



Position Title: **Regional Clinical Services Lead**

Grampians Local Health Service Network (GLHSN) Members:

Beaufort and Skipton Health Service, Central Highlands Rural Health, East Grampians Health Service, East Wimmera Health Service, Grampians Health, Maryborough District Health Service, Rural Northwest Health, West Wimmera Health Service

Department: Grampians Local Health Service Network (GLHSN)

Campus: GLHSN Member Location – whichever is geographically suitable as a primary location

Reporting to: Executive Director - GLHSN

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: HS8

Enterprise Agreement: Health & Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2025-2027 or equivalent

Time Fraction: 1.0 FTE (Full Time) – 3 Year Contract. Part-time options can be considered.

ORGANISATIONAL INFORMATION (GLHSN)

In July 2023, the Victorian Department of Health commissioned an Expert Advisory Committee to examine the design and governance of Victoria's health services system. The Committee developed the Health Services Plan, which provides recommendations for a more connected systems that delivers the right care, at the right time, at the right place, for all Victorians. The Plan recommended establishing 12 Local Health Service Networks – geographic groupings responsible for planning and managing care so that it meets the population needs of their communities. For more information, visit [Local Health Service Networks | health.vic.gov.au](https://health.vic.gov.au/local-health-service-networks).

The Grampians Health Local Service Network (GLHSN), which commenced formally on 1 July 2025, incorporates eight regional health services. Grampians Health is responsible for employment contracts on the GLHSN's behalf.

In the broader context, all Networks are focused on the same priority areas. Currently these include:

- **Access, equity and flow** – improving care pathways for patients, clinical service planning across Networks, developing plans for better collaboration with the wider mental health and wellbeing sector in their region, and supporting aged care patients to stay out of hospital.
- **Workforce** – development of Network workforce plans and sharing of data to strengthen and sustain the health workforce through a coordinated, regional approach to planning and managing staff.
- **Safety and quality** – increasing safety and quality of care by embedding whole-of-system continuous improvement to deliver a safer, more person-centred, and sustainable health system.
- **Shared services** – identifying back-office efficiencies and sharing findings with other Networks.

GRAMPIANS HEALTH (EMPLOYER)

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. 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.

GLHSN CLINICAL SERVICES PLAN

The GLHSN Clinical Services Plan (CSP) is a key component of the Network's regional stewardship role and provides the strategic framework for improving accessibility, quality, equity, sustainability and self-sufficiency of healthcare services across the Grampians region. The CSP translates health priorities into a coordinated plan of clinical service reform and improvement across member health services in uplifting capability and capacity.

The CSP encompasses priorities relating to admitted, non-admitted, community-based services, clinical streams, referral pathways, models of care and service integration. The CSP seeks to improve patient outcomes and experience, reduce unwarranted variation, strengthen care closer to home and support sustainable health service delivery across the region.

The CSP is a living document that informs Network priorities, regional advocacy and future system planning. While development of the CSP may continue to evolve over time, the primary focus of this role is implementation, monitoring and benefits realisation of agreed priorities, initiatives and outcomes.

POSITION PURPOSE

The Regional Clinical Services Lead provides strategic and regional leadership to activate and realise priorities of the GLHSN Clinical Services Plan (CSP). The role translates agreed regional directions into a coordinated action, measurable outcomes and sustainable system improvements led by accountable sponsors and participating health services.

Operating across organisational boundaries and without direct authority over member health services, the role is responsible for building shared ownership, prioritisation, brokering agreement, maintaining implementation momentum and enabling collective delivery of Network priorities – inclusive of external partnerships.

The role drives implementation of agreed clinical services planning priorities into coordinated actions, measurable outcomes and sustainable system improvements that support improved self-sufficiency (care provided directly within the region), access, equity, patient outcomes and service sustainability across the region. The role is responsible for establishing and monitoring implementation measures, performance indicators and benefits realisation frameworks that demonstrate progress against Clinical Services Plan priorities.

The role operates through established Network governance arrangements, executive sponsorship and collective accountability mechanisms to drive implementation of agreed Clinical Services Plan commitments, maintain oversight of delivery performance and drive momentum through agreed priorities.

The role supports the GLHSN's regional stewardship function by identifying emerging service needs, informing future Network priorities and providing evidence-based insights that support regional advocacy and influence future government policy and investment decisions.

The position operates in a dynamic environment requiring strategic thinking, system leadership, influence, negotiation and the ability to achieve outcomes across multiple organisations without direct line authority. The role contributes to the maturing of the GLHSN through disciplined implementation, transparent reporting and a focus on measurable improvement and collective accountability.

KEY ACCOUNTABILITIES

Strategic Leadership and Implementation

- Translate agreed CSP strategic directions and prioritise into implementation plans, measurable outcomes and coordinated programs of work throughout the Network.
- Provide leadership, facilitation and coordination of the CSP and associated clinical reform initiatives led by accountable sponsors and participating member health services.
- Provide strategic advice on service redesign, implementation risks, dependencies and opportunities to improve regional self-sufficiency and patient outcomes.

Collective Accountability and Network Leadership

- Foster collective accountability and action across member health services for agreed CSP priorities through governance executive sponsorship and structured implementation arrangements.
- Establish clear implementation ownership, milestones, dependencies and escalation pathways across CSP priorities, ensuring barriers to delivery are identified and addressed through the appropriate executive and governance mechanisms.
- Influence stakeholders and broker consensus across multiple organisations to achieve agreed Network outcomes.

Performance, Reporting and Monitoring

- Develop and maintain momentum of priorities, performance and benefits realisation frameworks for CSP priorities – including the utilisation of data and agreed benefits and performance measures.
- Monitor progress and maintain visibility of progress, outcomes, risks and dependencies, distinguishing implementation achievements from longer-term strategic impacts and against agreed regional priorities.
- Provide clear, decision-ready reporting, insights and recommendations to executives and governance forums.

Clinical Initiatives and Service Improvement

- Provide leadership, facilitation and coordination of priority clinical reform and service improvement initiatives endorsed through GLHSN governance arrangements.
- Establish and initiate coordinated implementation approaches with member health services, clarifying responsibilities, dependencies, milestones and expected outcomes to support sustainable service improvement and measurable patient and system outcomes.
- Identify implementation barriers, capability gaps and system dependencies, recommending escalation, investment or other interventions where required.

Stakeholder Engagement and Influence

- Build productive relationships with executives, clinicians, consumers, government bodies and external system partners.
- Apply strategic influence, negotiation and consensus-building skills to achieve outcomes without direct authority.
- Facilitate collaboration, knowledge sharing and shared problem-solving across the Network.

Strategic Foresight and Regional Advocacy

- Identify and assess emerging service, workforce, demographics, policy and population health trends that may impact future healthcare needs across the Grampians region.
- Translate learnings, performance insights and system intelligence into recommendations for future Network priorities, service reform opportunities and regional planning.
- Build and maintain an evidence base that supports regional advocacy, influences government policy and strengthens the case for future investment in the region.

Other Duties

- Undertake other responsibilities as required, consistent with the role and organisational priorities.

KEY SELECTION CRITERIA

Qualifications

- Tertiary qualification in health management or a related discipline is desirable.

Technical/Professional Knowledge and Skills

- Demonstrated senior-level experience leading implementation of complex system reform, clinical service transformation or comparable cross-organisational change within health or a similarly complex public-sector environment.
- Demonstrated leadership capability to mobilise senior stakeholders, navigate competing organisational priorities, broker agreement and maintain momentum toward shared outcomes in environments where authority is distributed.
- Demonstrated experience developing, monitoring and interpreting KPIs, performance measures and service data to support strategic decision-making, performance improvement and benefits realisation.
- Demonstrated experience translating strategy, policy or planning priorities into coordinated action, measurable outcomes and sustainable service improvement across multiple organisations.
- Strong analytical and reporting skills, with the ability to prepare clear advice, briefings and recommendations for executive and governance audiences.
- Proficiency in the use of digital tools and systems to support planning, reporting and initiative delivery.
- Possession of a valid Driver's License is necessary.

Work Environment

- The role involves working within the Grampians Local Health Service Network, encompassing both remote and on-site collaboration. Ability to travel across the region is necessary.

Personal attributes

- Demonstrated ability to influence, collaborate and negotiate outcomes in environments without direct line authority.
- Proven capacity to build productive working relationships across organisations, professions and disciplines.
- High level of initiative and judgement, including the ability to prioritise work, manage ambiguity and respond to emerging issues.
- Well-developed communication skills, with the ability to convey complex issues clearly and pragmatically.
- Demonstrated commitment to continuous improvement and to advancing equity and inclusion outcomes.
- Ability to work both independently and as part of a team.

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 Grampians Health 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 colleague.
 - 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 Grampians Health.
 - 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 a NDIS Worker screening check.
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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 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.