

Position Description

Chief Strategy and Planning Officer

Classification:	Executive
Unit/Department:	Strategy and Planning
Division:	Chief Executive Officer
Position Reports to:	Chief Executive Officer
Direct Reports:	6
Enterprise Agreement:	Health Executive Employment Remuneration Policy

About Barwon Health

Barwon Health is one of the largest and most comprehensive regional health services in Australia, providing care at all stages of life and circumstance. Services available through Barwon Health cover the full spectrum from primary care, community services, aged care, rehabilitation, mental health, emergency and acute care. We serve more than 500,000 people through the efforts of more than 9000 staff and volunteers across more than 20 sites. Barwon Health is committed to developing a vibrant culture of education, training and research that advances health and wellbeing for all.

Our Values

Respect - We respect the people we connect with

Compassion - We show compassion for the people we care for and work with

Commitment - We are committed to quality and excellence in everything we do

Accountability - We take accountability for what we do and act with integrity

Innovation - We drive innovation for better care

Position Purpose

The Chief Strategy and Planning Officer (CSPO) will serve as a key member of the executive management team. In collaboration with the Chief Executive Officer (CEO) and the Executive Team, the CSPO will provide leadership in relation to strategy development, the strategic planning process, partnership development and service and capital planning. The position focuses on effective growth; oversee implementation of the strategic plan including early planning of capital projects, build new partnerships to grow and sustain the organisation and manages special pilot projects.

Reporting to the CEO, the position leads the annual refinement of strategy to take account of new opportunities and challenges. The CSPO works with the broader Barwon Health Directorates to assist them in realising strategic opportunities to achieve outcomes and address complex and challenging strategic issues.

The CSPO will oversee a portfolio that includes:

- Service and capital planning;
- Strategic planning;
- Risk Management;
- Annual (corporate) planning;
- Partnerships including the Barwon Local Health Service Network (BLHSN) and the Barwon South Western Regional Integrated Cancer Service (BSWRICS);
- Special projects; and
- Identification of emerging trends that may impact Barwon Health to provide CEO and Board with strategic advice.

The CSPO will maintain strong connections to Barwon Health Directorates and the Victorian health service system to introduce new partnerships, transition special projects for longer term sustainability and to meet the needs of key partners. The role will facilitate a strategic approach across Barwon Health to capitalise on emerging opportunities consistent with the agreed vision.

The BLHSN is a collaboration between four public health services (Barwon Health, Colac Area Health, Hesse Rural Health and Great Ocean Road Health), focused on supporting member agencies to deliver safe, quality, and sustainable services. Initiatives include both State priorities and locally based work, overseen by representative Committees or working groups reporting to the Chief Executive Officer Committee.

Barwon Health is the auspice agency for BSWRICS. BSWRICS is a partnership of 19 member services who work together to:

- Understand the needs of people affected by cancer
- Build and support collaboration between health professionals, health services and consumers
- Drive quality improvement in cancer
- Support the development of the cancer workforce; and
- Facilitate system-wide engagement in cancer research.

Key Accountabilities

Strategy

- The CSPO will maintain strong connections to Barwon Health Directorates and the Victorian health service system to introduce new partnerships, transition special projects for longer term sustainability and to

meet the needs of key partners. The role will facilitate a strategic approach across Barwon Health to capitalise on emerging opportunities consistent with the agreed vision.

- Working with the CEO and Executive team to support achievement of the vision and mission statement and to embody the values of the organisation with key internal and external stakeholders;
- Foster a strategic approach that supports achievement of Barwon Health's strategic direction through delivery against key financial and operational parameters;
- Provide leadership and support for direct reports, appraise their performance and ensure that they receive appropriate performance management and professional development opportunities.

Planning

- Support the development and implementation of Barwon Health annual corporate planning and portfolio management framework, ensuring outcomes are achieved including overseeing investment decisions that best deliver on Barwon Health's strategy.
- Lead development, implementation, monitoring and review of strategies and plans, to ensure continuous improvement and that Barwon Health prioritises its work, strategically invests, and delivers on expected outcomes.
- Lead the implementation of Barwon Health five year strategic plan 2026 – 2030.
- Lead the development of future Barwon Health strategic plans.
- Manage internal and external stakeholder relationships through effective communication, negotiation and issue management to ensure strong collaboration, engagement and/or co-delivery in pursuit of strategic and operational outcomes.
- Anticipate and respond to strategic drivers, trends, issues, risks and opportunities.
- Lead the development and implementation of integrated health service plans eg. Renal dialysis plan.
- Contribute to the development and implementation of programs to maximise organisational effectiveness and efficiency.

Risk Management

- Lead the design of the Barwon Health risk framework, monitor risk indicators, and advise the executive team and Board of Directors on risk appetite and strategic decision-making.
- Conduct quantitative and qualitative risk analyses to evaluate the likelihood and impact of potential hazards (e.g., credit, market, and operational risks).
- Lead the development, implementation, and maintenance of risk mitigation policies and business continuity plans.
- Monitor Key Risk Indicators (KRIs) and perform "what-if" analyses to determine the consequences of potential incidents.
- Champion risk awareness across Barwon Health and ensure appropriate training and support is provided to designated risk owners.

Partnerships (including BLHSN and BSWRICS):

- Support the development and maintenance of effective governance for the BLHSN and BSWRICS partnerships.
- Work with the Directors of BLHSN and BSWRICS to deliver agreed priorities and reports for BLHSN and BSWRICS as required by the Department of Health.
- Provide strategic direction as required to support the effective operation of the BLHSN and BSWRICS partnerships including achievement of their strategic aims.

Other Responsibilities

- Exhibits a commitment the Barwon Health's Values including team based above and below behaviours
- Undertake special projects or reports required by the CEO on a wide range of issues
- Participate in the executive after hours HIC roster (approx. one week in eight)
- Report all incidents through the incident management system
- Practice in accordance with the relevant health care or industry standards
- Demonstrate an understanding of appropriate behaviours when engaging with children
- Complete mandatory training and education
- Comply with relevant Barwon Health policies and procedures
- Participate in quality improvement activities
- Perform all other duties as directed within the limits of skill, competence and training to maximise flexibility and effectiveness

Key Relationships

Internal

- CEO, Executive and Barwon Health Board of Directors
- Senior Leadership Group, clinical directors & co-directors

External

- The Department of Health senior executives
- Other Health Services across Victoria
- Other Government agencies
- Local Government
- The local community
- Aboriginal and Torres Strait Islander communities
- Wathaurong Co-op
- Consumers
- Professional Associations

Key Selection Criteria

Skills and Experience

Essential

- A degree in a relevant discipline
- Knowledge of the Victorian health system and operating context including trends in health policy and constraints to optimal performance
- Experience in working with other health services and other partners to achieve sustainable outcomes of benefits to all
- Demonstrated skills in leadership, management, and collaboration.

- Excellent communication skills with proven experience in fostering relationships among various internal departments and clearly communicating an organization's goals.
- Demonstrated proficiency in analytical research, leadership, and strategic planning.
- Strong project management skills in order to oversee the execution of initiatives, either independently or in conjunction with a team, and manage personnel.
- Ability to multitask with research projects, data analysis, coordination with the executive team.
- Willingness to challenge the standard thinking with new ideas, new approaches, and new solutions
- Strong decision-making skills and the determination to see projects through to the end.

Desirable

- Relevant work experience overseeing business development or strategic initiatives will be beneficial

Additional Requirements

- Obtain a police/criminal history check prior to employment.
- Obtain a Working with Children Check prior to employment (if requested).
- Prior to commencement with Barwon Health, all new employees are required to provide a completed Barwon Health Immunity Status form and have Staff Care clearance
- Report to management any criminal charges or convictions you receive during your employment.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Barwon Health.
- Adherence with requirement of National Safety and Quality Health Service Standards and other relevant regulatory requirements including the [Child Safe Standards](#).