



OFFICIAL

HSS REGISTERED

Executive Director Nursing and Midwifery Services

Position Details

Position number: NM009770
Classification: Health Executive Grade B – Health Professional
Directorate: North Metropolitan Health Service – Executive
Division: Nursing and Midwifery Services

Reporting Relationships

This position reports to:

CG000001	Chief Executive
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Positions under direct supervision:

Specific positions to be confirmed

Primary purpose of the role

The Executive Director Nursing and Midwifery Services (EDNMS) is the Principal Nursing and Midwifery Officer for the North Metropolitan Health Service (NMHS). Provides strategic leadership and expert advice on professional, educational and research matters in the disciplines of nursing and midwifery.

Develops, fosters, and supports a nursing and midwifery culture aligned to NMHS values that promotes clinical excellence through education, professional development, research, and evidence-based practice.

Drives interprofessional collaboration with the Executive Director Medical Services and other executives to deliver safe, high-quality, patient-centred care.

As a member of the North Executive Team (NET), contributes to decision making on NMHS and whole of health issues and the achievement of NMHS performance objectives through the development and implementation of strategic and operational plans, policies and service delivery strategies.

NMHS-wide professional steward for nursing and midwifery, providing system-level leadership, consistency, and assurance across all NMHS sites/services and care settings.



Our values



CARE (Kaaradjiny)

We show empathy, kindness and compassion to all.



RESPECT (Ngargal-wirrn)

We are inclusive of others and treat everyone with courtesy and dignity.



INNOVATION (Milka kaaditi)

We strive for excellence and are courageous when exploring possibilities for our future.



TEAMWORK (Danjoo Yacker)

We work together as one team in a spirit of trust and cooperation.



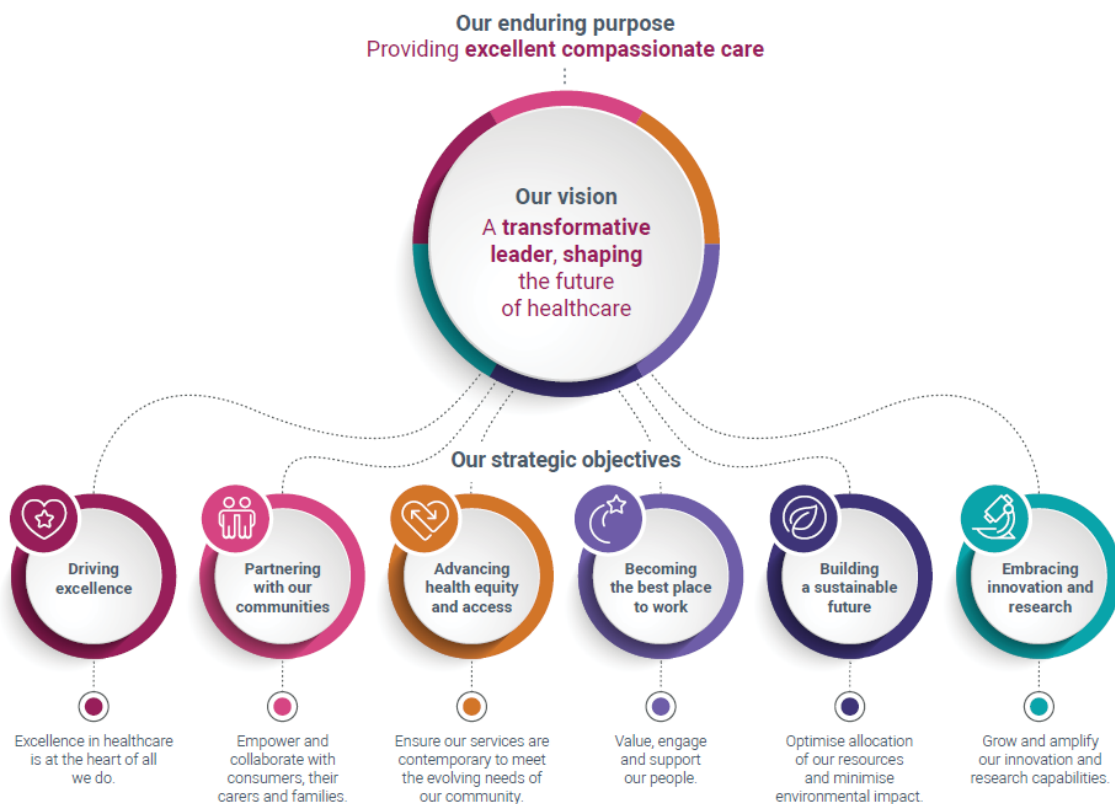
INTEGRITY (Karnadjil)

We are honest and accountable and deliver as promised.

Our vision

To be a **transformative leader**, shaping the future of healthcare

Strategic plan



About us

North Metropolitan Health Service (NMHS) is one of the largest health services in Western Australia, with three tertiary hospitals and two secondary hospitals, including:

- Sir Charles Gairdner Hospital
- King Edward Memorial Hospital
- Graylands Hospital
- Osborne Park Hospital
- Joondalup Health Campus.



Our highly skilled workforce includes more than 14,000 people dedicated to delivering sustainable, quality-health services.

We deliver a comprehensive range of adult specialist medical, surgical, mental health and obstetric services. Additionally, we offer a range of statewide and specialised multidisciplinary services from our hospital and clinic sites to people living across Western Australia, including:

- Dental Health Services
- Public Health
- State Forensics Mental Health Service
- BreastScreen WA
- Sexual Assault Resource Centre
- Cancer Network WA
- Genetic Health WA



Our medical research and education programs are well-renowned and support ongoing innovations in the treatment and care we provide. To support research, we collaborate with various partners to advance medical science and improve patient care.



Key Accountabilities

1. Strategic Leadership and Accountability

- 1.1 Provides expert advice to the Chief Executive, NMHS Executive and the NMHS Board on strategic nursing and midwifery-related matters, including patient care, clinical priorities, workforce models, and interprofessional governance across NMHS.
- 1.2 Leads the development and advancement of nursing and midwifery policy and practice, education, professional development, and research translation, incorporating innovation and digital health solutions.
- 1.3 Leads the NMHS nursing and midwifery leadership group, contributing to the development and implementation of NMHS-wide nursing and midwifery strategies, policies and service improvements, including succession planning, and talent attraction and development.
- 1.4 Advocates for nursing and midwifery priorities at a state and national level, and builds strategic partnerships with academic, research, and professional bodies, ensuring alignment with NMHS strategic objectives and government health policies.
- 1.5 Oversees professional governance for nursing and midwifery, including compliance with National Safety and Quality Health Service (NSQHS) Standards, credentialing processes, and regulatory obligations related to workforce education.
- 1.6 Champions adoption of digital health technologies and innovative models of care to improve outcomes and efficiency.

2. Communication and Consultation

- 2.1 Builds and maintains effective relationships with internal and external stakeholders, including site-based leadership teams, clinicians, regulators, professional bodies, academic institutions, and community partners.
- 2.2 Promotes transparent two-way communication with the nursing and midwifery workforce across NMHS sites and services to ensure consistent professional standards, workforce engagement, and timely dissemination of strategic priorities.
- 2.3 Represents NMHS in forums and partnerships that advance nursing and midwifery practice innovation, and influence policy at state and national levels.
- 2.4 Collaborates with the Executive Director Public Health and Clinical Excellence to drive clinical governance efforts and ensure nursing and midwifery strategies align with organisational safety and quality priorities.
- 2.5 Works collaboratively with the Executive Director Medical Services and Allied Health leaders to ensure integrated clinical governance, shared accountability for patient safety and culturally safe care.
- 2.6 Provides professional leadership to unify the nursing and midwifery workforce around shared strategic priorities aligned to NMHS objectives.

3. Role Specific Responsibilities

- 3.1 Develops and implements NMHS-wide strategic and operational policies and plans for nursing and midwifery services, ensuring alignment with NMHS strategic priorities and statewide health reforms.
- 3.2 Advises the Chief Executive on professional, educational and research matters within the nursing and midwifery discipline; translates innovation and research into nursing and midwifery practise and care delivery models.



- 3.3 Identifies, mitigates and escalates system-level nursing and midwifery risks, including workforce sustainability, capability, digital adoption and cultural risk, to support organisational resilience.
- 3.4 Monitors and facilitates compliance of the nursing and midwifery workforce employed by NMHS with the Health Services Act, Health Practitioner Regulation National Law, nursing and midwifery standards, other statutory requirements, and Government and WA health system policies and priorities.
- 3.5 Promotes education and continuing professional development of nursing and midwifery staff, including digital health capability building.
- 3.6 Contributes to decision making on whole of health issues for NMHS, actively promotes, guides and facilitates high standards of nursing and midwifery practice within NMHS, actively leads and promotes organisational and cultural change through interprofessional collaboration across clinical and non-clinical disciplines.
- 3.7 Leads other NMHS service requirements as directed by the Chief Executive.
- 3.8 Leads the development and delivery of NMHS-wide nursing and midwifery recruitment, retention and succession planning, including Aboriginal employment initiatives.
- 3.9 Implements innovative workforce models and establishes leadership development pathways to enhance career progression for the nursing and midwifery workforce.
- 3.10 Develops and oversees the implementation of nurse and midwife-led care models and continuity of care frameworks, ensuring consumer-centred design and measurable outcomes aligned with best practice.
- 3.11 Leads the integration of nursing and midwifery practices into NMHS's digital health transformation, including Electronic Medical Records (EMR) implementation and the adoption of virtual care models.

4. NMHS Values: *Care, Respect, Innovation, Teamwork, Integrity*

- 4.1 Reflect the NMHS values in the way you work, behave and make decisions.

5. NMHS Governance, Safety and Quality Requirements

- 5.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 5.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 5.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service (NSQHS) Standards and other recognised health standards.
- 5.4 Completes mandatory training (including safety and quality training) as relevant to the role.
- 5.5 Performs duties in accordance with the Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 5.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

6. Undertakes other duties as directed.



Work-Related Requirements

The following criteria should be considered in the context of the NMHS Vision, Mission and Values.

Essential Selection Criteria

1. Shapes and manages strategy.

- Inspires a sense of purpose and action to achieve strategic direction.
- Shows forward thinking, judgement, intelligence and common sense.
- Directs policy development within a public policy environment.
- Directs the implementation of operational reforms.
- Harnesses information and opportunities.

2. Achieves results and operational excellence.

- Builds organisational skill and shapes culture.
- Steers and implements change and deals with uncertainty.
- Delivers intended results.
- Ensures delivery of high-quality services.
- Manages all resources in a constrained environment.

3. Builds productive relationships.

- Nurtures internal and external relationships.
- Facilitates cooperation and partnerships.
- Values individual differences and diversity.
- Guides, coaches and develops people.

4. Exemplifies personal integrity and self-awareness.

- Demonstrates professionalism, probity and accountability.
- Ability to work within and promote the values of NMHS.
- Exhibits personal commitment to customer service.
- Engages with risk.
- Demonstrates commitment to ongoing professional development.

5. Communicates and influences effectively.

- Communicates clearly.
- Listens, understands and adapts to audience.
- Negotiates and advocates persuasively.

Role Specific Criteria

6. Eligibility for registration with the WA Board of the Nursing and Midwifery Board of Australia.
7. Extensive nursing and midwifery management and leadership experience at a senior level.
8. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Tertiary qualifications in Nursing and Midwifery at degree or higher level.
2. Sound knowledge of the national and state health policy framework impacting on health service delivery in WA.



Appointment Prerequisites

Appointment is subject to:

- Eligibility for registration with the WA Board of the Nursing and Midwifery Board of Australia must be evidenced prior to commencement.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager/Supervisor

Name:

HE:

Date:

HR Nominee

Name:

HE:

Date:

Position Occupant

Name:

Signature:

Date:

