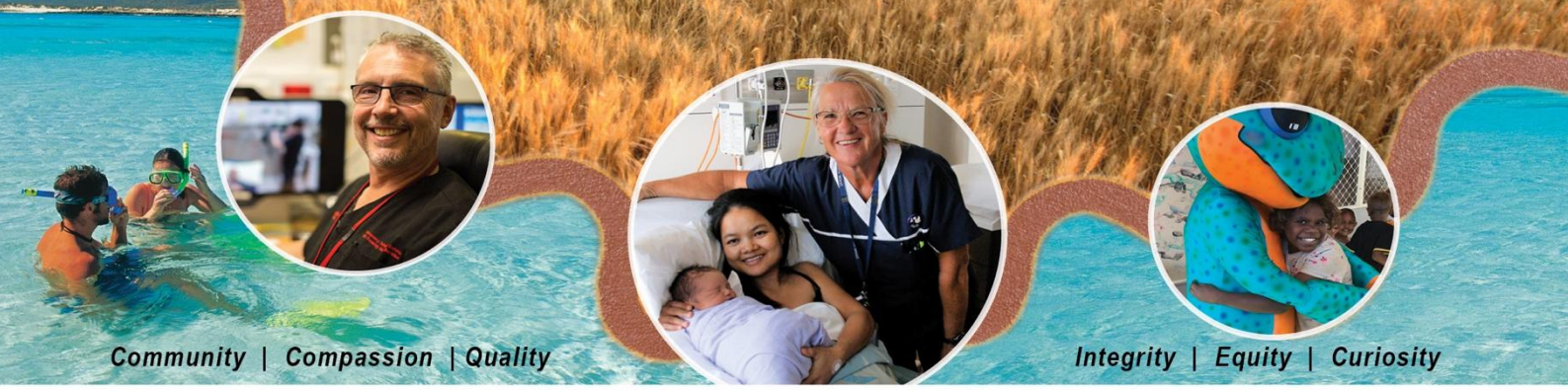
Government of **Western Australia**
WA Country Health Service

Job Description Form



Community | Compassion | Quality

Integrity | Equity | Curiosity

Position Title

Position number: 600100

Executive Director Pilbara

WA Country Health Service

WA Country Health Service (WACHS) delivers public health services across regional and remote Western Australia, covering more than 2.5 million square kilometres. WACHS supports communities through a network of more than 70 hospitals and health facilities, including regional hospitals, health campuses, and Multi-Purpose Service sites, as well as community-based services and Telehealth. Services are delivered within a multidisciplinary environment, bringing together clinical, allied health, operational, and support services, and are underpinned by strong community connection and collaboration with local stakeholders.

About the WA Country Health Service

Our Strategic Priorities



Our Values

Community
We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion
We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality
We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity
We bring honesty, collaboration and professionalism to everything that we do.

Equity
We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity
We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

Our Vision
To be a global leader in rural and remote healthcare.

Our Mission
To deliver and advance high quality care for country WA communities.

Position Title: Executive Director Pilbara	Position Number: 600100	Classification: HES Grade B – Health Professional

Directorate overview

This Directorate is responsible and accountable for the delivery of safe, high quality, efficient and economical health services to Western Australian communities. The Directorate provides reporting and responses to requests under government and legislative requirements including the Minister for Health, Department of Health, WACHS Board and WACHS Chief Executive.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au.

Position Details

Position Number:	600100	Registration Date:	November 2026
Classification:	HES Grade B – Health Professional	Location:	Pilbara
Award / Agreement:	Health Salaried Officers Agreement		
Organisational Context:	WACHS COO Operations		

Position Overview

The Executive Director is accountable for the development and delivery of regional, publicly funded health services for accountable Districts within WA Country Health Service (WACHS), ensuring alignment with the identified needs of the population and working within allocated resources. The position is also accountable for the governance of effective and efficient management of a network district services and associated resources throughout accountable districts in accordance with relevant policies, procedures, guidelines and legal requirements.

The Executive Director provides strategic leadership and oversight across the accountable districts, with District Directors reporting directly to the position. The Executive Director leads and works in partnership with District Directors, district management teams and clinical and corporate program leaders to support coordinated service delivery across the districts.

Position Title: Executive Director Pilbara	Position Number: 600100	Classification: HES Grade B – Health Professional

Reporting Relationships

Responsible to:
614487
Chief Operating Officer - Remote

This position:
600100
Executive Director Pilbara
HES Grade B – Health Professional

Positions under direct supervision:
618352 – District Director - West Pilbara
618345 – District Director - East Pilbara
613225 – Regional Director of Nursing and Midwifery
616490 – Director Strategy, Change and Service Development
615114 – Director Projects
608202 – Director Population Health
613766 – Consultant - Emergency Medicine
613766 – Consultant - Emergency Medicine
615373 – Regional Manager Infrastructure and Support Services
615386 – Regional Aboriginal Health Consultant
300209 – Aged Care - Manager
613458 – Manager Mental Health, Drug & Alcohol
607994 – Coordinator Executive Services
619352 – Coordinator Executive Services

Other positions reporting to this position:
200000 – Executive Director Kimberley
604000 – Executive Director Midwest
601000 – Executive Director Goldfields
615972 – Director Command Centre
619109 – Director Health Programs

Key Duties/Responsibilities

1. Leads and co-ordinates the development and delivery of regional, publicly funded health services aligned to the identified needs of the population.

2. Accountable to the Chief Operating Officer for the effective and efficient governance and management of the network of services and associated resources across accountable Districts in accordance with relevant policies, procedures, guidelines and legislative/legal requirements.

3. Leads the development and implementation of strategic and business plans across accountable District services.

4. Contributes to the WA Country Health Service (WACHS) organisational vision, goals, policies and strategies and through leadership, communication, action and achievements acts as a role model for future leaders.

5. Actively supports and contributes to the development of leadership and management of performance of District Directors and other direct staff reports.

6. Implements and maintains appropriate management and monitoring systems including those for financial, human resource, physical and other resources within the accountable Districts in accordance with relevant WA Health policies.

7. Implements a comprehensive risk management system across accountable Districts, which includes processes and methods to improve the quality, cost and effectiveness of health service delivery.

8. Facilitates positive community and public relations across accountable Districts and acts as an effective leader and ambassador for WACHS.

9. Represents WACHS as required and takes responsibility for an additional portfolio of responsibilities as a contribution to the organisation's management team as a whole.

10. Other duties as required.

Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

1. **Shapes and manages strategy**

Requires the ability to inspire a sense of purpose and direction, to focus strategically on matters of critical importance to the organisation, to harness relevant information and act on opportunities. Requires demonstration of high-level judgement, initiative and common sense.

2. **Achieves results**

Achieves results within area of accountability. Shows the ability to build organisational skill and responsiveness, marshal professional expertise, steer and implement change, deal with uncertainty and deliver intended results. Requires the ability to deliver outcomes while ensuring effective management of financial, physical, technological and information requirements to support quality service delivery.

3. **Builds productive relationships**

Requires the ability to nurture internal and external relationships, facilitate cooperation and partnerships, value individual difference and diversity and guide, coach and develop people across the organisation.

4. **Exemplifies personal integrity and self-awareness**

Demonstrates professionalism and probity and a commitment to safe and high-quality service delivery. Engages with risk and shows personal courage, commits to action, displays resilience demonstrates self-awareness and shows an ongoing commitment to personal development.

5. **Communicates and influences effectively**

Communicates clearly, listens, understand and adapts to audience, negotiates persuasively. Engages appropriately both internally and externally to the organisation.

6. **Extensive experience initiating, leading and reviewing service delivery outcomes within a complex environment.**

7. **Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Work Place Health and Safety, and how these impact on employment, people management and service delivery.**

8. **Possession of a current C or C-A Class driver's licence or other specialised licence class**

Desirable

1. Tertiary qualifications in health and/or hospital management are considered to be highly desirable.

Position Title: Executive Director Pilbara	Position Number: 600100	Classification: HES Grade B – Health Professional

Appointment Pre-requisites

Appointment is subject to:

- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check
- Successful National Disability Insurance Scheme (NDIS) Worker Screening Check
- Evidence of a current C or C-A Class driver's licence or other specialised licence class
- Ability to travel within the region as required including overnight stays

Last updated 11 November 2026
HSS Registered

WA Country Health Service –
Central Office

12 November 2026
REGISTERED