

Director Intensive Care, Women's and Perioperative Services HES 2.2

Your opportunity

This position is accountable for the effective leadership, governance and performance of Intensive Care, Women's Health and Perioperative services within the Cairns Hospital and for the operational performance of the following Service areas:

- Perioperative Services
- Surgical Wards
- Womens Health
- Intensive Care Unit

Our workplace

Cairns and Hinterland Hospital and Health Service provide an extensive range of health services at more than 30 regional, rural and remote facilities across a geographical area of 142,900 square kilometres. The Health Service is 95 percent self-sufficient with only a small number of high-level acute services being provided in Townsville and Brisbane.

Cairns and Hinterland Hospital and Health Service [Strategic Plan 2023-2027](#)

First Peoples Health Equity commitment

As a Health Service, Cairns and Hinterland Hospital and Health Service have a key role to play in addressing health inequities in our region. We are committed to providing clinically and culturally safe access to health care for First Peoples. Please refer to our [First Peoples Health Equity Strategy](#) for further information.



[Visit us online](#)



[Our organisation structure](#)



Vacancy reference

H25_5309



Salary

\$254 638.00 per annum
(total remuneration)



Role type

Fixed Term Temporary Full Time for three years (with a possibility of two-year extension)



Location

Cairns



Team/Division

Office of the Chief Operating Officer
Cairns and Hinterland



Closing date

Monday, 22 December 2025



Contact

Name: Sarah Buckler
HardyGroup, Qld State Manager
Phone: [+61 \(0\)429 486 740](tel:+617429486740)
Email: sbuckler@hardygroupintl.com

How to apply

- Applications must be received by **Monday, 22 December 2025**
- The reference number to include in your application is **H25_5309**
- Please submit your application via the HG website: [HERE](#)
- **Note: Please use the online platform to submit your application. It will not be accepted via email.**

Please provide the following information:

- Your current CV or resume, including the names and contact details of at least two referees
- A written response addressing the key selection criteria



Dimensions

1. Annual Budget: \$ 235,336,684
2. Annual Own Source Revenue: \$8,353,698
3. Direct Reports: 11 FTE
4. Indirect Reports: 1,008.07 FTE
5. Clinical Targets: NEST Treat in Time performance (Elective Surgery Implementation Standard ESIS), Specialist Outpatient Services Implementation Standard SOSIS

Competencies

- Problem Solving
- Political Savvy
- Dealing with Ambiguity
- Managerial Courage

Your key accountabilities

Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.

Follow defined service quality standards, occupational health and work policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.

Fulfil the responsibilities of this role in accordance with CHHHS values.

Your key skills

We are looking for the best suited applicant for the role. We will do this by assessing your eligibility, your ability to perform the requirements of the role, and if relevant the way you carried out previous roles. We will also consider your potential to contribute to Cairns and Hinterland Hospital and Health Service and how your engagement would support our commitment to Compassion, Accountability, Respect and Integrity.

How you will be assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under 'Your role', the ideal applicant will be someone who can demonstrate the following:

- Commitment to or the ability to commit to Queensland Health's core values of Caring for People, Leadership, Partnership, Accountability, efficiency and effectiveness and Innovation.
- Demonstrated experience in the leadership and management of a large and complex health service workforce and budget.
- Detailed understanding and knowledge of current trends in the provision and management of regional health services.
- High level communication skills and ability to communicate and work cooperatively across the organisation, with patients and their families and the community.
- Sensitivity to cultural complexities which may occur within workforce and/or patient population.
- Demonstrated ability to actively participate in a working environment supporting quality human resource management practices including workplace health and safety, employment equity, anti-discrimination and ethical behaviour.
- Targeted assessment of core behavioural competencies:
 - Problem Solving
 - Political Savvy
 - Dealing with Ambiguity
 - Managerial Courage



Result Area – Strategy and Operational Planning

Key Accountabilities

- Give advice to the Board and Chief Executive on the development and implementation of the HHHS's vision, values and strategic direction
- Develop annual operating plan for this portfolio to meet the strategic direction of the HHS
- Ensure robust plans are developed to meet the KPI's related to this role as outlined in the HHS's service level agreement with the Department of Health
- Oversee the development and strategies to ensure disaster preparedness and emergency incident response
- Working in partnership with other areas of the business, to achieve outcomes in accordance with strategic directions and performance agreements.
- Develop strategic services plans, annual business plans and budget plans which are aligned to Queensland Health's strategic and related plans and initiatives.
- Contribute to the collective achievement of the CHHHS management team's objectives.
- Promote a healthier Queensland through the following five strategic intents: healthier staff; healthier partnerships; healthier people and communities; healthier hospitals and healthier resources.
- Ensure appropriate reporting, monitoring and control systems are in place to ensure achievement against business plans and approved budget, including performance agreements and contracts.

Performance Measures

- Active participation in strategy and service planning
- Quarterly reporting to Executive and Board on meeting annual operating plans. 80% of plan to be delivered annually
- Monthly reporting of any negative variance relating to KPI's and implement plans for improvement as required

Our values



COMPASSION



ACCOUNTABILITY



INTEGRITY



RESPECT

Key Result Area – Safety and Quality

Key Accountabilities

- Ensure the portfolio achieves the highest level of quality and safety of services
- Contribute to delivery of CHHHS Clinical Governance Framework
- Ensure portfolio and HHS achieves accreditation requirements
- Implement all recommendations to improve quality and safety from reviews within the agreed timeframes
- Actively participate in improvements in patient centred care
- Ensure appropriate policies, training and development, performance measures and risk management processes are in place to deliver excellent in service delivery
- Ensure a commitment to innovation and research to improve service delivery
- Implement and monitor the organisation's quality standards, occupational health and safety policies, procedures and programs and provide governance in the relevant work area.
- In partnership with senior management ensuring quality services are provided in accordance with the approved service/business plans and budget and statutory requirements.

Performance Measures

- Report and monitor clinical indicators
- Portfolio contributes positively to CHHHS accreditation requirements
- Recommendations from reviews are completed satisfactorily within the agreed timeframes
- Policies are reviewed regularly
- All staff undertake annual performance and development reviews and risks are identified and mitigation process implement
- Improvement made resulting from consumer feedback
- Implementation of innovation or clinical re-design projects to improve safety and quality

Our values



COMPASSION



ACCOUNTABILITY



INTEGRITY



RESPECT

Key Result Area – Leadership and Management

Key Accountabilities

- Lead and manage the day-to-day activities within the portfolio in accordance with the values of the CHHS
- Positively contribute as an Executive member to delivery of the strategic and operational requirements of the HHS
- Develop an effective, cohesive senior management team
- Provide high level advice to the Board and Executive on key issues impacting on the delivery of Quality, Safety and service level agreement KPI's
- Lead and manage direct reports to ensure compliance with clinical and corporate governance including legislation, policies and procedures and workplace health and safety
- Provide strategic leadership and professional management expertise to ensure effective clinical and corporate governance, operational management and budget performance of the portfolio. This will include ensuring optimal performance against agreed plans, performance measures and key performance indicators.
- Ensure appropriate management and governance systems and strategies are in place to effectively manage and improve service standards, patient/consumer and staff safety, equitable access to services, employee engagement/productivity and organisational risk within legislative/statutory requirements.
- Strategically lead an effective and cohesive senior management team that provide the leadership and management required to effectively manage the day to day operations within a framework of quality and safety
- Develop a positive culture within the portfolio which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.

Performance Measures

- Active participation as a member of the Executive
- Written and verbal advice to Board and Executive is of a high standard
- Staff within the portfolio are meeting legislative requirements, policy and procedures and improvements relating to work health and safety

Our values



COMPASSION



ACCOUNTABILITY



INTEGRITY



RESPECT

Key Result Area - Relationships and Engagement

Key Accountabilities

- Ensure effective working relationships across the HHS's and support other portfolios in the delivery of the HHHS strategy
- Implement clinician engagement strategies to improve consultation and collaboration
- Ensure engagement with the community and external health providers
- Ensure openness and outcomes to complaints from Healthcare users
- Ensure active participation with consumer engagement strategies especially in relation to service improvement
- Actively contribute in high level forums (internal and external) to influence policy and strategic direction
- Foster and promote an environment of participation and collaboration for service development and improvement across the CHHHS and broader community of stakeholders through consultation with other government departments/agencies, non-government organisations and community groups.

Mandatory qualifications/Professional registration/Other requirements

- Appropriate and relevant undergraduate and/or postgraduate tertiary qualifications are required e.g. Bachelor of Finance, Nursing, Medicine, Law, MBA.
- Participate in an Executive on-call roster.
- Whilst not mandatory, a relevant qualification would be well regarded.
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/ manager if you are the preferred candidate for employment.
- Potential applicants are advised that the Commission for Children and Young People and Child Guardian Act 2000 requires Queensland Health to seek a 'working with children check'; from the Commission for Children and Young People and Child Guardian prior to appointment to this position. The Cairns and Hinterland

Performance Measures

- Member of external forums that contribute to Qld Health policy and operations
- Receive positive feedback in relation to collaboration and consultation across the CHHHS
- Evidence that clinical and consumer engagement strategies are used in day to day management of services
- Positive changes are implemented as a result of positive feedback
- Active engagement with unions in significant change

Our values



COMPASSION



ACCOUNTABILITY



INTEGRITY



RESPECT

Hospital and Health Service have a 'no card – no start' policy in alignment with the Commission for Children and Young People and Child Guardian. Certified copies of the required information must be provided to the appropriate supervisor/ manager, prior to the commencement of duties.

- It is a condition of employment for the employee in this role to be, and remain, vaccinated against or non-susceptible to the following Vaccine Preventable Diseases (VPDs) during their employment: Measles, Mumps, Rubella (MMR), Varicella (chicken pox) and Pertussis (whooping cough). *Existing staff engaged prior to 1 July 2016 (and have not had a break in service) are not subject to this new condition of employment unless they are moving from one Hospital and Health Service to another Hospital and Health Service within Queensland*
- It is a condition of employment for the employee in this role to be vaccinated against or not susceptible to Hepatitis B. Proof of vaccination or non-susceptibility is a condition of employment for all staff (new and existing) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.

It is strongly recommended that you complete the VPD Evidence Form and prepare your documents prior to meeting with the selection panel; however, you will only be required to supply the evidence if you are the preferred applicant. If you are the preferred applicant, your application for employment will not be successful unless you comply with this Queensland Health policy.

You may be required to complete and provide a [VPD evidence form](#) prior to commencement. For further information please refer to the [guideline](#).

Employment screening

Appointments are made in accordance with *Public Service Commission (PSC) Directive 07/23 Recruitment and Selection and HR Policy B1 Recruitment and Selection*.

Cairns and Hinterland will conduct the required employment screening prior to appointment.

- **General criminal history check – conducted by Queensland Health (mandatory for all appointments)**
- **Proof of Identity**
- **Citizenship/Visa check**
Applicants must have the right to work in Australia
- **Serious Disciplinary Action check**

In addition, applicants may also be required to complete if being appointed to work in specific facilities or areas:

- Corrections Services criminal history check (*Corrective Services Act 2006*)
- National Police check (*Aged Care Act 1997*)
- Working with children check – Blue card (*Commission for Children and Young People and Child Guardian Act 2000*)

Vaccine Preventable Diseases (VPD) evidence as required for your employment in accordance with legislation/government policy and Directives. Please see [QLD Health Careers](#) for further information.

Applicants are required to disclose any pre-existing illness or injury which may impact on their ability to perform the role as per section [571 of the Workers' Compensation and Rehabilitation Act 2003](#).

Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.

We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#)

