

Role Description

Executive Director - Surgery and Perioperative Services

Job ad reference:	RBH655065		
Location*:	Herston	Unit/Department:	Surgery and Perioperative Services
Status:	Executive Contract	Classification:	HES2 (High)
Estimated Total Remuneration Package:	\$256 051 - \$276 661 Per annum	Closing Date:	
Contact name:	Louise Oriti	Contact number:	(07) 3646 1585
Online applications:	www.smartjobs.qld.gov.au		

* 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.

Purpose of the role

The Executive Director, Surgery and Perioperative Services (SPS) is accountable for strategic leadership, operational management, and performance outcomes of surgical and perioperative services at Royal Brisbane and Women's Hospital (RBWH). This role ensures the delivery of safe, high-quality, patient-centred care aligned with RBWH's strategic vision fostering a culture of innovation, clinical excellence, continuous improvement, and integrated care while supporting research, teaching, and health equity priorities.

This role is responsible for supporting the comprehensive clinical services for Surgery and Perioperative Services. The service provides secondary, tertiary, and quaternary referral services for hospitals and medical practitioners across northern New South Wales, and neighbouring Pacific countries. Surgery & Perioperative operates 22 Operating Suites (covering both general and Women's theatres), a Minor Procedure Unit (MPU) consisting of 2 theatres, Post Anaesthetic Care Units (PACUs), a day surgery unit, Sterile Processing Centre (SPC), 9 inpatient wards, Statewide trauma service and co-located outpatient departments to provide continuity across a range of surgical specialties.

Specialty services consist of Anaesthesia and Perioperative Medicine, Burns, General Surgery, Orthopaedics, Neurosurgery, Vascular, Urology, Ear Nose and Throat, Ophthalmology, Maxillo-Facial, and Plastic and Reconstructive surgery. These clinical services play a major role in research, undergraduate and postgraduate education programs for all health professionals. This is supported through joint appointments with the Departments of Surgery, The University of Queensland, Queensland University of Technology, Australian Defence Force and collaboration with all tertiary facilities.

Context and Delegations

- The Royal Brisbane and Women's Hospital strives to be a world class academic tertiary and quaternary Health Centre seeking to lead Australia in education, training and research.
- This role reports to the Executive Director, Royal Brisbane and Women's Hospital and supervises 1,255 FTE and has accountability for managing a \$321M budget.
- This role will work directly with the Nursing Director (Surgery and Perioperative Services), Business Manager and Clinical Directors.
- The Executive Director, Surgical and Perioperative Services is a member of the Royal Brisbane and Women's Executive Leadership Team.
- Finance Delegations as per band 5 and HR Delegations as per band 6.

- Provides single point of accountability for executive leadership of Surgery and Perioperative Services within RBWH
- This role may be required to participate in an on-call roster.
- The successful applicant may request, for consideration by the delegate, to undertake clinical duties as part of this role. Clinical duties would be subject to an approved role description within the relevant specialty area and the mandatory requirements of that role description.

Key Accountabilities

The successful applicant will deliver the following key accountabilities in alignment with Metro North Health's (MNH) values, strategic priorities, and commitment to high-quality, patient-centred care.

Leadership Capabilities

- Provide executive leadership to ensure delivery of high-quality, efficient and value-based surgical services.
- Foster clinician engagement and a positive workplace culture to support workforce retention, wellbeing and development.
- Champion health equity by supporting access to culturally safe and responsive care, particularly for Aboriginal and Torres Strait Islander peoples.
- Lead a multidisciplinary management team, modelling collaborative, transparent, and accountable leadership.
- Lead effective interdisciplinary clinician engagement and the strategic development of team work and model of care delivery, involving all professional groups.

Strategic and Operational Planning

- Provide Executive leadership of SPS and support senior clinical and administrative staff to collaboratively achieve the clinical, operational, and financial objectives of the Service Line.
- Drive strategic planning, service redesign, and innovation aligned with MNH and RBWH objectives.
- Lead workforce initiatives that grow and develop the Aboriginal and Torres Strait Islander workforce, promote cultural safety, and increase the cultural capability of all staff.
- Promote the development of the future workforce, which is resilient and capable of meeting current and future challenges, through collaborations with MNH, university partners, specialist colleges, and other industries and education providers.

Performance Operational Management and Reporting

- Oversee operational and financial performance including achievement of KPIs, patient outcomes, and service growth.
- Ensure effective corporate and clinical governance structures and risk management systems that support data-informed decision making.
- Support timely, accurate and transparent reporting to the service line leadership, RBWH Executive and MNH Executive.
- Ensure financial integrity through the prudent use of resources while maximising the provision of equitable, cost effective and timely clinical services in an environment of significant demand.
- Drive innovation, productivity and service improvement strategies to ensure patients receive care within clinically recommended timeframes.
- Effectively engage with clinicians, health partners, government agencies, and the community to inform service planning and improvements.

Stakeholder Management

- Build strong working relationships across RBWH service lines, Metro North directorates and clinical streams to enhance patient care.
- Strengthen partnerships with key stakeholders including external services, academic institutions, and clinical

networks to support care integration, research, and education to meet growing population needs. This includes strategic alignment with emerging health policies impacting surgical and perioperative services.

- Foster effective communication and constructive engagement with industrial partners and workforce groups.
- Ensure effective systems are in place to promote positive experiences and outcomes of consumers and community organisations, to respond to and learn from feedback, compliments, and complaints.

Health, Safety and Quality

- Lead the Surgery and Perioperative Service Line to achieve clinical and service excellence using evidence informed practice and rigorous evaluation of clinical and service outcomes.
- Lead safety and quality initiatives, ensuring compliance with National Safety and Quality Standards (NSQHS), Clinical Care Standards and relevant professional college standards to support continuous improvement. This includes development of resilient systems for patient safety, high reliability, quality improvement and the informed use of evidence and data.
- Promote a culture of clinical excellence, patient-centred care, and service accountability using clinical feedback, incident review, and consumer engagement to inform system and service improvements.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services, and workplaces. This includes developing and promoting strategies that support staff wellness and safety and aligns with RBWH priorities.

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.

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 close to 1,000 beds, providing more than one tenth of all patient services in Queensland. 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 and is the largest provider of telehealth services in Queensland.

RBWH employs more than 9,000 multidisciplinary staff that together provide more than one million episodes of life-saving treatment each year.

RBWH provides outstanding care across an extensive range of clinical areas and is known for its preeminent cancer care, maternity, trauma and burns care.

As the largest provider of telehealth services in Queensland, thousands of patients can connect with RBWH's specialists via state-of-the-art instant video connection, bringing expert care to rural and regional patients and reducing the need for them to travel large distances away from home.

Firmly established as a world-leading healthcare, research and innovation hub, RBWH has proud partnerships with more than 14 Queensland and national universities, three TAFE providers and boasts strong ties to the Australian Defence Force. RBWH is also part of the [Herston Health Precinct](#) – one of Australia’s largest health and knowledge precincts.

With more than 155 years of caring for Queensland, the modern-day RBWH supports and produces world-leading research and education and is a prominent innovator in the pursuit of ever-improving patient outcomes.

As part of the Queensland Hospital Rescue plan the [Queensland Cancer Centre](#) will be a purpose built facility that provides cutting-edge care and research.

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:

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

How you will be assessed

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 balances the needs of all stakeholders with utmost respect to all people at all times.
- **Teamwork** – collaborates effectively, develops talent, values differences 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.

Professional Capability

- Professional standards: creates and sustains professional standards of excellence in service delivery and patient care.
- Drive for results: A strong commitment to making service performance improvements and a determination to achieve positive service outcomes for users.

Research Capability

- Research culture: creates and sustains a culture of world class research and innovation
- Collaborative research: leads a department which supports integrated research across professional disciplines.

Leadership Capability

- Self-awareness: knowing your own strengths and limitations and understanding your own emotions and the impact of your behaviour on others in diverse situations.
- Holding to account: the strength of resolve to hold others to account for agreed targets and to be held accountable for delivering a high level of service.
- Effective and strategic influencing: being able and prepared to adopt a number of ways to gain support and influence diverse parties, with the aim of securing health improvements.

Management Capability

- Communication: adopt appropriate strategies to gain support and influence others; communicate effectively in the public domain and with senior boards and external stakeholders.
- Business planning: create strategic plans that meet hospital and whole of government priorities and position the hospital to meet future challenges.
- Financial management: develop, interpret, monitor and analyse trend data in organisational financial and establishment reports; forecast, monitor and manage revenue and expenditure; develop strategic procurement plans; ensure the organisation has the health infrastructure to meet demand in growth areas.

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 postgraduate qualification encompassing advanced management and leadership skills will be well regarded.
- Whilst not mandatory, a strong clinical background will be highly regarded, particularly when associated with high level clinical leadership experience.
- This position may be required to work throughout Metro North HHS as/where required.
- Whilst not mandatory, a relevant qualification would be desirable.
- Disclosure of Serious Disciplinary History: Under the Public Sector Act 2022, applicants are required to disclose any previous serious disciplinary action taken against them.
- 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 ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis

How to apply

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

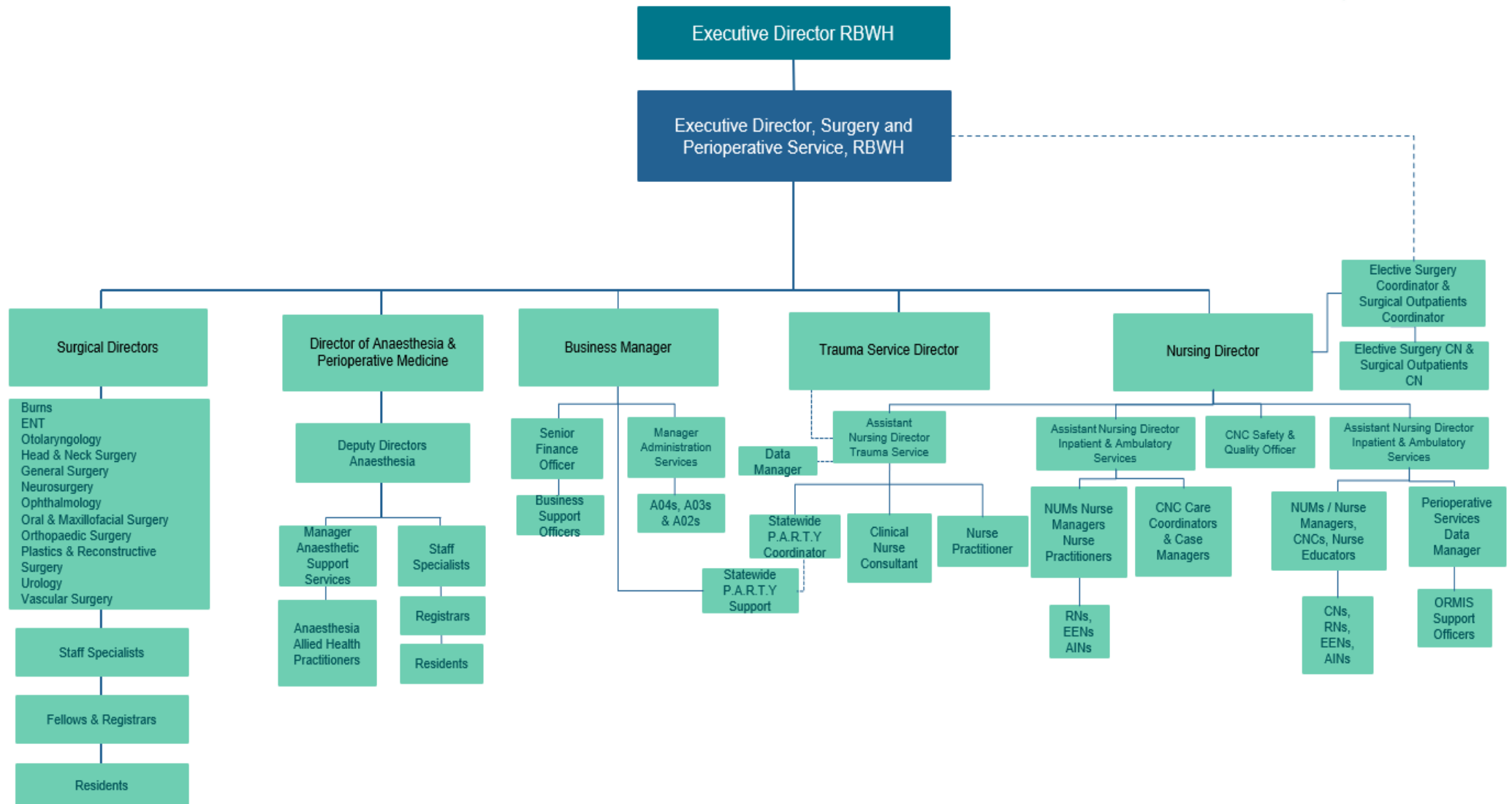
1. **A cover letter (maximum 3 pages)** - Formulate your response to address your suitability for the role and the dot points listed under *'how you will be assessed'* within the context of the *'key accountabilities'*
Or
2. **Your current CV or Resume, including referees.** You must seek approval prior 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 HSO 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.

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- 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 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:

- 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, will 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

