



GREAT SOUTHERN

Landscape Photos: Tourism Western Australia

# Job Description Form

**Position Title**

**Position number: TBC**

**District Director – Bunbury Wellington**

## WACHS Profile

WA Country Health Service (WACHS) delivers public health services across regional and remote Western Australia, covering more than 2.5 million square kilometres. WACHS supports communities through a network of more than 70 hospitals and health facilities, including regional hospitals, health campuses, and Multi-Purpose Service sites, as well as community-based services and Telehealth. Services are delivered within a multidisciplinary environment, bringing together clinical, allied health, operational, and support services, and are underpinned by strong community connection and collaboration with local stakeholders.

## About the WA Country Health Service

### Our Strategic Priorities



### Our Values

#### Community

We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

#### Compassion

We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

#### Quality

We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

#### Integrity

We bring honesty, collaboration and professionalism to everything that we do.

#### Equity

We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

#### Curiosity

We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

### Our Vision

To be a global leader in rural and remote healthcare.

### Our Mission

To deliver and advance high quality care for country WA communities.

Position Title: District Director – Bunbury Wellington	Position Number: TBC	Classification: HES A
--	----------------------	-----------------------

### Position Details

Position Number:	Various	Registration Date:	
Classification:	HES A	Location:	Bunbury Wellington
Award / Agreement:	Health Salaried Officers Agreement		
Organisational Context:	Bunbury Wellington		

### Position Overview

The District Director Bunbury Wellington is accountable for the strategic leadership, governance, operational performance and transformation of one of WACHS' largest and most complex health districts.

The position leads an integrated network of hospital, community and multidisciplinary health services, ensuring the delivery of safe, sustainable, high-quality and patient-centred healthcare aligned to WACHS strategic priorities, contemporary models of care and the future healthcare needs of the South West region.

As a senior executive leader within WACHS, the role provides leadership across major service transformation, workforce sustainability, infrastructure redevelopment and system integration initiatives. The position works collaboratively across the WA health system, government and community sectors to strengthen partnerships, influence strategic direction and improve health outcomes for regional communities.

### Reporting Relationships

<b>Responsible to:</b>		←	<b>Other positions reporting to this position:</b>	
Various	Executive Director – Region		Various	Various
↑				
<b>This position:</b>				
Various	District Director – Bunbury Wellington			
↑				
<b>Positions under direct supervision:</b>				
Various	Various			



## Key Duties/Responsibilities

### 1. Executive Leadership and Strategy

1.1 Leads the strategic direction, operational performance and long-term service planning for the Bunbury Wellington district aligned with WACHS strategic priorities, statewide health reform directions and contemporary healthcare models.

1.2 Provides executive leadership across integrated hospital, community, virtual and multidisciplinary health services to ensure safe, sustainable, high-quality and patient-centred care.

1.3 Leads major organisational transformation, service redesign and improvement initiatives to support future-focused and sustainable regional healthcare delivery.

1.4 Contributes as a senior executive leader to WACHS-wide strategic priorities, operational performance, workforce sustainability and system reform initiatives.

1.5 Leads and fosters a high-performing organisational culture that promotes accountability, innovation, collaboration, safety and continuous improvement.

### 2. Clinical and Corporate Governance

2.1 Accountable for district-wide clinical and corporate governance frameworks, ensuring effective systems of safety, quality, compliance, risk management and organisational assurance.

2.2 Ensures services operate in accordance with relevant legislation, regulatory standards, accreditation requirements, WACHS policies and financial delegations.

2.3 Provides executive assurance regarding operational performance, financial stewardship, workforce management, service sustainability and risk mitigation across the district.

2.4 Leads effective governance, reporting and monitoring systems to support informed decision-making, organisational accountability and continuous improvement.

2.5 Ensures risks, service pressures and operational issues are proactively identified, escalated and managed appropriately.

### 3. Operational Performance and Service Delivery

3.1 Leads the delivery of safe, efficient and sustainable health services across the district within allocated resources and agreed service objectives.

3.2 Drives operational performance, patient flow, access improvement and service integration



Position Title: District Director – Bunbury Wellington	Position Number: TBC	Classification: HES A
---	----------------------	-----------------------

outcomes across hospital and community services.

3.3 Oversees strategic workforce planning, workforce capability and service sustainability initiatives to support current and future healthcare demands.

3.4 Leads service planning and operational readiness activities associated with major infrastructure redevelopment, commissioning and service transition initiatives.

3.5 Ensures effective emergency management, business continuity and operational resilience frameworks are established, maintained and regularly reviewed.

#### **4. Transformation, Innovation and System Improvement**

4.1 Leads district-wide transformation, innovation and improvement initiatives to enhance patient outcomes, workforce sustainability, operational performance and service integration.

4.2 Promotes and supports the implementation of contemporary models of care, digital enablement and innovative healthcare solutions across the district.

4.3 Leads strategic planning and change management activities associated with service redesign, infrastructure redevelopment and future service delivery requirements.

4.4 Encourages a culture of innovation, evidence-based practice, learning and continuous improvement across all areas of responsibility.

#### **5. Partnerships, Stakeholder Engagement and System Leadership**

5.1 Develops and maintains strategic partnerships across WA Health, government agencies, local government, Aboriginal community-controlled organisations, universities, private providers and community stakeholders.

5.2 Represents WACHS and the district at executive, interagency, regional and statewide forums.

5.3 Leads meaningful engagement with consumers, clinicians, staff and communities to strengthen place-based healthcare delivery and improve health equity outcomes.

5.4 Works collaboratively with WACHS Clinical and Corporate Programs to ensure consistent standards, integrated service delivery and alignment with statewide priorities.

### **Work Related Requirements**

**The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.**

#### **Essential**

1. Extensive senior executive leadership experience within a large, complex healthcare or comparable organisation, including accountability for strategic, operational, financial and workforce performance.
2. Demonstrated experience leading large-scale organisational transformation, service redesign,



Position Title: District Director – Bunbury Wellington	Position Number: TBC	Classification: HES A
--	----------------------	-----------------------

- infrastructure redevelopment and complex change initiatives within dynamic environments.
3. Highly developed strategic leadership, governance and decision-making capability, including experience providing executive-level assurance on organisational performance, safety, quality and risk.
  4. Significant experience leading multidisciplinary teams and organisational culture across complex service environments, with a strong focus on workforce capability, performance and continuous improvement.
  5. Highly developed stakeholder engagement, negotiation and partnership skills, including experience working collaboratively across government, health, community and executive stakeholder environments.
  6. Demonstrated understanding of contemporary healthcare delivery, regional health service challenges, workforce sustainability and health system reform within complex operational environments
- Desirable**
1. Postgraduate qualifications in health management, business, leadership or a related discipline.
  2. Experience leading regional, rural or geographically dispersed health services.
  3. Experience leading major infrastructure redevelopment, commissioning or service transition programs.

- Appointment Pre-requisites**
- Appointment is subject to:
- Provision of the minimum identity proofing requirements
  - Successful Criminal Record Screening Clearance
  - Successful Pre-Employment Health Assessment
  - Successful WA Health Integrity Check

