



Candidate Information Pack

Chief Executive Officer



The Company

Peninsula Home Hospice

Executive Summary

Peninsula Home Hospice (PHH) is a highly respected, accredited not-for-profit organisation providing specialist community-based palliative care to people who wish to remain at home during the most complex stage of their illness. For more than 40 years, PHH has supported individuals and families across the Mornington Peninsula, Frankston and parts of Kingston, working in close partnership with hospitals, aged care providers, general practitioners and community organisations.

PHH operates in a clinically complex, emotionally sensitive and increasingly pressured environment. Demand for home-based palliative care continues to grow, workforce challenges are shared across the sector, and government funding settings require careful stewardship. Despite these pressures, PHH remains financially stable, values-led and deeply connected to its community.

With the planned retirement of the current Chief Executive Officer, PHH is now seeking a new CEO to provide continuity, reassurance and leadership as the organisation enters its next strategic phase.

The Board is seeking a CEO who brings calm, emotionally intelligent leadership, able to build trust, provide reassurance and guide the organisation confidently through its next strategic phase.



The Company

Peninsula Home Hospice



Organisational Snapshot

Organisation type: Independent not-for-profit community health service

Specialty: Community-based palliative care

Employees: Approximately 54 (predominantly clinical and allied health professionals)

Volunteers: Active and engaged cohort supporting fundraising and community connection

Annual revenue: Approximately \$5.9 million (FY25)

Funding mix: Victorian Government funding, supplemented by fundraising, donations and community revenue

Geographic reach: Mornington Peninsula, Frankston and parts of Kingston

Years of operation: More than 40

PHH operates in an environment where funding growth does not always keep pace with increasing demand. This requires disciplined financial management, clear prioritisation and strong advocacy on behalf of the organisation and the people it serves.

The Company

Peninsula Home Hospice

Governance & Accountability

Peninsula Home Hospice is governed by a skilled, experienced and values-driven Board, with a strong focus on accountability, sustainability and long-term stewardship.

While supported by the executive team and experienced senior clinicians, the Chief Executive Officer retains ultimate accountability for corporate and clinical governance, quality and safety, working closely with the Board to ensure compliance, accreditation and best-practice standards are consistently met.

Strategic Context

PHH's current Strategic Plan (2022–2027) is built around four priorities:

1. Organisational Excellence
2. Partnerships
3. People
4. Community Conversations

The incoming CEO will complete delivery of the current plan and lead the consultation, development and implementation of the organisation's next Strategic Plan (2027–2032).



The Company

Peninsula Home Hospice

Culture & Values

PHH is deeply values-driven. Compassion, dignity, integrity and respect underpin both clinical practice and internal relationships. The workforce is highly skilled, experienced and committed, with many staff having long tenure and strong professional identity.

Leadership at PHH must be visible, authentic and trusted. Staff value clarity, consistency and transparency, particularly during periods of change. A calm, grounded leadership style is essential.

Organisational Structure

The CEO leads the organisation overall and is supported by a small executive team, including the **General Manager – Clinical Services** and **General Manager – Corporate Services**, with responsibility across clinical quality, people and culture, finance and operations, governance and compliance, and community engagement and fundraising.

Location & Lifestyle

Based in Mornington, Victoria, the role offers the opportunity to live and work in one of Victoria's most desirable coastal regions, combining strong community connection with proximity to Melbourne.

Visibility and engagement within the local community are important aspects of the role.

The Role

Chief Executive Officer

Overview

The Chief Executive Officer is responsible for leading Peninsula Home Hospice through its next chapter, ensuring continuity of care, stability for staff and stakeholders, and a clear strategic direction for the future. This is a hands-on, visible leadership role requiring strong governance capability, financial acumen and deep respect for the clinical environment in which PHH operates.

The CEO is PHH's primary external representative, advocating for community-based palliative care and strengthening the organisation's profile across government, health partners and the local community.

Purpose

To ensure PHH continues to deliver safe, high-quality, community-based palliative care while remaining financially sustainable, well governed and trusted by the community it serves.



The Role

Chief Executive Officer

Key deliverables

- Build strong, trusting relationships with staff, the Board and key stakeholders
- Lead the development of a practical and sustainable approach to community engagement and fundraising, in partnership with the Board and executive team
- Maintain continuity of clinical services and organisational stability
- Lead development of the 2027–2032 Strategic Plan
- Strengthen clinical and corporate governance frameworks
- Navigate funding pressures with discipline and transparency
- Support workforce capability, wellbeing and retention
- Strengthen partnerships across health, aged care and community sectors
- Safeguard PHH's reputation and community trust

Experience, Knowledge & Skills

The successful candidate will likely bring:

- Senior executive leadership experience in health, community services or the not-for-profit sector
- Demonstrated experience operating successfully at the CEO level or in a highly comparable senior executive role.
- High emotional intelligence, with the ability to lead calmly, build trust and manage complexity in emotionally sensitive environments.
- Strong understanding of government-funded service delivery
- Demonstrated experience working with Boards and governance frameworks
- Financial acumen in constrained funding environments
- Strong relationships with clinicians and a sound understanding of clinical governance within regulated health or community service environments
- Demonstrated knowledge of clinical governance frameworks and the ability to lead effectively in clinically complex, accredited environments
- Ability to lead organisational change with clarity and care
- Strong stakeholder engagement and communication skills

Direct palliative care experience is not required; respect for clinical expertise and the ability to lead in a clinically led environment are essential. This role is best suited to an experienced CEO or an executive operating at a highly comparable level who can step into the role with confidence and credibility.

The following experience, knowledge and skills form the key selection criteria for this role and should be addressed in the candidate's application.

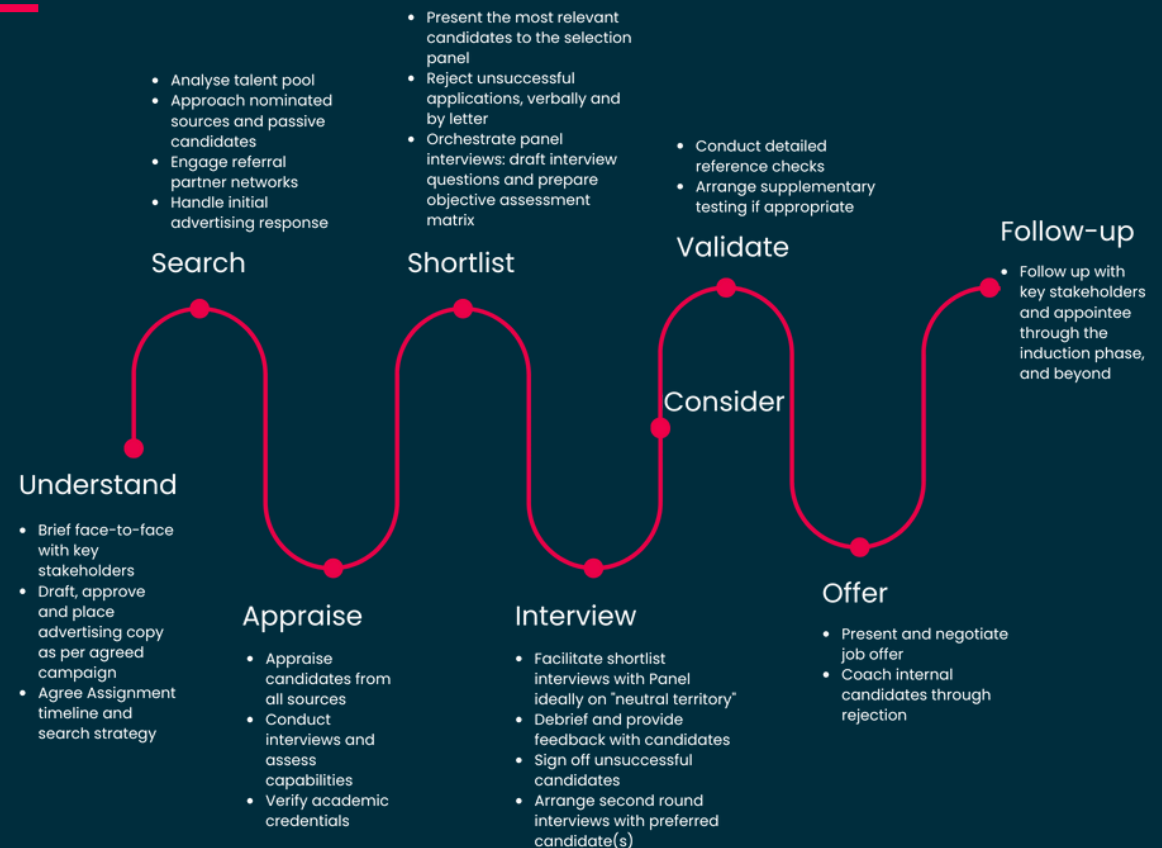
The Process

Brooker Consulting

Our process

Brooker Consulting is proud to partner with Peninsula Home Hospice on this appointment. All applications and approaches will be managed in strict confidence.

Shortlisted candidates will first meet with Brooker Consulting before proceeding to client interviews with the Peninsula Home Hospice Board. Interviews are expected to take place in late February to early March 2026, with an appointment anticipated in March 2026.



The Timeline

Brooker Consulting



The Role

Chief Executive Officer



Practical Details

- **Location:** Mornington, Victoria
- **Remuneration:** A competitive remuneration package, commensurate with experience and reflective of the role's scope and responsibilities
- **Employment type:** Full-time
- **Reporting line:** Board of Directors

Confidentiality, Diversity & Privacy

All applications and enquiries will be managed with strict confidentiality. Peninsula Home Hospice and Brooker Consulting are committed to diversity, equity and inclusion, and welcome applications from candidates of all backgrounds.

Personal information will be handled in accordance with the Privacy Act 1988 and Brooker Consulting's data protection standards.

How to Apply

Candidates are invited to submit a current CV and a covering letter addressing the key selection criteria and outlining their interest in the role.

The Why

Why Join Peninsula Home Hospice

- Purpose-driven leadership with meaningful community impact
- Opportunity to lead a respected, stable organisation with a strong legacy
- Supportive, governance-focused Board
- Highly skilled and committed workforce
- Scope to shape long-term strategy and organisational direction

Why is this role available now?

The current CEO has announced their intention to retire. This is a planned and orderly leadership transition, with the organisation in a stable position and the opportunity for a structured handover with the outgoing CEO.



About Us

Brooker Consulting

The company

We connect visionary leaders with organisations that matter

Our mission is to connect you with career opportunities that are not just jobs, but pathways to making a significant impact in your chosen field.

Your search team

Brooker Consulting is a specialist executive search firm with a strong track record across health, human services, not-for-profit, research and purpose-driven organisations





Rebecca Perrone
Managing Director

With over two decades of experience in Executive Search, Rebecca brings a multidisciplinary background spanning clinical nursing, academia, pharmaceuticals, biotech and executive search. This unique blend gives her deep insight into the leadership attributes required to navigate complex, highly regulated and purpose-driven environments. At Brooker Consulting, she leads executive appointments across clinical, commercial, governance and strategy portfolios.



Leighton Cantrill
Senior Consultant

Leighton is a curious and energetic executive search consultant with over 20 years of national and international experience across multiple industries. Leading the Brooker Consulting Interim practice, Leighton specialises in sourcing highly agile and capable talent who have the technical and human skills to fulfil a short-term leadership gap. Throughout his career has worked in Melbourne, Sydney, and further afield in London and Vancouver.



Richard Fisher
Group Managing Director

Richard is an accomplished business leader with over two decades of experience in both SME companies and publicly listed organisations.

Richard's background includes leading operations providing employment services, outsourcing, career management, training and technology solutions. He has worked with all levels of Government across Australia for over 20 years



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Contact us

www.brookerconsulting.com.au
career@brookerconsulting.com.au
03 9602 1666

