

Position Description

Director Women's Services

Classification:	According to experience
Unit/Department:	Women's Services
Division:	Women's, Children's and Families
Position Reports to:	Clinical Director, Women's, Children's and Families Directorate
Direct Reports:	Obstetrics and Gynaecology Medical staff
Enterprise Agreement:	AMA Victoria – Victorian Public Health Sector – Medical Specialists Enterprise Agreement 2022-2026

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 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

This role provides medical leadership for Obstetric and Gynaecology Services and contributes to the strategic leadership of Women's Services through clinical governance, workforce leadership, service planning and quality improvement initiatives. The role also forms part of the leadership team for the broader Women's, Children's and Families Directorate. This is the busiest regional maternity service in the state with over 3,000 deliveries a year in a Level 5 maternity and Neonatal service. Comprehensive outpatient gynaecology care is complemented by same day and multiday surgery. It is a RANZCOG training site with trainees appointed to our own ITP as well as on rotation from metropolitan units and locally appointed Senior Registrars. Barwon Health is nearing completion of a \$500million+ women's and children's acute health facility.

Key Accountabilities

Clinical Governance and Service Leadership

- Provide leadership and oversight of Obstetric and Gynaecology Services across Barwon Health.
- Lead the development, implementation and review of clinical policies, guidelines and standards based on evidence-based best practice.
- Monitor service performance, quality indicators and patient outcomes and implement improvement strategies where required.
- Foster a culture of clinical excellence, accountability, innovation and continuous improvement.
- Ensure internal and statutory reporting requirements (e.g. to CCOPMM) are met.
- Support achievement of organisational, directorate and service objectives.

Medical Workforce Leadership

- Provide professional leadership, support and oversight of medical staff within Obstetrics and Gynaecology Services.
- Contribute to workforce planning, recruitment, succession planning and retention strategies.
- Support credentialing, scope of practice, mandatory training and professional development processes.
- Address workforce issues in accordance with organisational policies and procedures, including through performance management processes as required.
- Promote a positive, inclusive and respectful workplace culture.

Strategic Planning and Service Development

- Contribute to strategic planning and future service development initiatives.
- Identify opportunities to improve access, efficiency, quality and sustainability of services.
- Lead or support implementation of new models of care and service improvement initiatives.
- Build collaborative relationships across specialties and departments to enhance patient care and service integration.

Quality, Safety and Risk Management

- Oversee the timely and effective review of clinical incidents, adverse events, complaints and identified risks relevant to Obstetric and Gynaecology Services.
- Monitor key safety and quality indicators and oversee implementation of improvement actions.
- Participate in clinical governance committees and accreditation activities.
- Ensure compliance with legislative, professional and organisational requirements.

Research, Education and Innovation

- Promote research, education and innovation across Women's, Children's and Families Services.
- Support clinical audit, research activity and the incorporation of evidence-based best practice into clinical service delivery.
- Foster learning and development opportunities for medical staff and trainees, including oversight and maintenance of specialty College accreditation.

Consumer Participation and Cultural Safety

- Champion person-centred, culturally safe and inclusive healthcare practices.
- Support consumer engagement in service design, evaluation and improvement initiatives.
- Promote equity, diversity and inclusion for patients, families and staff.
- Ensure services align with Child Safe Standards and Barwon Health values.

Information Management

- Ensure compliance with information management, privacy and confidentiality requirements.
- Promote accurate clinical documentation and data quality, including overseeing documentation and coding audits as required.
- Utilise data and digital systems to monitor performance and support service improvement.

Occupational Health and Safety

- Ensure workplace health and safety requirements are met across the service.
- Promote safe systems of work and compliance with organisational policies.
- Support injury management, hazard identification and risk mitigation activities.
- Foster a culture of safety and wellbeing for staff, patients and visitors.

Other Duties

- It is expected that the Director would maintain a clinical load (specifics dependent on the individual)
- Demonstrate behaviours consistent with Barwon Health values and Code of Conduct.
- Complete mandatory training and professional development requirements.
- Participate in organisational initiatives, committees and special projects as required.
- Undertake other duties consistent with the responsibilities and seniority of the position.
- Travel to other sites may be required as part of this role.

Key Relationships

Internal

- Clinical Director and Co-Director Women's, Children's and Families Directorate
- Chief Operating Officer
- Medical staff
- Nursing and Midwifery staff
- Allied Health staff
- Administrative staff

External

- Department of Health
- Regional health services
- General practitioners
- Community healthcare providers
- Professional colleges and organisations
- Consumers and community representatives

Key Selection Criteria

Skills and Experience

Essential

- Medical degree and Fellowship of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (FRANZCOG) or equivalent.
- Demonstrated experience as a specialist Obstetrician and Gynaecologist (at least 5 years).
- Proven ability to lead clinical teams and influence service improvement.
- Experience in quality, safety and risk management.
- Strong communication and stakeholder engagement skills.
- Demonstrated commitment to evidence-based practice and continuous improvement.
- Maintenance of AHPRA registration, or eligibility for registration as a specialist.
- Compliance with credentialing and scope of practice requirements.
- Participation in mandatory training and professional development.

Desirable

- Postgraduate qualification in management, leadership or a related discipline.
- Previous leadership or director-level experience in an acute tertiary hospital setting.
- Experience in developing and implementing new clinical services.
- Experience working within a regional health service.
- Research experience including publications, presentations or project leadership

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](#)

