



# Job Description Form



GREAT SOUTHERN  
Landscape Photos: Tourism Western Australia

## Position Title

Position number: VARIOUS

## District Director

### 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 – Various	Position Number: Various	Classification: G13 & G14
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### Position Details

Position Number:	Various	Registration Date:	
Classification:	G13 or G14	Location:	Various
Award / Agreement:	Health Salaried Officers Agreement		
Organisational Context:	Relevant Health District		

### Position Overview

Supported by WACHS Clinical and Corporate Programs, this position is responsible for:

- Strategic and operational leadership and governance for WACHS health services within the Health District.
- Management of the integration and coordination of local and district services to ensure delivery of safe, sustainable and quality local and virtual services.
- Engagement with the community, other health providers and non-health agencies through connected and collaborative partnerships.
- Strengthening specialist support to the health district and advancing place-based care by partnering with clinical and corporate program leaders to ensure consistent standards.
- Accountable for district governance and assurance.

### 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			
↑				
<b>Positions under direct supervision:</b>				
Various	Various			



## Key Duties/Responsibilities

G14 - Regional Hospitals, Small Hospitals and health service within the District, and the Regional service responsibilities across districts.

G13 - District Hospitals, Small Hospital and health service within the District.

### 1. Leadership and Coordination

- 1.1. Operationally leads, manages and governs WACHS health services at the Hospitals and health services within the Health District, aligned to the identified needs of the population and WACHS' strategic and operational priorities.
- 1.2. Ensures the Hospital fulfills its role as a Regional/District/Small Hospital, operating in accordance with endorsed clinical, corporate and cultural frameworks.
- 1.3. Contributes to WACHS' vision, goals, policies and strategies and through leadership, communication, action and achievements, is a role model for current and future leaders.
- 1.4. Fosters a positive, improvement and innovation culture across the district and organisation, consistent with WACHS Mission, Vision and Values.
- 1.5. Leads district-level organisational development, workforce capability initiatives to align with current and future service needs.

### 2. Management and Compliance

- 2.1. Ensures health services in the district function and operate in accordance with relevant legislative, standards, regulatory and accreditation requirements, clinical, corporate and cultural governance frameworks and financial delegations.
- 2.2. Implements and maintains appropriate management, monitoring and reporting systems for financial, human resource, physical and other resources within the district in accordance with relevant legislation, policy and guidelines.
- 2.3. Accountable for the effective and efficient management of district services and associated resources.
- 2.4. Provides assurance on district safety, quality, compliance, financial stewardship and risk management, supported by appropriate reporting, monitoring and governance processes.

### 3. Operations, Systems and Planning

- 3.1. Leads engagement, integration and coordination of district services in partnership with other health districts, program leads and non-health agencies.
- 3.2. Identifies, actions and manages escalation, mitigation and timely resolution of risks.
- 3.3. Accountable for district service reviews, audits and accreditation processes, and for ensuring findings, recommendations and improvement actions are implemented and monitored.

### 4. Collaboration, Relationships & Partnerships

- 4.1. Works collaboratively with relevant clinical and corporate programs to ensure place-based, safe, consistent and effective health services delivery across the district.
- 4.2. Develops and maintains effective relationships and open communication lines with internal and external stakeholders. Including WACHS Executive, management support services, program leads, local government, industry, professional, community and other key stakeholders to achieve service delivery objectives.
- 4.3. In collaboration with program leads, ensures business continuity, emergency management, work health and safety and risk management strategies and systems are in place, regularly tested, evaluated and maintained.

### 5. Other

- 5.1. Performs other duties as required.



## 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 experience leading, initiating and improving healthcare (or related) service delivery outcomes within a complex environment.
2. Significant experience in strategic and operational stakeholder engagement including consumers with the ability to build strong partnerships and negotiate across a wide range of entities.
3. Significant experience leading and managing teams with a focus on building capability, team performance, achieving results and agreed outcomes.
4. Highly developed analytical, conceptual and problem-solving skills with the ability to anticipate issues and mitigate risks to achieve business results.
5. Sound understanding of current issues in the public health system including rural area and equity of access issues.
6. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

### Desirable

1. Tertiary qualifications in health and/or hospital management.
2. Experience in and knowledge of the rural health industry.
3. Experience in and knowledge of government procurement policies, legislation and practices.

## 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

