

Position Title:	Director of Mental Health
Campus:	Grampians Mental Health and Wellbeing Service (multi campus)
Portfolio:	Chief Operating Office
Directorate:	Allied and Mental Health
Reporting to:	General Manager Allied and Mental Health
Direct Reports:	Deputy Operations Director Intensive Recovery Deputy Operations Director Active Recovery Mental Health Discipline Lead Social Work Mental Health Discipline Lead Occupational Therapy Administration Manager – Mental Health Service Development Health Information Manager Mental Health PA to Mental Health Directors

Appointment Terms/Conditions:

Classification and Code:	Admin Grade 8 with allowance depending on skills, qualifications and experience
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health draws on its 150 years of health service delivery to provide high-quality, accessible care, close to home.

Situated across multiple campuses within Victoria's Grampians Region, our collaborative workforce comprises more than 7,000 professionals, providing compassionate care to more than half a million people who call the region home.

The region's catchment is a vast 48,500km², offering opportunities to work in unique and diverse area's rural locations, and our organisation's values unite us in a singular vision - to be at the forefront of healthcare excellence, and to foster a healthier and thriving Grampians region.

For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The Director Mental Health provides senior leadership for operations across the Grampians Mental Health and Wellbeing Service (GMHWS) and is responsible for achievement of performance indicators, service objectives and goals. The role works collaboratively with the other members of the GMHWS leadership team, including the Clinical Director, Director of Nursing and Director of Lived and Living Experience to ensure high quality, responsive services with a strong focus on consumer/carer experience. The position will foster collaborative working relationships with key internal and external stakeholders within the Victorian public health sector and local communities. You will also ensure that services continue to evolve in a strategic and innovative manner to ensure that emerging health needs of our service population are met.

The Director Mental Health is responsible as a primary contributor to the development, implementation and monitoring of a strategic services plan, encompassing effective leadership of Mental Health programs and services, to ensure that care is delivered in a safe and effective way.

KEY ACCOUNTABILITIES

- As a senior leader responsible for the Mental Health service across Grampians Health, develop, implement and measure strategic operational plans that align to the overall Grampians Health Strategic Plan, Clinical Services Plan, *Mental Health and Wellbeing Act 2022 (Vic)* and other relevant strategic or operational plans with an emphasis on enhancing outcomes and services.
- Provide leadership, guidance and support within GMHWS to enable success. Act as an escalation point for high level operational challenges and opportunities.
- Foster strong collaboration with other members of the Allied and Mental Health leadership team and across Grampians Health to ensure effective delivery of services. Maintain strategic and mutually beneficial stakeholder relationships with external agencies, key stakeholders both internal and external to promote service integration, access to services, and reduce duplication and overlap.
- Be an exemplar and champion values-based leadership across Grampians Health and Mental Health to ensure that programs are integrated and care provisions are seamless.
- Actively participate as a member of the Allied and Mental Health Leadership team, and the Grampians Health Extended Leadership Team as an expert leader in Mental Health. Act as the General Manager Allied and Mental Health as required to cover periods of leave.
- In collaboration with the General Manager Allied and Mental Health and the Grampians Health Quality, Risk and Education team and Mental Health leadership team, lead strong governance and clinical services frameworks, policies and procedures to ensure safe, appropriate, and effective health care.
- Consult with the community and other relevant service providers to assess needs, review the quality of services provided and develop new services. Monitor and analyse international, national and state mental health directions and trends in order to effectively lead the development of the service.
- Actively seek and advocate for areas of improvement to ensure sustainability and effectiveness of programs keeping abreast with new legislation to determine effects and opportunity in line with operations and programs. Be responsible for ensuring strict compliance and alignment with the *Mental Health and Wellbeing Act 2022 (Vic)* and relevant legislation.
- Monitor the operational budgets across Mental Health to ensure the sustainability of services. Work in strong partnership with Finance Business Partners and other key stakeholders to ensure success.
- As an experienced people leader, ensure appropriate workforce planning, communication, change management, workforce health and safety, performance optimisation, and relevant People and Culture initiatives in strong collaboration with People and Culture Business Partners and other key stakeholders.
- Oversee risk management and service improvement opportunities. Work in collaboration with key stakeholders as required to ensure success and integrity of Grampians Health services.

KEY SELECTION CRITERIA

Qualifications

- A relevant tertiary qualification and proven experience in healthcare management, with at least 5 years in a senior managerial level role. Relevant post graduate qualifications will be highly regarded.

Technical/Professional Knowledge and Skills

- Experience in effectively leading Mental Health programs and services, with an emphasis on consumer/carer experience.
- Demonstrated strong values driven leadership skills with a commitment to working collaboratively to achieve agreed operational objectives adopting an evidence-based quality approach.
- Applied working knowledge of the principles of quality, safety and risk management.
- Extensive knowledge and ability to ensure strict adherence to the *Mental Health and Wellbeing Act 2022 (Vic)* and relevant legislative frameworks whilst ensuring patient safety and experience is of highest priority.

Work Environment

- Proven track record of leading success and outcomes in line with operational and strategic objectives.
- Demonstrated knowledge of contemporary management challenges, practices, and opportunities.
- Demonstrated ability to lead teams to ensure goals and timeframes are met in a rapidly changing environment.
- Demonstrated ability to manage change processes by effectively motivating and energising others in the organisation for the best possible patient results, outcomes and processes.

Personal attributes

- Highly developed interpersonal, communication and negotiation skills with experience in developing and maintaining collaborative and successful teams.
- Proven innovative approach to developing and implementing contemporary models of care.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children. Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the GH integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of GH.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected by their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive. Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.