

Position Description

Clinical Director - Women's, Children's and Families

Classification: Commensurate with experience

Department: Women's, Children's and Families

Division: Chief Operating Officer

Reports to: Chief Operating Officer

Direct Reports: 6

Enterprise Agreement: Medical Specialists (Victorian Public Health Sector)(AMA Victoria/ASMOF)(Single Interest Employers) Enterprise Agreement 2022-2026

Employment Type: Full Time ongoing appointment

About Barwon Health

Barwon Health is one of the largest and most comprehensive tertiary 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 the Barwon South-West region. 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

Reporting directly to the Chief Operating Officer, the Clinical Director - Women's, Children's and Families is responsible to the Barwon Health Executive for delivering strategic clinical and operational leadership, ensuring the integration of services across Barwon Health, and achieving key performance and strategic objectives.

Working in partnership with the Co-Director of Women's, Children's and Families, this role encompasses line management responsibilities, budget oversight, risk management, and ensuring compliance with quality and safety standards. The service provides an array of care services to a diverse catchment population of more than 370,000 people living in inner urban, regional and rural settings. The directorate provides services across a number of localities, including delivery across the acute site, sub-acute facilities, community health teams, and various specialist services.

The Clinical Director - Women's, Children's and Families works closely with the relevant Heads of Unit to provide high-quality care through strong leadership, effective governance, risk management and a commitment to continuous quality improvement and innovation.

This role will also play a critical role in the clinical commissioning of the new Barwon Women's and Children's project. The project includes new operating theatres and expanded paediatric and postnatal inpatient units, birthing suites, neonatal and parent care unit (expanding the role and function of the existing special care nursery), maternity assessment unit and women's and paediatric specialist clinics. This will be integrated into Barwon Health's existing services to provide local access for Geelong and the Barwon South West region.

Key Accountabilities

- Provide strategic leadership in the development and implementation of annual service plans whilst also significantly contributing to Barwon Health's strategic planning, consistent with the Strategic Plan and objectives
- Lead the integration of Women's, Children's and Families clinical services aligned with Barwon Health's strategic goals.
- Foster a positive culture and an environment of innovation, excellence, and continual service improvement.
- Lead, mentor, and manage the Women's, Children's and Families clinical team's performance.
- Ensure that professional development and training requirements, including accreditation of specialty College training positions, are maintained.
- In partnership with the Heads of Unit ensure timely and effective workforce management, including rostering, leave planning and performance management.
- Provide governance oversight and support of quality and safety activities, guideline development, service redesign and model of care development, ensuring that appropriate clinical governance structures are in place for the Directorate.
- Build and maintain strong relationships with key stakeholders, including staff, community groups, and educational institutions.
- Provide clinical leadership to ensure the directorate delivers high-quality, efficient, and sustainable operational performance.
- Ensure compliance with relevant accreditation standards and legislation including but not limited to the OHS Act, Safe Patient Care Act 2016, Relevant Enterprise Agreements and Child Safe Standards.
- Support and drive clinical research and education within the Directorate.
- Work with the, Co-Director and Business Partners (Finance and People and Culture) to achieve strategic priorities.
- Provide governance within the Directorate and manage staff operational issues with the relevant head of unit or manager
- Provide daily operational leadership of the Directorate, including the operational performance, the implementation and management of service plans, care delivery, quality leadership within the Directorate,

education and training, safety and quality, human resources, promoting clinical standards and governance, patient flow and for achieving the Directorate KPI's, and managing the Directorate budget within the delegations of authority

- Developing policies and practices in consultation with senior managers and clinicians that provide direction in the management of the Women's Children's and Families Directorate and the development of inter-disciplinary clinical teams
- Continually evaluating the Women's Children's and Families services provided, including quality and safety performance to monitor standards of care and determine whether service priorities are being addressed
- Ensure a focus on the patient/consumer is at the core of all services provided
- Ensure effective stakeholder relationships both within and external to Barwon Health by initiating, developing and maintaining appropriate working relationships with staff and key stakeholders, including the community in the provision and planning of services.
- Initiate and/or oversee innovations, systemic change processes and co-ordination of responses and meet health service needs.
- Ensure systems are in place to respond to all incidents in accordance with Barwon Health policy and procedure, consistent with the requirements of the National Safety and Quality Health Service Standards.
- Proactively manage risks, and incidents by monitoring recommendations and analysis of trends of all incidents/applicable data.
- Ensure work is carried out in accordance with the Barwon Health Policies and Procedures and Victorian Public Service Commission and Barwon Health Codes of Conduct.

Other Duties

- Exhibits a commitment the Barwon Health's values including team based above and below the line behaviours.
- Undertake special projects or reports as required by the Chief Operating Officer on a wide range of issues.
- 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

- Co-Director, Women's, Children's and Families
- Chief Operating Officer
- Clinical Directors, Co-Directors and other Health Service Leaders
- Chief Executive
- Chief Medical Officer
- Safety and Quality
- Managers and staff within Directorate
- Barwon Health Executive Team
- Finance Department including Analyst and Finance Business Partner
- People and Culture Directorate – including People and Culture Business Partner
- Other Barwon Health Directorate's

External

- Department of Health

- Consumers - Patients/ Family members
- Consultative Council on Obstetric and Paediatric Mortality and Morbidity (CCOPMM) and Safer Care Victoria
- Barwon Health Foundation
- Other Health Services and relevant external providers

Key Selection Criteria

Skills and Experience

Essential

- Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent; and
- Fellowship of the Royal Australian College of Physicians (Paediatric Division) or Fellowship of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists or equivalent
- Extensive experience in senior clinical leadership roles leading in complex health environments.
- Strong knowledge of public health systems, particularly in the delivery of Women's, Paediatric, Neonatal and Antenatal health.
- Contemporary senior leadership experience in a complex, acute tertiary hospital. environment in Australia or comparable jurisdictions.
- Proven ability to manage operational budgets, lead teams and deliver safe and effective services.
- A commitment to fostering a safe, productive, and inclusive work environment.
- Experience in managing multidisciplinary teams
- Proven leadership skills and an ability to articulate a vision and engage and unify staff across the Health Service.
- Demonstrated contemporary people management practices that enhance organisational performance and accountability at all levels to meet agreed deliverables.
- Demonstrated ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes in an innovative and resourceful manner.
- Understanding of the requirements of the Health Practitioner Regulation National Law (Victoria) Act 2009 and prevailing Enterprise Agreements.
- Driver's licence and travel between sites is expected from time to time

Desirable

- Knowledge and understanding of the various professional groups operating across the system.
- Knowledge of the Australian health system and emerging directions within health nationally and internationally
- Knowledge of improvement and efficiency methodologies such as lean thinking, productive ward and clinical improvement program.
- Higher qualifications in health service management or related field

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](#)