CEO

• Exceptional tree-change leadership opportunity

Alpine Health is Australia's largest multi-purpose service. It delivers aged care, disability, health promotion, early intervention and acute services, also offering vocational training through The Alpine Institute. It has more than 400 staff, and revenue of $30 million.

You will work with a skills-based Board in providing vision, values-based leadership and management, ensuring that strategy and business directions are aligned with community needs and the Alpine Health Service Plan.

You possess postgraduate qualifications in management, health or a related discipline, plus a clear record of success in the leadership of a complex health service. Demonstrating true accountability, you are a strategic thinker with a strong customer focus and a real affinity for the issues impacting on the delivery of best practice human services to regional communities.

Please view the Position Description on www.brookerconsulting.com.au and send a brief CV (Word format, up to 5 pages) to career@brookerconsulting.com.au or ring Jeremy Wurm on 03 9602 1666, in confidence.

alpine health

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Chief Executive Officer

Location: Alpine Health – Myrtleford campus

Service Unit: Governance: The Chief Executive Officer is responsible to the Board of Directors for implementing Alpine Health's strategic, corporate and operational plans and making recommendations and providing advice on the organisation's policies and direction.

Award Classification: Contractual; in accordance with the Victorian Government Public Entity Executive Remuneration Policy – Group 3, Cluster 1 Health Service

Relationships: Department of Health and Human Services (Victoria)

Other Victorian Public Service Departments

Department of Health and Ageing (Commonwealth)

Senior Management Team

Visiting Medical Officers

Community Health Advisory Committees

Other health service and education agencies

Accountability: The Chief Executive Officer is accountable to, and reports to the Board of Directors.

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ALPINE HEALTH

Alpine Health is Australia's largest Multi-Purpose Service and provides an extensive range of acute health, aged care, community, community health and education services in north eastern Victoria. These incorporate front-line hospital, residential and community aged care, disability, health promotion and early intervention services in the Alpine and Indigo Shires. Operating as vocational training provider through the Alpine Institute, these services also include certificate and diploma based education, and post graduate nursing education for the broader health industry.

Alpine Health is driven to improve the health and well-being of the community, by working with individuals, groups, and partner organisations. We provide, and continually improve integrated, sustainable local health services. We believe that community health is best served through local, decentralised service models. 'Local Services for Local People' enables better experiences for patients and consumers and better health outcomes for the community.

The following principles guide the way we work:

Safety & Quality
We provide evidence-based health services that deliver safe and high-quality health care.

Participation
We engage with and listen to our communities, those who use our service, our staff members and our service partners.

Responsibility
We recognise that individuals are primarily responsible for improving their own health.

Respect
We respect the rights, dignity, independence and privacy of our clients and we will provide services directed to their needs.

Responsive
We are flexible and responsive to the needs of individuals.

Partnership
We work in partnership to ensure seamless health care.

Local
Local service delivery is preferred over distant service delivery.

Choice
We offer people service options and choices.

Innovation
We are innovative in our approach to improving health.

Alpine Health acknowledges gender equality, inclusiveness and diversity in employment opportunity.

ROLE OVERVIEW

The Chief Executive Officer is responsible for the effective management of the overall business of Alpine Health and Alpine Institute. The Chief Executive Officer is to provide vision and values based leadership for the organisation and ensure that strategy and business directions are in accordance with the needs of the community and the Alpine Health Service Plan, and consistent with state and federal government health policies and direction.

PRINCIPAL RESPONSIBILITIES

The Chief Executive Officer will contribute to Alpine Health's achievement of its Service Plan by:
- Providing effective advice to the Alpine Health Board of Directors and staff members to ensure the on-going success of the organisation
- Establishing and implementing integrated service planning frameworks and leadership for the organisation
- Providing effective and efficient systems for managing the operations of the Board, including planning and the maintenance of management reports necessary for ensuring that it is informed on all of Alpine Health's strategic and operational interests
- Establishing and maintaining effective means of control and co-ordination for all planning, operations and activities
- Maintaining and implementing appropriate risk management strategies necessary for securing Alpine Health's well-being and that of the organisation's clients, staff members and other stakeholders
- Implementing systems for ensuring that Alpine Health maintains compliance with all relevant legislative, regulatory and contractual obligations (including systems for ensuring occupational health and safety)
- Fostering a corporate culture that promotes ethical practices, integrity and a positive work climate, enabling Alpine Health to attract, retain and motivate a diverse group of quality staff members

- Developing and maintaining sound, effective organization structures, and ensuring capable management succession, progressive staff training and development
- Ensuring that effective communications and appropriate relationships are maintained with the community, other health service providers, the Department of Health and Human Services (Victoria) and the Department of Health and Ageing and other stakeholders
- Ensuring the financial security of the organization through effective financial planning and implementation including the generation of operating surpluses within government guidelines, and additional revenue to support the operations of the organization
- Establishing a relationship with the Department Education and Early Childhood Development and the Victorian Regulation and Qualifications Authority to ensure the regulatory obligations of the Alpine Institute are managed and maintained, and any notifications regarding the status of the Institute are disclosed.

PERFORMANCE OUTCOMES

Leadership
- Provide values based leadership to Alpine Health   - Ensure that all appropriate financial and statutory records are kept and comply with the complex legislative, regulatory and administrative requirements of the governments of the Commonwealth of Australia and the State of Victoria.   - Developing a service culture, philosophy and practice based on the principles of Multi-Purpose Services in Australia, the social model of health and health promotion   - Developing a workforce philosophy and practice based on the principles of equity, health promotion and the social model of health   - Managing a diverse workforce within continuously changing industrial, legislative and regulatory environments   - Dedicate resources and talents to improve the health and wellbeing of communities   - Managing the provision of services in accordance with the needs of diverse communities and the directions of the governments of the Commonwealth of Australia and the State of Victoria   - Manage all of the business of the organization and ensure that all strategic and business plans are effectively and efficiently implemented   - Develop a culture and practice of risk management within the organisation   - Develop a culture of quality and safety   - Manage all of the operations and activities of the Board of Directors in conjunction with the Chair of the Board   - Provide leadership to the Alpine Institute consistent with the requirements stipulated by the Victorian Registration and Qualifications Authority, VET Quality Framework and the Skills First Program.

Community and Relationships
- Engaging the diverse range of community, staff and Board members, volunteers, and other stakeholders of the organization   - Foster and manage relationships with external stakeholders   - Advocate the health needs of communities within Alpine Health's service profile   - Affect social change and community capacity through health and education strategy

Strategy
- Develop the strategic direction of Alpine Health in conjunction with the Board of Directors, staff and the community   - Develop and implement service and business plans necessary to give effect to Alpine Health's mission and vision   - Expanding services in accordance with community needs and expectations and funds available

- Managing the costs of service delivery and support within resources that are available and identifying new sources of growth and revenue for the organization
- Ensuring compliance with rapidly changing legislative and regulatory requirements
- Expanding the teaching and education function of Alpine Health
- Monitor the strategic, financial and operational performance of the organization and report to the Board, the governments of the Commonwealth of Australia and the State of Victoria and the community
- Manage all of Alpine Health's assets and ensure that they are adequately safeguarded and maintained

POSITION REQUIREMENTS

Qualifications *Meets at least the minimum education requirements*	- Post Graduate qualifications in management, health or related disciplines are essential
Previous Experience *Preferred*	- Leadership of health service organisations
Capabilities and Knowledge	Guidance and advice will not always be available within the timeframe required to make decisions and the Chief Executive Officer will encounter new situations where there will be a need to solve problems that require original approaches with little reliance upon precedent. The Chief Executive Officer will be required to have the skills, judgement and discipline necessary to manage these situations and find solutions. The CEO will possess: - Demonstrated management experience at a senior level in a complex health service organization is essential - Demonstrated experience in a role reporting directly to a Board of Directors is essential - Demonstrated experience in strategic and business planning, and business development is essential - Demonstrated experience in the provision and management of health services in rural communities is highly desirable - Demonstrated capital works management experience is desirable. - Demonstrated experience in community development and engagement is essential - Demonstrated capacity for financial and economic analysis - Comprehensive knowledge of rural health strategy and policy - Visionary skills at such a level as to help Alpine Health maintain its lead as an innovative and customer focussed organization - Strategic and business planning skills at levels necessary for the achievement of the organization's direction - Demonstrated financial and asset management skills at a senior level. - Demonstrated project management skills - Demonstrated people management skills including high level interpersonal skills, communication and conflict management abilities and a commitment to consultation - Proven ability to negotiate solutions to problems - Ability to accept responsibility and accountable for performance levels - Ability to work co-operatively with other team members, service providers and other stakeholders
Personal Attributes	Alpine Health considers that the following personal qualities are vital to all Alpine Health roles: - **Responsiveness:** Provide frank, impartial and timely advice to the organization; high quality services to the organization and the community; and identify and promote best practice.

	• **Integrity:** Honesty, openness and transparency in dealings; use powers responsibly; report improper conduct; avoid any real or perceived conflicts of interest; and strive to earn and maintain public trust. • **Strategic Thinking:** the ability to identify and develop goals in keeping with the strategic directions of Alpine Health and State and Commonwealth Policy; • **Impartiality:** Make decisions, and provide advice on merit and without bias, caprice, favouritism or self-interest; act fairly by considering all relevant facts and fair criteria; and implement policies equitably. • **Accountability:** Work with clear objectives in a transparent manner; accept responsibility for decisions and actions; seek to achieve the best use of resources; and submit to appropriate scrutiny. • **Customer Focus:** Deliver services in accordance with the identified needs of the community. Provide accurate, appropriate and up-to-date information and strategies. • **Respect:** The treatment of others fairly and objectively; ensuring freedom from discrimination, harassment and bullying; and the improvement of outcomes on an on-going basis. The ability to maintain confidentiality and to recognize the rights, dignity and independence of all people. • **Leadership:** Actively implement, promote and support these qualities.