Support the delivery of the Strategic Plan ensuring staff have the skills, knowledge, and motivation to achieve their best, positively contribute to their teams and fully engage in the workplace.
5. Collaboratively develop and implement evidence-based policies, procedures and guidelines across all clinical services which provide the highest levels of patient safety and patient care; and
6. Foster a workplace culture which is inclusive, collaborative, accountable, engaged and ultimately supports staff to deliver excellence.

MANDATORY:

1. Tertiary qualification (master's degree) in health, business, social sciences, or related field and/or post graduate qualifications.
2. Demonstrable history of working in senior management roles in healthcare or other related and complementary sectors. Extensive hospital experience is desirable.
3. Broad and intensive understanding of clinical operations and the related functions of administration and the service lines.
4. Demonstrated business acumen and management skills associated with budgeting, program development, planning and execution.
5. Knowledge of state and national health issues (including the Victorian Health Services Plan) and directions and how they may influence the work at AWH. Knowledge of regulatory and accreditation requirements.
6. Proven ability to develop and meet strategic, operational, and budgetary objectives of a large health service across many sites.
7. Demonstrated ability in leading major change including operational, cultural, and organisational workplace changes.
8. Proven ability to exercise sound judgement in clinical, management and ethical issues.

PERSONAL ATTRIBUTES

- High level verbal communication skills, proven interpersonal skills and the ability to liaise with staff and community at all levels.
- Very well-developed business / report writing skills.
- High levels of personal accountability
- Strong alignment AWH values at all times.
- Ability to have courageous conversations – placing staff and patient safety centre stage at all decisions.
- A strong focus on consumer co-design and person centric service delivery.
- Strong work ethic and high energy.
- Ability to lead change and develop high performing, empowered and accountable teams.

- Comfortable in working in a VUCA environment
- Adaptability, agility, calmness and ability to seize opportunities as they present themselves
- Be a positive agitator.
- Problem-Solving skills.
- Creativity and strategic thinking.

KEY RELATIONSHIPS

REPORTS TO: Chief Executive Officer - CEO

SUPERVISES: Operational, Clinical and Project Leadership positions – to be finalised through restructure.

OVERALL: Develop and maintain professional work relationships with direct team and with wider AWH staff – both clinical and non-clinical.
Develop and main professional working relationships with consumers and external service providers including – AWH Board, AWH Executive and Management and Government Stakeholders.

PERFORMANCE APPRAISAL

A review of performance shall be undertaken within six months following commencement and annually thereafter.

There is an expectation that staff will assume responsibility for completion of any learning requirements advised by the organisation. This includes all Mandatory Training and Clinical Competencies as required (annually or in accordance with timelines specified in relevant health service policies and procedures).

QUALITY AND RISK MANAGEMENT

In order to help ensure continued employee and patient safety and quality of care:

- Staff are required to participate in the development and maintenance of a quality service through the application of professional standards; participation in quality improvement activities; and compliance with the policies, procedures, practices and organisational goals and objectives of AWH.
- Staff are required to contribute to the development and maintenance of the AWH Risk Management Framework and apply the framework to identify, evaluate and minimise exposure to risk across the organisation.
- A positive risk culture at AWH is embedded by our belief that everyone has a role in risk. You are encouraged to identify opportunities for improvement and play a role in assisting the organisation to achieve its risk objectives.
- Staff are required to abide by the Code of Conduct for AWH.

HEALTH AND WELLBEING

The health and wellbeing of employees is a priority for AWH, and I recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals.

I commit to:

- **Reporting through the Incident Management System any near misses or incidents as they occur.**
- Participating in the promotion of the health and wellbeing of employees.
- Contributing to an inclusive and health-promoting environment.
- Promoting our values and vision.

- An organisational culture that promotes positive mental health and wellbeing through supportive leadership, employee participation and shared decision making.

SCOPE OF AUTHORITY

Employees covered under this Position Description are not permitted to work outside of their designated level of responsibility without express permission from either the Manager or the Line Manager.

CLOSING THE GAP

AWH is committed to enhance our ability to attract and recruit Indigenous people and committed to closing the gap in employment outcomes between Indigenous and non-indigenous people.

CONFIDENTIALITY

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of AWH. Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information.

Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

Declaration:

As the incumbent of this position, I acknowledge that I have read the Position Description and Job Demands Checklist, understood its contents and agree to work in accordance with the contents therein. I understand that other duties may be directed from time to time.

I understand and accept that I must comply with the policies and procedures applicable to AWH. I also agree to strictly observe the AWH Code of Conduct and policy on confidentiality of commercial and patient information or such sensitive information that I may come across in the course of my employment.

Name of Incumbent:

Signature:

Date:

ANNEXES

1. Organisational Responsibilities.
2. Jobs Demand Checklist.

DOCUMENT CONTROL	
Executive Sponsor:	CEO
Manager Responsible:	Chief of People and Culture
Author(s):	CEO
Reviewed by People & Culture:	☒ 27/05/2025
Position Description ID No:	PD0459
Approval Date:	9 September 2025
Date Due for Review:	9 September 2030
Version No:	4.0
Original Approval Date:	14 September 2018
Previously Named As:	COO Mental Health and Allied Health and COO Acute Hospital Services

ORGANISATIONAL RESPONSIBILITIES

The following criteria are requirements for all employees that may either be assessed through the selection process or assessed as part of your ongoing and annual Professional Development / Performance Management review cycle.

Communication:

- Ability to gather relevant information through effective questioning.
- Ability to express information and ideas appropriately.
- Reads / reviews relevant documents.
- Participates in meetings, committees and disseminates information as required.

Equal Employment Opportunity:

- Commitment to the principles.
- Supports diversity in the workplace.

Information Management:

- Collects and uses data as required.

Integrity:

- The ability to understand the implications of one's actions and act in a manner consistent with relevant policies, codes, guidelines and legislation.

Organisation Awareness:

- Being aware of the organisational goals and objectives and contribute positively to their attainment.

People / Patient Focused Environment:

- Ability to set the highest standards of performance for self and others in meeting the needs of internal and external customers.

Infection Control:

- Hand Hygiene.
- Standard precautions.

Primary Health:

- Promotes the social view of health, early intervention, health promotion and harm minimisation.

Quality Improvement:

- Participate in, and where applicable leads educational and Quality Improvement activities.
- Works to continually improve own performance.

Resource Management:

- Ensure all allocated resources are managed in an efficient and accountable manner.

Safe Practice and Environment:

- Understands responsibilities under Occupational Health and Safety legislation.
- Able to identify actual / potential work place hazards and take corrective action.
- Vaccination status meets legislative requirements.

Self-Development:

- The ability to understand own development needs and to recognise, create and seize opportunities to improve performance.

Teamwork / Collaboration:

- Works effectively with others to achieve mutual aims, and to identify and resolve problems.
- Influence an environment free from horizontal and vertical violence.

JOB DEMANDS CHECKLIST:

The purpose of this section is to describe the physical and psychological risk factors associated with the job. Applicants must review this form to ensure they can comply with these requirements and successful applicants will be required to sign an acknowledgment of their ability to perform the job demands of the position.

This form is to be completed by the Manager / Supervisor of the position being recruited to.

Position: *Chief Operating Officer*
Department / Unit: *Executive*
Facility / Site: *Albury Wodonga Health Campuses*

TASKS PERFORMED:

Nature of Tasks to be undertaken (Collective description as best describes tasks).

FREQUENCY DEFINITIONS:

- I = Infrequent - intermittent activity exists for a short time on a very infrequent basis.
- O = Occasional - activity exists up to 1/3 of the time when performing the job.
- F = Frequent - activity exists between 1/3 and 2/3 of the time when performing the job.
- C = Constant - activity exists for more than 2/3 or the time when performing the job.
- R = Repetitive - activity involved repetitive movements.
- N = Not Applicable - activity is not required to perform the job.

Demands	Description	Frequency					
		I	O	F	C	R	N
PHYSICAL DEMANDS:							
Sitting	Remaining in a seated position to perform tasks.				X		
Standing	Remaining standing without moving about to perform tasks.			X			
Walking	Floor type: even / uneven / slippery, indoors / outdoors, slopes.			X			
Running	Floor type: even / uneven / slippery, indoors / outdoors, slopes.						X
Bend / Lean Forward from Waist	Forward bending from the waist to perform tasks.						X
Trunk Twisting	Turning from the waist while sitting or standing to perform tasks.						X
Kneeling	Remaining in a kneeling posture to perform tasks.						X
Squatting / Crouching	Adopting a squatting or crouching posture to perform tasks.						X
Leg / Foot Movement	Use of leg and / or foot to operate machinery.						X
Climbing (stairs / ladders)	Ascend / descend stairs, ladders and steps.	X					
Lifting / Carrying	Light lifting and carrying (0 - 9 kg).	X					
	Moderate lifting and carrying (10 – 15 kg).						X
	Heavy lifting and carrying (16 kg and above).						X
Reaching	Arms fully extended forward or raised above shoulder.						X
Pushing / Pulling / Restraining	Using force to hold / restrain or move objects toward or away from the body.						X
Head / Neck Postures	Holding head in a position other than neutral (facing forward).						X
Hand & Arm Movements	Repetitive movements of hands and arms.						X
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands.						X
Work At Heights	Using ladders, footstools, scaffolding, or other objects to perform work.						X
Driving	Operating any motor powered vehicle.			X			

Demands	Description	Frequency					
		I	O	F	C	R	N
SENSORY DEMANDS:							
Sight	Use of sight is an integral part of work performance, e.g.: Viewing of X-Rays, computer screens, etc.				X		
Hearing	Use of hearing is an integral part of work performance, e.g.: Telephone enquiries.				X		
Smell	Use of smell is an integral part of work performance, e.g.: Working with chemicals.						X
Taste	Use of taste is an integral part of work performance, e.g.: Food preparation.						X
Touch	Use of touch is an integral part of work performance.						X
PSYCHOSOCIAL DEMANDS:							
Distressed People	E.g.: Emergency or grief situations.		X				
Aggressive & Uncooperative People	E.g.: Drug / alcohol, dementia, mental illness.						X
Unpredictable People	E.g.: Dementia, mental illness, head injuries.						X
Restraining	Involvement in physical containment of patients / clients.						X
Exposure to Distressing Situations	E.g.: Child abuse, viewing dead / mutilated bodies.		X				
ENVIRONMENTAL DEMANDS:							
Dust	Exposure to atmospheric dust.						X
Gases	Working with explosive or flammable gases requiring precautionary measures.						X
Fumes	Exposure to noxious or toxic fumes.						X
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.						X
Hazardous Substances	E.g.: Dry chemicals, glues.						X
Noise	Environmental / background noise necessitates people raise their voice to be heard.						X
Inadequate Lighting	Risk of trips, falls or eyestrain.				X		
Sunlight	Risk or sunburn exists from spending more than 10 minutes per day in sunlight.						X
Extreme Temperatures	Environmental temperatures are less than 15°C or greater than 35°C.						X
Confined Spaces	Areas where only one egress (escape route) exists.						X
Slippery or Uneven Surfaces	Greasy or wet floor surfaces, ramps, uneven ground.	X					
Inadequate Housekeeping	Obstructions to walkways and work areas cause trips and falls.	X					
Working At Heights	Ladders / stepladders / scaffolding are required to perform tasks.						X
Biological Hazards	E.g.: Exposure to body fluids, bacteria, infectious diseases.	X					

Living in the Region

Albury Wodonga is idyllically located on Murray River, approximately 300 kilometres north east of Melbourne and 570 kilometres south west of Sydney. The beautiful border towns have a regional population of over 180,000 and with a booming health, education, manufacturing and logistics industries, it is one of the fastest growing inland twin cities in Australia.

Albury Wodonga is a thriving base with multiple high quality educational institutions, state of the art medical and health centres, major retail outlets and an array of first class sporting and recreation facilities. The arts, cultural and culinary scene is also phenomenal and the cities are surrounded by wine and alpine regions that make weekend exploring endless.

Albury Wodonga is truly something special, with work commutes in town anywhere from 2-15 minutes, no matter what time of day and we are surrounded by beautiful hills, visits, water and walking trails that make the work life balance and the ability to breathe that fresh regional air so much easier.

For further information please click [here](#).



© 2025 AlburyCity and Wodonga Council.

Additional Information

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

- <https://www.awh.org.au/>
- <https://www.awh.org.au/services-departments>
- <https://www.awh.org.au/patients-visitors>
- <https://www.awh.org.au/education-careers-volunteers>
- <https://www.awh.org.au/support-us>
- <https://www.awh.org.au/latest-news/news>



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 Albury Wodonga Health.

Rob is based in Sydney and is a Partner in the Derwent Health and Human Services practice and works with public, not for profit and private hospital, health, aged care, disability, and associated organisations in the sourcing of their executive leadership talent. Rob has developed extensive networks, both nationally and internationally, and works closely with his clients to deeply understand their requirements; he then works with his team to engage with and attract the very best talent. Rob graduated from Warwick University in the UK with a BA (Hons) Politics and International Relations.

Candidate Care

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

Salary Package and Location

The role is paid under the Victorian Department of Health HEER Policy which equates to a \$295,000 package inclusive of superannuation. There is a provision of up to \$15,000 relocation allowance where required. The role will be on a 5 year contract.

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 Albury Wodonga Health?
- Your vision for the role?

For further information

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

Timeline

- Interviews with Derwent will take place in October 2025.
- Interviews with The Albury Wodonga Health Board will take place in November.
- Offer and acceptance anticipated late November / Early December

Reference checks, pre-employment verification and background checks

For candidates in final consideration, at least two referees will be contacted with permission before a formal written offer is made. Any written references provided will also be checked and additional referees may be sought to further understand a candidate's merits for the role. 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 Albury Wodonga Health.