

**hardygroup**



**Queensland  
Government**

CANDIDATE INFORMATION PACK

**EXECUTIVE DIRECTOR  
ROYAL BRISBANE & WOMEN'S HOSPITAL  
METRO NORTH HEALTH**





## TABLE OF CONTENTS

Executive Summary	3
Metro North Health	6
Executive Director, Royal Brisbane & Women's Hospital	9
Employment Terms & Conditions	12
How to Apply	14

## EXECUTIVE SUMMARY

- **Experienced Executive with Proven Track Record in supporting improved healthcare and leading transformational change in a large and complex organisation**
- **Lead and Promote Values Based, Culturally Safe, Person-Centred Healthcare while driving practical and strategic and innovation business models and solutions**
- **Enable Excellence in the provision of Healthcare Services through fostering cohesive and contemporary services for the communities within Metro North Health**

### METRO NORTH HEALTH

Metro North Health's (MNH) passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value-based care to our patients across our diverse organisation. Our focus on **Value Based Healthcare** means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

MNH is an independent statutory body that services a population of about 900,000 and focuses on collaboration with healthcare partners and invests in systems, engagement and culture, that connects them to people and services, from north of the Brisbane River to north of Kilcoy. A budget of over \$3B, MNH is the largest public health service in Queensland and employs a highly committed team of more than 22,000 staff.

### THE ROLE

The Royal Brisbane and Women's Hospital (RBWH) is Queensland's largest quaternary and tertiary referral hospital with 929 beds. Under the auspice of Metro North Health, it fulfils a significant teaching and research role with links to Queensland's major tertiary institutions and research facilities. The complex provides a comprehensive range of specialities including medicine, surgery, orthopaedics, obstetrics, gynaecology, neonatal intensive care and trauma services.

The **Executive Director of the Royal Brisbane and Women's Hospital (RBWH)** provides strategic leadership and direction in the management of RBWH in achieving the key strategies in clinical service excellence; business excellence; leadership; education; and research in the delivery of quality patient-centred health care and business outcomes. The Executive Director – RBWH is responsible for an operating budget of \$991M with a total FTE of 6,500.

## THE CANDIDATE

MNH is seeking applications from Executive Leaders to fill the role of Executive Director RBWH. The successful applicant will become a member of the MNH Executive Team and will provide direct advice to the Chief Operating Officer in accordance with MNH's vision, purpose, values and objectives as outlined in strategic and operational plans.

The ideal applicant will be someone who can demonstrate the following values within the context of the key accountabilities. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values difference and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health's vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

To apply for the role, the applicants must prepare an address of the following selection criteria:

1. **Leadership** - Proven strategic and operational leadership capability at an executive level in a large and complex public health organisation
2. **Business Management & Transformation:** Proven track record in developing, implementing, and evaluating practical and innovative business models and solutions, across and within areas of responsibility that enhance performance, are value for money, and improve patient, consumer, and health equity outcomes.
3. **Strategic and Operational Planning:** Demonstrated management skills and knowledge, including in the areas of planning, performance monitoring and improvement, clinical governance, resource, and budget management in a demanding high-pressure environment.
4. **Teamwork and Culture:** Demonstrated experience in fostering cohesive services and multidisciplinary teams that value performance, improvement, collaboration, and innovation.
5. **Relationship Management & Communication:** Demonstrated communication, negotiation, persuasion, and interpersonal skills, including proven experience in developing high level strategies for communicating and consulting with government organisations, internal and external stakeholders, professional bodies, non-government organisations, academic bodies and the community

CANDIDATE INFORMATION PACK  
Executive Director, Royal Brisbane & Women's Hospital



**Queensland**  
Government

**HOW TO APPLY**

For a confidential discussion, please contact:

**Ms Sarah Buckler PSM**

Principal Consultant, Queensland State Manager

**M:** +61 (0)429 486 740

**E:** sbuckler@hardygroupintl.com

**Applications close:** Tuesday 29<sup>th</sup> November 2022

## METRO NORTH HEALTH

*Vision: Excellent healthcare, working together, strong and healthy communities.*






Metro North Health is the biggest and most diverse Hospital and Health Service in Queensland, delivering the best care by the brightest health care professionals.

Metro North Health's diversity is unique. Two of our five hospitals – [Royal Brisbane and Women's Hospital \(RBWH\)](#) and The [Prince Charles Hospital \(TPCH\)](#) – are tertiary/quaternary referral hospitals, providing state-wide super specialty services, such as heart and lung transplantation and burns treatment. Redcliffe and Caboolture are major secondary hospitals, and Kilcoy is a regional community hospital.

### Purpose:

Together with our community and partners, deliver services informed by research and innovation to improve the health outcomes of our community

### Values

				
<b>Respect</b>	<b>Teamwork</b>	<b>Compassion</b>	<b>High performance</b>	<b>Integrity</b>
<ul style="list-style-type: none"> <li>• Interpersonal savvy</li> <li>• Manages conflict</li> <li>• Communicates effectively</li> <li>• Balances stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborates</li> <li>• Develops talent</li> <li>• Values differences</li> <li>• Builds effective teams</li> </ul>	<ul style="list-style-type: none"> <li>• Customer / patient focus</li> <li>• Demonstrates self-awareness</li> <li>• Manages ambiguity</li> <li>• Being resilient</li> </ul>	<ul style="list-style-type: none"> <li>• Cultivates innovation</li> <li>• Action oriented</li> <li>• Drives results</li> <li>• Drives vision and purpose</li> </ul>	<ul style="list-style-type: none"> <li>• Decision quality</li> <li>• Ensures accountability</li> <li>• Courage</li> <li>• Manages complexity</li> </ul>



## Metro North Core Pillars:

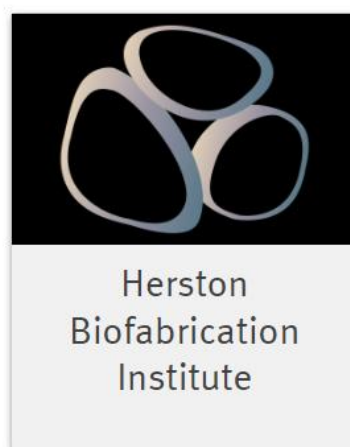
Metro North Health has a strong focus on, and commitment to, service delivery and education and training. In particular, a focus on excellence ensures a thriving culture of research that delivers continuous service improvement and evidence-based care.

Metro North Health's diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. The staff and volunteers translate the values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Metro Norths Health's people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do.

Please see the Metro North Health website for overview of the [hospitals and services](#). Furthermore the [Quality of Care Snapshot](#) overviews the continual commitment to health safety and delivery of service.

## Institutes & Partnerships

Metro North Health current institutes include [Jamieson Trauma Institute \(JTI\)](#), [Genomics Institute](#), [Herston Biofabrication Institute \(HBI\)](#), Herston Infectious Diseases Institute (HeIDI) and the Comprehensive Breast Cancer Institute, with more being planned. These institutes are transforming personalised healthcare and accelerating the translation of research into clinical practice for Metro North Health and have a national and global impact. Metro North also has strong relationships with Queensland University and Queensland University of Technology.





## Royal Brisbane and Women's Hospital

The Royal Brisbane and Women's Hospital (RBWH) is Queensland's largest quaternary and tertiary referral hospital with 929 beds. It fulfils a significant teaching and research role with links to Queensland's major tertiary institutions and research facilities. The complex provides a comprehensive range of specialities including medicine, surgery, orthopaedics, obstetrics, gynaecology, neonatal intensive care and trauma services.

[Visit the RBWH Website here.](#)



# EXECUTIVE DIRECTOR ROYAL BRISBANE & WOMEN'S HOSPITAL

## POSITION PURPOSE

The Executive Director, Royal Brisbane & Women's Hospital (Executive Director) provides strategic leadership and direction in the management of RBWH in achieving the key strategies in clinical service excellence; business excellence; leadership; education; and research in the delivery of quality patient-centred health care and business outcomes.

## CONTEXT & DELEGATIONS

- This senior executive role reports directly to the Chief Operating Officer, Metro North Hospital and Health Service (MNHHS)
- The Executive Director of RBWH is expected to work closely with the Executive Directors of the Clinical Directorates and Streams
- The position has 14 direct reports including senior clinical and professional service leads.
- HR Delegations as per band 5
- RBWH employs approximately 6,500 staff
- Finance Delegation as per band 3
- RBWH has a current operating budget of \$991 million

## CANDIDATE PROFILE

The Executive Director will be assessed on their ability to demonstrate the following values within the context of the **Key Accountabilities (next page)**. The ideal applicant will be able to demonstrate the following:

1. **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and always balances the needs of all stakeholders with utmost respect to all people
2. **Teamwork** – collaborates effectively, develops talent, values difference and builds effective teams to bring about best use of resources to deliver healthcare services
3. **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
4. **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health's vision and purpose to exceed expectations of our patients and stakeholders
5. **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

## KEY ACCOUNTABILITIES

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

- Leadership
- Strategic and Operational Planning
- Business Management
- Stakeholder Management
- Safety and Quality

View the full description of the above key accountabilities in the [Position Description](#).

## SELECTION CRITERIA

To apply for the role, please prepare a short statement (maximum 2 pages): formulate your response to the dot points below within the context of the **Key Accountabilities**.

1. **Leadership** - Proven strategic and operational leadership capability at an executive level in a large and complex public health organisation
2. **Business Management & Transformation:** Proven track record in developing, implementing, and evaluating practical and innovative business models and solutions, across and within areas of responsibility that enhance performance, are value for money, and improve patient, consumer, and health equity outcomes.
3. **Strategic and Operational Planning:** Demonstrated management skills and knowledge, including in the areas of planning, performance monitoring and improvement, resource, and budget management in a demanding high-pressure environment.
4. **Teamwork and Culture:** Demonstrated experience in fostering cohesive services and multidisciplinary teams that value performance, improvement, collaboration, and innovation.
5. **Relationship Management & Communication:** Demonstrated communication, negotiation, persuasion, and interpersonal skills, including proven experience in developing high level strategies for communicating and consulting with government organisations, internal and external stakeholders, professional bodies, non-government organisations, academic bodies and the community

## OPPORTUNITIES & CHALLENGES

Major opportunities and challenges currently associated with the role include:

- Leadership of a large, complex organisation in a matrix management environment will require a highly skilled system leader.
- Post COVID-19 all health services are challenged to reset, Metro North Health seeks to continue to strive to be a system leader, retaining the best of the learnings during this period without losing sight of the critical underlying strengths of a high performing health service.
- Metro North seeks to not only be the most efficient and effective, patient centric healthcare system in Queensland but also the kindest. Leading and embedding this cultural expectation will require dedicated and exemplary efforts both individually but collectively and collaboratively as part of the executive and wider organisation.

## MANDATORY QUALIFICATIONS / PROFESSIONAL REGISTRATION / OTHER REQUIREMENTS

- Whilst not mandatory, clinical experience and/or professional registration or membership with an appropriate authority will be well regarded.
- Whilst not mandatory, a relevant qualification would be desirable.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 (Health Employment Directive No. 12/21 and Queensland Health Human Resources Policy B70).

## REPORTING & KEY RELATIONSHIPS

The Executive Director role reports directly to the Chief Operating Officer, Metro North Hospital and Health Service. The Executive Director will work closely with the Executive Directors of the Clinical Directorates and Streams. The position has 14 direct reports including senior clinical and professional service leads.

## KEY DATA

Staffing 9000 FTE

Operating Budget \$1.3 billion

Service Location Herston QLD 4029

Useful Links [Position Description](#)  
[Metro North Health Website](#)  
[Strategic Plan](#)  
[Organisation Chart](#)

## EMPLOYMENT TERMS & CONDITIONS

**REMUNERATION** \$256 700 - \$266 214 TRP per annum

*Please contact the Consultant if you are eligible for a medical remuneration package (Level 18 – 24 or Level 25 – 27).*

**CLASSIFICATION** HES3L

## PRE-EMPLOYMENT PROBITY CHECKS

Information on a person's suitability for appointment is obtained for all appointments. Potential appointees will be asked whether there are any reasons why they should not be appointed such as: Information on a person's criminal history and other associated probity checks will be sought from those candidates whose application has progressed to shortlisting for interview.

Applicants unsure about the definition of disclosable criminal convictions or status of any criminal conviction may wish to seek legal advice in responding to the probity check questions. (A 'disclosable' conviction is one that is recorded by the court and has not been rehabilitated or spent under the Criminal Law (Rehabilitation of Offenders) Act 1986 and, in the case of Commonwealth convictions, the Crimes Act 1914 (Commonwealth), and does not breach the confidentiality provisions of the Youth Justice Act 1992.)

## HEALTH AND SAFETY REQUIREMENTS

It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 [Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

**Vaccine Preventable Diseases (VPD) Requirements** ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

### CANDIDATE INFORMATION PACK

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are not subject to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e., one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

See further requirements listed in **Additional Information** in the [position description](#).

## HOW TO APPLY

The closing date for applications is Tuesday 6 December 2022

The reference number to include in your application is H22\_4249

**For a confidential discussion, please contact Principal Consultant: Sarah Buckler PSM**



### Your application must include:

1. A short statement (maximum 2 pages): formulate your response to the dot points listed under "Selection Criteria" within the context of the **Key Accountabilities**.
2. Your current CV or Resume, including at least two (2) referees.
  - a. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include at least one (1) current/immediate past supervisor.
  - b. Please note HardyGroup will not contact referees without advising prior to making contact.

**Please submit application documentation to Senior Executive Search Coordinator, Anna Brownjohn:**

T: +61 (0)409 977 847

E: [abrownjohn@hardygroupintl.com](mailto:abrownjohn@hardygroupintl.com)



## PERSONAL INFORMATION

HG complies with the Privacy Act 1988 (Cth), all applications are treated by HG in strict confidence, however in submitting an application you are extending permission to share your application with the Selection Panel.

Personal Information will be used to assess your suitability for appointment to this Positions Health Services. As part of the selection process, personal information will be dealt with in accordance with HG's Privacy Policy and the Information Privacy Act 2009.



# Role Description

## Executive Director, Royal Brisbane and Women's Hospital

<b>Job ad reference:</b>	H22_4249		
<b>Location*:</b>	Herston, Queensland	<b>Unit/Department:</b>	Operations Executive
<b>Status:</b>	Executive Contract	<b>Classification:</b>	HES3L
<b>Estimated Total Remuneration Package</b>	\$256 700 - \$266 214 per annum	<b>Closing Date:</b>	Tuesday 6 December 2022
<b>Contact name:</b>	Sarah Buckler, HardyGroup	<b>Contact number:</b>	+61 429 486 740
<b>Online applications:</b>	<a href="https://www.hardygroupintl.com/executive-search/">https://www.hardygroupintl.com/executive-search/</a>		

\* Please note: there may be a requirement to work at other facilities located across Metro North Health.

\*\*Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

\*\*\*Applications from third parties will not be accepted.

### About the Royal Brisbane and Women's Hospital (RBWH)

The Royal Brisbane and Women's Hospital (RBWH) is Queensland's largest quaternary and tertiary referral hospital with 929 beds. It fulfils a significant teaching and research role with links to Queensland's major tertiary institutions and research facilities. The complex provides a comprehensive range of specialities including medicine, surgery, orthopaedics, obstetrics, gynaecology, neonatal intensive care and trauma services.

### Purpose of the role

To provide strategic leadership and direction in the management of RBWH in achieving the key strategies in clinical service excellence; business excellence; leadership; education; and research in the delivery of quality patient-centred health care and business outcomes.

### Context and Delegations

- This senior executive role reports directly to the Chief Operating Officer, Metro North Hospital and Health Service (MNHHS)
- The Executive Director of RBWH is expected to work closely with the Executive Directors of the Clinical Directorates and Streams
- The position has 14 direct reports including senior clinical and professional service leads.
- HR Delegations as per band 5
- RBWH employs approximately 9,000 staff
- Finance Delegation as per band 3
- RBWH has a current operating budget of \$1.3billion

## Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

### Leadership

- To lead the development of a healthy workplace values-driven culture throughout the hospital, contributing to a high performing culture across MNHHS.
- Develop a strong operational and performance focus within the Hospital management teams.
- Demonstrate excellence in the areas of strategy and planning and lead by example.
- Identify, coach, develop and mentor high performers and future leaders.
- Support and encourage continuing professional development and training for all staff to build workforce capacity and capability.
- Behave in a manner that is consistent with the core values of MNHHS and Queensland Public Service as outlined above.

### Strategic and Operational Planning

- Work with the Executive Director, Operations to ensure all facilities and services are strategically aligned with MNHHS service strategy including the implementation of State and National health priorities.
- Develop and promote commercially sound operating strategies leading to a culture of innovation, accountability and continuous improvement.
- Ensure robust safety, quality and governance frameworks, systems and practices are in place.
- Proactively respond to trends and opportunities in the broader health environment, ensuring future changes are anticipated and adequately responded to.
- In partnership with the Clinical Streams and Directorates, provide expert advice on operational matters and contribute to the development of strategic and operational plans for facilities and streams and networks.

### Business Management

- Lead to delivery of operational plans for the Hospital through strong governance and risk management, accountability and provide to the relevant parties timely and accurate reporting with a focus on performance outcomes.
- Drive the key strategic framework, policies and processes necessary to ensure that budget management, financial policy, systems and controls are met to ensure operational performance across the facilities.
- Contribute to the Health Funding function by working collaboratively with the Business Advisory and Financial Control teams
- Work with Executive Director, Operations to deliver and foster innovative service delivery and staffing models within available resources that maximise service efficiency and effectiveness.
- Report on all key performance indicators for the operations such as QEAT, waiting lists, clinical incidents, risk, workforce management, activity and finances.

### Stakeholder Management

- Develop strong relationships/partnerships with a range of internal and external stakeholders including government agencies, community groups, service providers, education and research bodies, staff, clinicians, clients/consumers.
- Support the Metro North HHS' engagement with practitioner groups and other stakeholders by ensuring that their needs, expectations and interests are included in health service planning and evaluation.
- Foster positive and collaborative staff/union relationships by championing a high performing, values-driven, safety conscious workplace culture where people are rewarded and recognised for their contributions, treated fairly, respectfully and with dignity.
- Ensure a robust Patient Complaints function where feedback and issues can be promptly and sensitively managed at a local level.

### Safety and Quality

- Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQulP).
- Promote a culture of quality and safety among clinical staff and communicate the need for individuals to understand their contribution to quality and safety outcomes in patient care.
- Act as an expert resource in the management and monitoring of clinical workforce performance to ensure that services are provided in a clinical safe, efficient and effective manner utilising existing data systems and provide support to the development and implementation of new data systems.

## About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

## Health Equity and Racism

Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

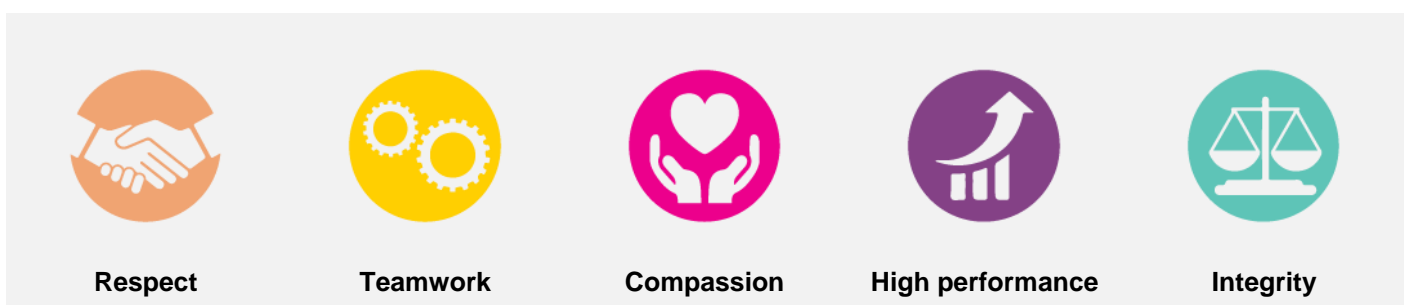
It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

## Our Vision

Excellent healthcare, working together, strong and healthy communities.

## Metro North Health Values and their corresponding Lominger™ competencies:



- |                            |                          |                               |                             |                          |
|----------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------|
| • Interpersonal savvy      | • Collaborates           | • Customer / patient focus    | • Cultivates innovation     | • Decision quality       |
| • Manages conflict         | • Develops talent        | • Demonstrates self-awareness | • Action oriented           | • Ensures accountability |
| • Communicates effectively | • Values differences     | • Manages ambiguity           | • Drives results            | • Courage                |
| • Balances stakeholders    | • Builds effective teams | • Being resilient             | • Drives vision and purpose | • Manages complexity     |

## How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge, and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and always balances the needs of all stakeholders with utmost respect to all people
- **Teamwork** – collaborates effectively, develops talent, values difference and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient and client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively managing complexity to ensure work output and decisions are ethical and invariably of a high standard

## Mandatory qualifications/professional registration/other requirements

- Whilst not mandatory, clinical experience and/or professional registration or membership with an appropriate authority will be well regarded.
- Whilst not mandatory, a relevant qualification would be desirable.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

## How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”
2. **Your current CV or Resume, including referees\***. You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or Resume.

\*Please note a higher standard of pre-employment check for DSO level and equivalent or above is required through the provision of two referees who are not members of the selection panel. You will still be able to

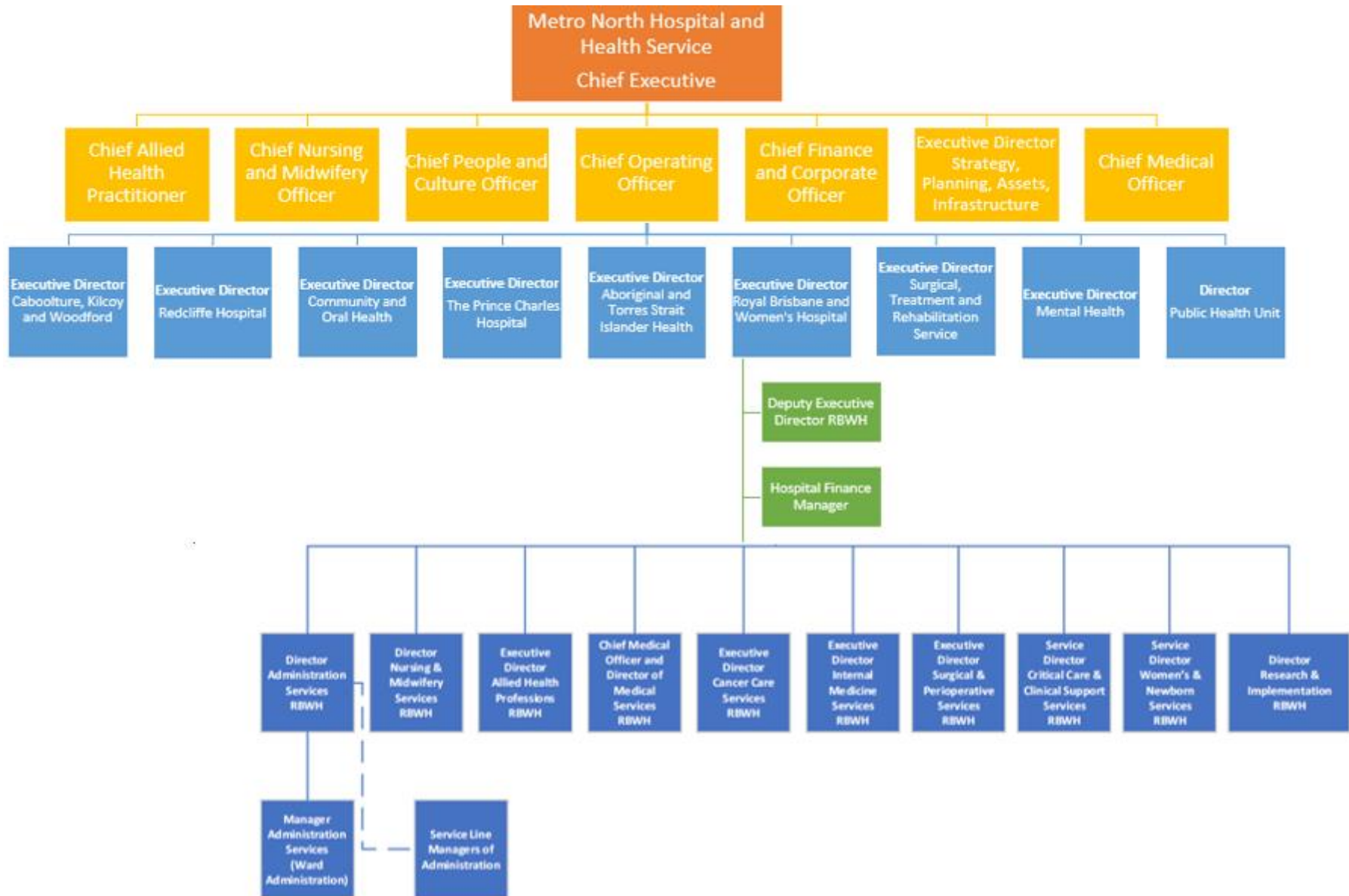
provide references from panel members where relevant, for example, a current line manager, however this would be in addition to the provision of two non-panel members.

3. Please submit application documentation to Senior Executive Search Coordinator, HardyGroup:

Anna Brownjohn: [abrownjohn@hardygroupintl.com](mailto:abrownjohn@hardygroupintl.com)

- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

# Team Structure



### Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

### Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

### Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2<sup>nd</sup> Edition and the Australian Council on Healthcare Standards (ACHS).

### Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).



## Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:  
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2  
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

# Metro North Health Executive Structure

