About our organisation
Queensland Health’s purpose is to provide safe, sustainable, efficient, quality and responsive health services for all Queenslanders. Our behaviour is guided by Queensland Health’s commitment to high levels of ethics and integrity and the following five core values:

- **Caring for People:** We will show due regard for the contribution and diversity of all staff and treat all patients and consumers, carers and their families with professionalism and respect.
- **Leadership:** We will exercise leadership in the delivery of health services and in the broader health system by communicating vision, aligning strategy with delivering outcomes, taking responsibility, supporting appropriate governance and demonstrating commitment and consideration for people.
- **Partnership:** Working collaboratively and respectfully with other service providers and partners is fundamental to our success.
- **Accountability, efficiency and effectiveness:** We will measure and communicate our performance to the community and governments. We will use this information to inform ways to improve our services and manage public resources effectively, efficiently and economically.
- **Innovation:** We value creativity. We are open to new ideas and different approaches and seek to continually improve our services through our contributions to, and support of, evidence, innovation and research.

Our Hospital and Health Service
The Sunshine Coast Hospital and Health Service (SCHHS) is a dynamic health service provider that operates in an environment where quality patient care is paramount.

We are a high performing HHS and proud of our reputation within the Queensland public health sector. Our performance is underpinned by a culture of innovation, education, training and research. Our structure is based on a devolved model featuring service groups with responsibility for defined clinical specialty areas and encompasses services delivered from facilities based at Nambour, Gympie, Caloundra, Maleny and community locations across the Sunshine Coast.

Our Board provides strategic direction and governance of the SCHHS. We are preparing to enter into an unprecedented growth phase with the development of the $1.8b Sunshine Coast Public University Hospital (SCPUH) which will open in late 2016 with 450 beds, growing to 738 beds by 2021.

Our performance and behaviour is guided by the Queensland Public Service’s values of *Customers first, Ideas into action, Unleash potential, Be courageous and Empower people.*

**Your opportunity**
- The most significant challenge of this position will be the development of services as the capital infrastructure expands, culminating with the opening of the SCPUH in 2016.
- A prominent feature of the position is to assist the Health Service Chief Executive (HSCE) in the attainment of outcomes specified in the Performance Agreement with the Director-General.
• The position will contribute to the successful development of a clinician leadership model in the direction setting, resource management and achievement of Key Performance Indicators.

Additionally, the Executive Director, Clinical Services (EDCS):
• Provides executive leadership, strategy and governance to the SCHHS through the membership of the Executive Leadership Team and is specifically responsible for the leadership and management of all clinical services within our organisation;
• Has executive authority to lead and direct the management and coordination of clinical services;
• Has a significant focus on change management and performance improvement.

**Reporting**
The position reports directly to the Health Service Chief Executive (HSCE).

**Your key responsibilities**
• Fulfil the accountabilities of this position in accordance with the SCHHS’s vision and actively role model the values outlined above.
• Assist the HSCE to develop and review the Strategic Plan for the SCHHS consistent with the Government’s *Blueprint for Better Health Care in Queensland*; this includes ensuring that operational plans are developed and monitored for all services and contribute to and are aligned with the SCHHS Strategic Plan.
• Assist the HSCE to ensure that allocated resources are used to maximise health outcomes for the community. Specifically this position is accountable for the management of clinical services to ensure an integrated service delivery model is in place.
• Provide leadership that focuses on continuous improvement and optimises SCHHS performance across all seven dimensions of the performance reporting framework:
  - Patient Safety and Quality;
  - Access and equity of services;
  - Balanced budget performance including meeting efficiency and activity targets;
  - Workplace culture;
  - Partnerships, cooperation and integration;
  - Prevention and health outcomes; and
  - Clinical education and research.
• Provide expert input into the specification of future service delivery requirements and the development of contemporary models of care that reflect a continuum of care approach and adoption of Continuous Improvement methodology.
• Ensure clinical governance is prioritised and implemented appropriately in order to monitor and improve the quality and safety of all services provided.
• Resolve emergent situations regarding the provision of health services and the distribution of resources.
• Represent SCHHS at a wide variety of forums as required by the HSCE.
• Utilise and ensure compliance with contemporary human resource management practice and principles including workplace health and safety, employment equity and anti-discrimination requirements.
• Provide ethical decision making in the achievement of organisational goals.
• Continually develop own professional knowledge, skills and abilities as they relate to the duties and responsibilities of the position, including committing to a personal performance and development plan and engaging in development opportunities.
People and financial responsibilities
- Human resource, financial and procurement delegations apply according to the SCHHS delegations manual.
- The position leads and manages the Service Directors and Clinical Directors of all clinical services including Surgical, Medical, Clinical Support, Mental Health, Women’s and Families, and Community Integrated and Sub Acute groups. The leadership positions of the three other hospitals in the SCHHS also report to this position.

Qualifications / Professional registration / other requirements
There are no mandatory qualifications however clinical experience and a clinical professional qualification is highly desirable.
Travel within and external to the SCHHS is required, as such an appropriate licence is required.

Key attributes
You will be assessed on your ability to demonstrate the following key attributes within the context of the responsibilities described above, the ideal person will be able to demonstrate the following:
- success and values-based leadership at a senior level delivering high quality health services and progressing a significant reform agenda.
- achievement at a senior level in setting direction for the future delivery of people-centred health care in a Health Service (or like organisation) and drawing on:
  a. a political awareness of the health care context.
  b. an ability to seek and network for information and keep abreast of developments nationally and locally.
  c. intellectual flexibility, including the ability to switch between significant details and the big picture.
  d. openness to innovative thinking.
- advanced financial, human and physical resource management skills at a senior level with demonstrated experience in the management of a complex workforce and large budget.
- high level communication, negotiation, advocacy and analytical skills with the proven capacity to work collaboratively with other health professionals and academic colleagues.
- demonstrated ability to deliver agreed outputs and manage complex issues through the coordination and management of project teams, consultants and other resources.

How to apply
Please provide the following information for the selection panel to assess your suitability:
- A short response (maximum of 2 pages) on how your skills, knowledge, experience and personal qualities are relevant for the position, taking into account the key attributes.
- Your current CV or resume, including referees. Applicants must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
- Please note: only applications from candidates will be accepted; applications that may result in an agency fee will not be considered.

Pre-Employment screening
Pre-employment screening, including a criminal history check, may be undertaken on persons recommended for employment. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements

Positions providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.
Salary Packaging
To find out whether or not your work unit is eligible for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please refer to the Salary Packaging Information Booklet for Queensland Health employees available from the Queensland Health Salary Packaging Bureau Service Provider – RemServ at http://www.remserv.com.au. For further queries regarding salary packaging RemServ’s Customer Care Centre may be contacted via telephone on 1300 30 40 10.

Disclosure of Previous Employment as a Lobbyist
Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf

Probation
Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf

Additional information
- Facilities of the SCHHS include: Nambour General Hospital; Gympie Health Service; Caloundra Hospital; Maleny Soldier’s Memorial Hospital; Glenbrook Residential Aged Care Facility; Integrated Mental Health Service and the Community, Integrated and Sub Acute Service.
- The SCHHS has a contractual “BOOT” arrangement with Noosa Private Hospital for the provision of public health services and a Contract with Sunshine Coast University Private Hospital (Kawana) for the provision of adult public medical and surgical services.
- Further relevant information is available from the SCHHS’s website, the SCPUH website, the Blueprint for Better Healthcare in Queensland and Queensland Health’s website.