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**Queensland
Government**

CANDIDATE INFORMATION PACK

**DIRECTOR OF NURSING,
DIAGNOSTIC & SUBSPECIALTY SERVICES
GOLD COAST HOSPITAL & HEALTH SERVICE**



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EXECUTIVE SUMMARY

Gold Coast Hospital & Health Service (HHS) is looking to appoint to a Director of Nursing & Midwifery for Diagnostic and Specialty Services (DASS). Gold Coast HHS provides public health care to more than 500,000 people living in one of Australia's most desired lifestyle locations. Gold Coast University Hospital has undergone a major expansion of public health services and is one of Queensland's largest clinical teaching and research facilities.

Joining the proud and rigorous nursing team at Gold Coast HHS, as Director of Nursing and Midwifery DASS, you will provide leadership for nursing but also be an essential member of the DASS executive. This Division has responsibility for Diagnostic services, Nursing Services Resource Unit staffing unit, and Subspecialty Services including Cardiology, Renal, Respiratory, Cancer, Haematology, Rheumatology, Palliative Care, Dermatology, Sexual Health, Infectious Diseases and Staff Health, Infection control and Pharmacy. You will have professional leadership responsibility for the nursing function and direct responsibility for 600 Nurses and a divisional nursing budget of \$63M and an operational budget responsibility of \$3.4M. You will also provide strategic leadership within an inter-professional Executive team and lead point of care innovation, working with a shared governance model.

As the successful candidate, you will be a Registered Nurse, and hold a Bachelor of Nursing or Midwifery, ideally a relevant Masters and demonstrate high levels of experience as outlined in the position Selection Criteria, including high order strategic leadership capabilities and proven operational management experience in leading large-scale nursing and midwifery workforces.

You have a reputation for:

- Inspiring credibility and respect as a leader in the profession;
- Having a deep knowledge of contemporary nursing workforce and service models;
- Shaping high performance strategy and value-based service outcomes;
- Excellent people, industrial and budget management abilities;
- Fostering collaboration integration across a multidisciplinary team; and
- Demonstrating effective interpersonal and communication skills.

This is an exciting opportunity to join and contribute to the development of the Gold Coast HHS, reporting operationally to the Executive Director, DASS and professionally to the Professor of Nursing. A competitive remuneration package will be offered to the preferred applicant. The package, including a component for relocation, will reflect the accountability inherent in the role.

GOLD COAST HEALTH

Providing excellence in sustainable and evidence based healthcare
that meets the needs of the community.

Gold Coast Health provides public health care services to more than 527,000 people living in one of Australia's most desired lifestyle destinations. With an annual budget exceeding \$1.3 billion, the service delivers a broad range of secondary and tertiary health services across two hospitals as well as a number of health precincts and community health centres.

The services provided by Gold Coast Health include all major adult specialities as well as paediatrics. Specialised services for mental health include:

- Acute Care
- Continuing Care
- Child & Youth
- Perinatal Mental Health
- Older Persons Mental Health

GOLD COAST HEALTH FACILITIES

Gold Coast University Hospital

Located in Southport, Gold Coast University Hospital (GCUH) is one of Queensland's largest clinical teaching and research facilities, providing specialised health services that meet the needs of patients plus the learning requirements of future clinicians.

Made up of 7 main buildings, the hospital design is extremely efficient allowing for future expansion to meet the growing health needs of the Gold Coast, one of the fastest growing regions in Australia.

Since GCUH opened in 2013 the emergency department has become the busiest in Queensland, and second busiest in Australia.

GCUH offers the local community a wide range of public health services, including: 750 overnight beds, 56 cancer care beds, capacity for 72 mental health beds and capacity for 56 emergency department bays.

Robina Hospital

Robina Hospital located in Robina CBD is the sixth largest hospital in Queensland. Originally built as Robina Private it was acquired by Queensland Government in 2002. The Hospital expansion completed in 2012 doubled the size of the hospital to a 364-bed facility with 80 per cent single rooms.

Robina Health Precinct

The Robina Health Precinct opened in 2012 and is home to a number of essential community health services, including aged and palliative care, community child health, maternity outreach, community rehabilitation and chronic disease programs. It is well positioned to better respond to community demand and support acute care provision in hospitals particularly as multi-disciplinary health services are recognised as an increasingly important aspect of patient care.

Southport Health Precinct

The Southport Health Precinct houses a number of important community-based health services in central Southport. Services complement existing private health services in the area, as well as provide a support network for Gold Coast Health's acute facilities.

GOLD COAST HEALTH VALUES

Integrity

To be open and accountable to the people we serve

Community first

To have the patient's and the community's best interest at heart

Excellence

To strive for outstanding performance and outcomes

Respect

To listen, value and acknowledge each other

Compassion

To treat others with understanding and sensitivity

Empower

To take ownership and enable each other to achieve more

ABOUT THE DIAGNOSTIC AND SUBSPECIALTY SERVICES

The Diagnostic and Subspecialty Services (DASS) Division encompasses a significant number of the Gold Coast Hospital and Health Service (GCHHS) clinical subspecialties across predominantly medical disciplines. Clinical services include Oncology, Haematology, Palliative Care, Dermatology, Rheumatology, Cardiology, Nephrology, Respiratory, Infectious Diseases, Infection Control and Sexual Health. Cardiothoracic surgery is included in DASS on the basis of synergy with cardiac and thoracic medicine. DASS also includes a majority of the GCHHS diagnostic services including Medical Imaging and Pathology. Pharmacy also sits within the division with a strong synergy with subspecialty medicine.

The division also includes the Nursing and Midwifery Workforce Unit, which includes:

- Nursing and Midwifery Workforce Analytics;
- Nursing and Midwifery Recruitment;
- Nursing and Midwifery Casual and Permanent Pool; and
- Nursing and Midwifery staffing.

These units report to the Director of Nursing DASS, who works closely with the Professor of Nursing and Midwifery Services and the Nursing and Midwifery leaders across the organisation to support contemporary nursing and midwifery workforce planning and support.

The division is strongly focused around providing an excellence in patient centred care to meet community needs and ensuring a nursing and midwifery workforce to support the delivery of this.

View the [DASS Organisation Chart](#).

USEFUL LINKS

[Gold Coast Health 2016-2020 Strategic Plan](#)
[Gold Coast Health Organisation Chart](#)
[Gold Coast Health Executive Team](#)



DIRECTOR OF NURSING, DIAGNOSTIC & SUBSPECIALTY SERVICES

POSITION PURPOSE

The **Director of Nursing, Diagnostic & Subspecialty Services** (Director) role will provide transformational nursing leadership to support person centred care that encompasses the Professional Practice Model and is evidence based. This role will provide operational oversight, professional and strategic leadership within an inter-professional executive team and lead point of care innovation working with a shared governance model.

KEY DUTIES AND RESPONSIBILITIES

The Director reports to the Executive Director, Diagnostic and Subspecialty Services. The role has a professional reporting line to the Professor of Nursing and Midwifery Services. Other key duties include the following (and are not limited to):

- Progressing relevant DASS priorities and initiatives in consultation with the Executive Director and Professor of Nursing and Midwifery Services.
- Performing as a key component of the DASS Executive team and works collaboratively with others across the service to achieve targets and outcomes.
- Acting as a key member of the GCHHS Nursing and Midwifery Executive Committee.
- Direct financial and human resource delegations in accordance with the GCHHS Financial Sub-Delegations manual and GCHHS Human Resource Sub-Delegations manual.
- Responsibility for portfolios and other duties as delegated and/or directed.
- Operational, professional and/or indirect responsibility for staff reporting to the role.
- Requirement of highly specialised clinical, technical and professional nursing and midwifery skills in order to effectively engage with the inter-professional team to facilitate the effective management and coordination of human, fiscal and material resources to address services, consumer and community expectations.

View the full range of duties and responsibilities in the [Position Description](#).

SELECTION CRITERIA

Success in this role will require:

1. Professional Commitment

Fosters the reputation of the Gold Coast Hospital and Health Service; takes ownership and personal accountability; demonstrates a commitment to and pride in work; attends and is available and punctual;

applies appropriate priorities; and manages time effectively including the setting and meeting of deadlines.

2. Teamwork Skills

Works cooperatively with others; provides support; shares information and credit; considers the views of and involves colleagues in decision making; deals effectively with conflict; maintains effective working relationships with colleagues; mentors and provides leadership as appropriate.

3. Communication

Communicates relevant, prompt and accurate information; is approachable and resourceful in working with senior colleagues and peers; uses good judgement in prioritising courses of action and is respectful to co-workers and customers.

4. Service to Clients

Provides high standards of service delivery; provides service users with a positive perception of the work area by establishing and building effective and respectful collegial client relationships; employs win/win negotiating skills to avoid conflict in the workplace and strives to understand the issues, motives and objectives of others to enhance cooperative workplace interactions; and voluntarily contributes to tasks that affect the performance of the whole area.

QUALIFICATIONS & EXPERIENCE

- Registration as a Registered Nurse under the Health Practitioner Regulation National Law Act 2009 with a current annual practicing certificate from the Australian Health Practitioner Regulation Agency is essential. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- A Bachelor of Nursing or Midwifery or equivalent is a mandatory qualification for this position.
- A Masters or higher qualification within a relevant area is highly desirable.
- Experience in senior nursing positions is highly desirable.
- It is a condition of employment in this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis B.
- This position requires effective computer skills or the ability to acquire computer skills in a short timeframe.
- This position may be required to work across Gold Coast Hospital and Health Service.

REPORTING & KEY RELATIONSHIPS

The Director reports to the Executive Director, Diagnostic and Subspecialty Services. The role has a professional reporting line to the Professor of Nursing and Midwifery Service.

There is professional leadership responsibility for the nursing function and direct responsibility for 600 Nurses.

CHALLENGES/ OPPORTUNITIES

Major challenges and opportunities currently associated with the role include:

- Organisation/Division context – broad division undergoing significant change (EMR 1 April 2019).
- Embracing a dynamic environment and taking the division Digital, in which all Nursing & Midwifery staff will require training.
- Strategic and external skillset required, looking at ways that change can be made to bring a young/old mix to the Nursing & Midwifery division (currently low turnover). A lot of short-term contracts are available.
- Ensure nurse activity is meeting nursing requirements, with opportunity to drive nursing Models of Care and career pathways; driving staff capability.

KEY DATA

Budget Responsibility

\$63M divisional nursing budget
\$3.4M operational budget

Service Location

Gold Coast University Hospital, Southport*

*Note: that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the position's primary work location may change based on operational requirements.



EMPLOYMENT TERMS & CONDITIONS

REMUNERATION \$160,016 per annum + super
+ relocation assistance to be negotiated, if applicable

CLASSIFICATION Nurse Grade 12, permanent full time

DIVISION Diagnostic and Subspecialty Services

PRE-EMPLOYMENT PROBITY CHECKS

Information on a person's suitability for appointment is obtained for all appointments. Potential appointees will be asked whether there are any reasons why they should not be appointed such as: Information on a person's criminal history and other associated probity checks will be sought from those candidates whose application has progressed to shortlisting for interview.

Applicants unsure about the definition of disclosable criminal convictions or status of any criminal conviction may wish to seek legal advice in responding to the probity check questions. (A 'disclosable' conviction is one that is recorded by the court and has not been rehabilitated or spent under the Criminal Law (Rehabilitation of Offenders) Act 1986 and, in the case of Commonwealth convictions, the Crimes Act 1914 (Commonwealth), and does not breach the confidentiality provisions of the Youth Justice Act 1992.)

QUEENSLAND HEALTH TERMS

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

This role may be required to work across multiple sites within the Gold Coast Hospital and Health Service.

Hand delivered applications will not be accepted. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

HOW TO APPLY

The closing date for applications is **Monday 11 March 2019**

The reference number to include in your application is **H19_2814**

For a confidential discussion, please contact Principal Consultant, Rhodie Miller:

M: +61 (0)422 816 557

E: rmiller@hardygroupintl.com

Please submit application documentation to Executive Search Coordinator, Anna Brownjohn:

T: +61 (0)409 977 847

E: abrownjohn@hardygroupintl.com

It is standard practice for HardyGroup to acknowledge receipt of your application no later than the next business day. We request that if you do not receive the acknowledgement, you contact the search coordinator listed above as soon as possible after the 24-hour business period and arrange to resend your application if necessary.

Your application must include:

1. Completed HG Application Form (click to access and download online)
2. Cover letter addressed to the search consultant;
3. A written response addressing the Selection Criteria, found on **page 7**; and
4. An up to date copy of your Curriculum Vitae.

REFEREES

You will need to provide details of three (3) professional referees. To do so, complete the relevant fields in the Candidate Profile. You should carefully consider who you select to approach to provide reference advice. Your current manager must be included. It is customary for referee reports to be requested after interview and if you are the preferred candidate, your permission will be requested prior to contacting your referees.

PERSONAL INFORMATION

HGI complies with the Privacy Act 1988 (Cth), all applications are treated by HGI in strict confidence, however in submitting an application you are extending permission to share your application with the Selection Panel.

Personal Information will be used to assess your suitability for appointment to this position. As part of the selection process, personal information will be dealt with in accordance with HGI's Privacy Policy and the Information Privacy Act 2009.



Role description

Role Details

Job ad reference

Role title

Director of Nursing

Status

Permanent full time

Please note, future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.

Location

Southport

Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the position's primary work location may change based on operational requirements.

Division

Diagnostic and Subspecialty Services

Closing date

Monday 11 March 2019

Applications will remain current for 12 months

Classification

Nurse Grade 12

Contact name

Karlene Willcocks – Executive Director, Diagnostic and Subspecialty Services
Telephone: 07 5687 2704

Anita Bamford-Wade – Professor of Nursing and Midwifery Services
Telephone: 07 5687 0235

Online Applications

Submit applications via <https://hardygroupintl.com/job/89/>

To Discuss the role, please contact Rhodie Miller - Principal Search Consultant
t: +61 (0)422 816 557 / e: rmiller@hardygroupintl.com

Purpose of the Role

Provide transformational nursing leadership to support person centred care that encompasses the Professional Practice Model and is evidence based. This role will provide operational oversight, professional and strategic leadership within an inter-professional executive team and lead point of care innovation working with a shared governance model.

Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

Organisational Alignment

Gold Coast Health has a Core Capability Framework (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role, however, all capabilities listed within the framework remain essential to successfully perform at Gold Coast Health.

Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below. Visit the [Core Capability Framework](#) (CCF) for further detail.

Leader Level: Leading Organisation

Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Organisation Act with Integrity - Display personal commitment to the purpose and philosophy of Gold Coast Health and lead by example with ethical and professional behaviour
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Organisation Work Collaboratively - Orchestrate cross divisional and external cooperation and collaboration while developing creative partnerships to deliver strategies
Results Focused	Drive and influence successful organisational outcomes	Leading Organisation Demonstrate Accountability - Promote a culture of accountability with clear line of sight and expectations to organisational goals, ensuring implications of issues on organisation priorities are addressed
Business Enablers	Boost effective service delivery and champion change management	Leading Organisation Understand Financial Requirements - Advocate strategic management of financial and budgetary compliance and governance, defining direction in consideration of financial indicators and community needs
Leadership and People Management	Inspire, engage and build our workforce	Leading Organisation Build and Develop our People - Advocate and drive our employee capability development framework, promoting succession planning to sustain workforce capability and build a culture of continuous learning

About the Service

The Diagnostic and Subspecialty Services (DASS) Division encompasses a significant number of the Gold Coast Hospital and Health Service (GCHHS) clinical subspecialties across predominantly medical disciplines. Clinical services include Oncology, Haematology, Palliative Care, Dermatology, Rheumatology, Cardiology, Nephrology, Respiratory, Infectious Diseases, Infection Control and Sexual Health. Cardiothoracic surgery is included in DASS on the basis of synergy with cardiac and thoracic medicine. DASS also includes a majority of the GCHHS diagnostic services including Medical Imaging and Pathology. Pharmacy also sits within the division with a strong synergy with subspecialty medicine.

The division also includes the Nursing and Midwifery Workforce Unit, which includes:

- Nursing and Midwifery Workforce Analytics;
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- Nursing and Midwifery staffing.

These units report to the Director of Nursing DASS, who works closely with the Professor of Nursing and Midwifery Services and the Nursing and Midwifery leaders across the organisation to support contemporary nursing and midwifery workforce planning and support.

The division is strongly focused around providing an excellence in patient centred care to meet community needs, and ensuring a nursing and midwifery workforce to support the delivery of this.

About the Role

- The role reports to the Executive Director, Diagnostic and Subspecialty Services. The role has a professional reporting line to the Professor of Nursing and Midwifery Services.
- The role is accountable for progressing relevant DASS priorities and initiatives in consultation with the Executive Director and Professor of Nursing and Midwifery Services.
- The role is a key component of the DASS Executive team and works collaboratively with others across the service to achieve targets and outcomes.
- The role is a key member of the GCHHS Nursing and Midwifery Executive Committee.
- The role has direct financial and human resource delegations in accordance with the GCHHS Financial Sub-Delegations manual and GCHHS Human Resource Sub-Delegations manual.
- The role is responsible for portfolios and other duties as delegated and/or directed.
- The role has operational, professional and/or indirect responsibility for staff reporting to the role.
- The role requires highly specialised clinical, technical and professional nursing and midwifery skills in order to effectively engage with the inter-professional team to facilitate the effective management and coordination of human, fiscal and material resources to address services, consumer and community expectations.

Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

INTEGRITY

- Lead, support and role model a patient centred approach to evidence-based care and service planning, developing and maintaining a quality improvement culture reflective of the principles of the Magnet Recognition Program®.
- Demonstrate commitment to professional practice by ensuring healthcare staff work within scope of practice; maintain professional standards of practice; and behave in accordance with the Code of Conduct, demonstrating integrity, honesty and respect for all patients, carers and staff.

- Participate in setting the Health Service strategic direction and integrating priorities for quality improvement into a clinical service, with focus on governance and adherence to National Safety and Quality Health Service Standards.
- Expertise in human, material, financial and resource management including coordinating the formation of unit business plans and service profiles that maximise the focus on efficient and effective resource management.
- Manage human resources according to Queensland Health's Human Resource Management (HRM) framework, including team building, change management, recruitment, training, performance management, and succession planning within the scope of delegation.
- Responsible for nursing workforce maintenance and planning to ensure the provision of human resources compliant with policy and industrial requirements.
- Be accountable for own professional development.

COMMUNITY FIRST

- Work in partnership with the broader health care team to facilitate patient-focused care delivery and service planning across the health care continuum.
- Utilise expert contemporary nursing/midwifery knowledge to design, develop and implement innovative evidence-based strategies to improve service performance.

EXCELLENCE

- Develop, implement and evaluate quality improvement, risk management and research initiatives to promote innovation and use of evidence-based practice to facilitate optimal patient care.
- Analyse variances related to expected targets, audits, reviews and survey results and provide resource-efficient, cost-effective solutions and options to address these variances.
- Strategically identify, promote and report on sustainable innovative nursing models of care that deliver excellence in quality patient-focused care, productivity gains and value for investment.

RESPECT

- Demonstrate commitment to building the Gold Coast Hospital and Health Service (GCHHS) vision of becoming a world-class organisation by participating in and contributing to the Magnet Recognition Program®.
- Participate in the development of a strategy for a positive workplace culture which supports learning, research and workforce development, and retention and attraction of staff.
- Create a culture in which nursing staff are supported to engage in teaching, education and practice review that contributes to effective health care and the GCHHS nursing education and research agenda.

COMPASSION

- Show kindness offering assistance, support, encouragement and motivation to others whenever possible.

EMPOWER

- Facilitate the development of others through access to ongoing education and utilising sound succession management practices.
- Promote a supportive environment and a willingness to share knowledge to all learners in the workplace including students and graduates.
- Actively participate in the Registered Nurse Professional Recognition Program, supporting and promoting self and others' professional growth.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

- Ensure you acquire and maintain up to date knowledge of work health and safety matters, comply with notices issued under relevant work health and safety legislation.
- Gain an in-depth understanding of the nature of the operations, hazards and risks associated with our business, ensuring appropriate resources and processes are allocated to enable identified hazards and associated risks to be eliminated or minimised.
- Consult with others on matters that may affect their health, safety or wellness and give workers the opportunity to express their views and consider them when making decisions on work health and safety. Ensure key performance indicator data is analysed regularly and the analysis used to continuously improve work health safety and wellbeing performance in the business.

Mandatory Qualifications / Professional Registration / Other Requirements

- Registration as a Registered Nurse under the Health Practitioner Regulation National Law Act 2009 with a current annual practicing certificate from the Australian Health Practitioner Regulation Agency is essential. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- A Bachelor of Nursing or Midwifery or equivalent is a mandatory qualification for this position.
- A Masters or higher qualification within a relevant area is highly desirable. Where the successful applicant does not currently hold this qualification, commitment to completion of post-graduate study within an agreed timeframe is expected and will form part of the performance review process.
- Experience in senior nursing positions is highly desirable.
- It is a condition of employment in this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis B.
- This position requires effective computer skills or the ability to acquire computer skills in a short timeframe.
- This position may be required to work across Gold Coast Hospital and Health Service.

How you will be assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under '**About the Role**' and '**Key Duties and Accountabilities**', the ideal applicant will be someone who can demonstrate the following:

1. Professional Commitment
Fosters the reputation of the Gold Coast Hospital and Health Service; takes ownership and personal accountability; demonstrates a commitment to and pride in work; attends and is available and punctual; applies appropriate priorities; and manages time effectively including the setting and meeting of deadlines.
2. Teamwork skills
Works cooperatively with others; provides support; shares information and credit; considers the views of and involves colleagues in decision making; deals effectively with conflict; maintains effective working relationships with colleagues; mentors and provides leadership as appropriate.
3. Communication
Communicates relevant, prompt and accurate information; is approachable and resourceful in working with senior colleagues and peers; uses good judgement in prioritising courses of action, and is respectful to co-workers and customers.
4. Service to Clients
Provides high standards of service delivery; provides service users with a positive perception of the work area by establishing and building effective and respectful collegial client relationships; employs win/win negotiating skills to avoid conflict in the workplace and strives to understand the issues, motives and objectives of others to enhance cooperative workplace interactions; and voluntarily contributes to tasks that affect the performance of the whole area.

How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, considering the key duties and accountabilities and key attributes noted above, and the role-specific information (if applicable) in the appendices of this role description.

Submit your application via HardyGroup:

Principal Search Consultant, Rhodie Miller available on +61 (0)422 816 557 / rmiller@hardygroupintl.com

Executive Search Coordinator, Anna Brownjohn via abrownjohn@hardygroupintl.com

Please review the additional supporting documentation in the document "information for applicants".

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

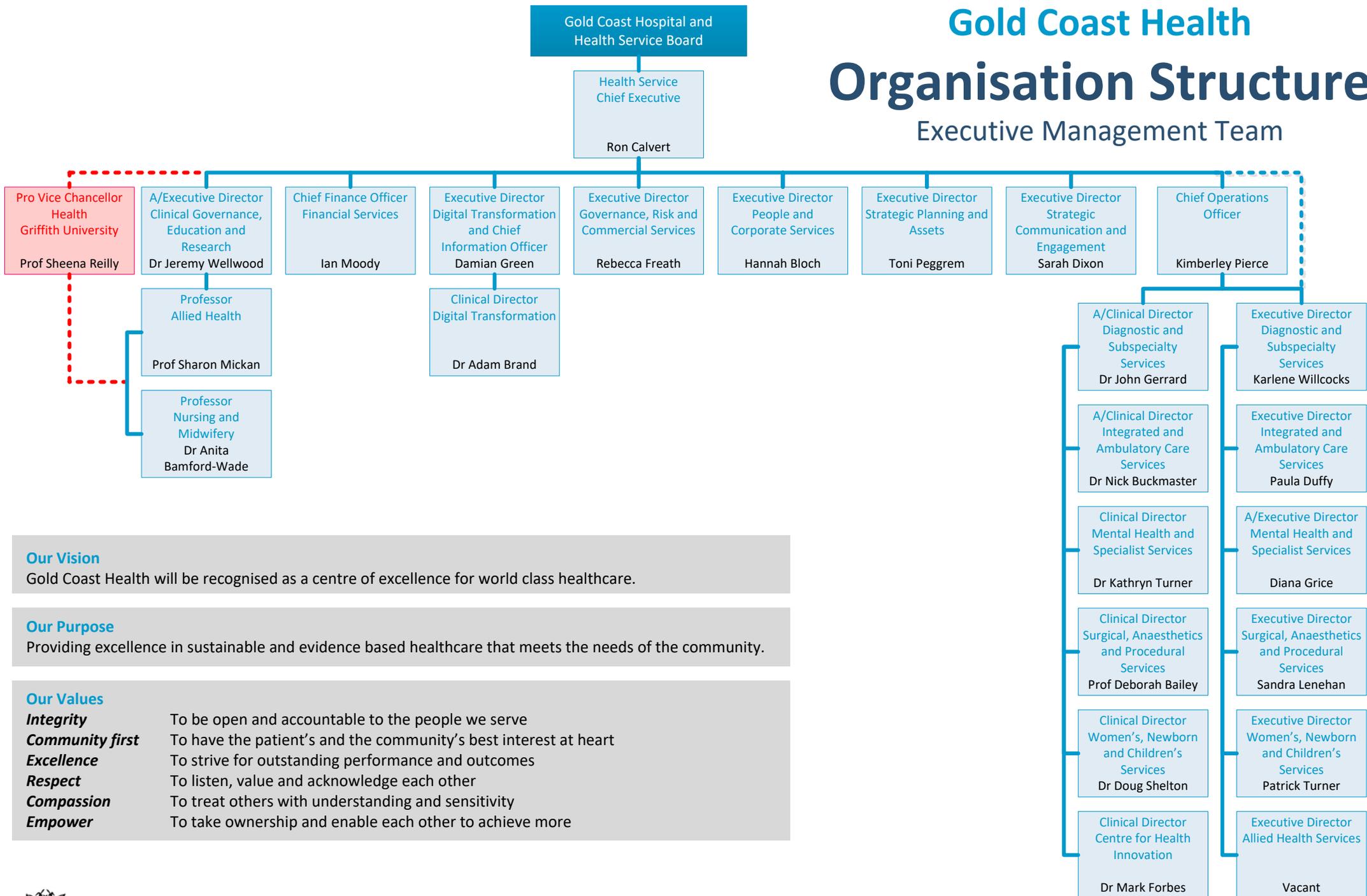
Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

Gold Coast Health Organisation Structure

Executive Management Team



Our Vision

Gold Coast Health will be recognised as a centre of excellence for world class healthcare.

Our Purpose

Providing excellence in sustainable and evidence based healthcare that meets the needs of the community.

Our Values

Integrity	To be open and accountable to the people we serve
Community first	To have the patient's and the community's best interest at heart
Excellence	To strive for outstanding performance and outcomes
Respect	To listen, value and acknowledge each other
Compassion	To treat others with understanding and sensitivity
Empower	To take ownership and enable each other to achieve more

Gold Coast Health Diagnostic and Sub-specialty Services

Organisation Structure

Gold Coast Hospital
and Health Service
Chief Executive

Chief Operations Officer

**Diagnostic and
Sub-specialty
Services**

Executive Director

Clinical Director

Director of Nursing

Administration Manager

Diagnostic Services
Service Director
Assistant Director of Nursing
Medical Director

- Diagnostic Services
- Nuclear Medicine
- Radiography (OPG, MRI, CT and Ultrasound GCUH and Robina)
- Interventional Radiography
- Medical Imaging
- Pathology
- Microbiology
- Anatomical Pathology
- Histopathology
- Biochemistry
- Mortuary
- Infusion Therapy
- Blood and Blood Products
- Transfusion
- Phlebotomy
- TPN Service
- Clinical Equipment and Resource Unit

Pharmacy
Service Director

- Medication Management, Supply and Clinical Services
- Gold Coast University Hospital
 - Robina Hospital
 - Numinbah Correctional Centre
 - Professional Leadership of GCHHS Pharmacy staff

**Cancer and Specialty
Services**
Service Director
Assistant Director of Nursing
Medical Directors

- Cancer and Blood Disorders Day Unit
- Cancer and Blood Disorder Outpatients
- Cancer Care Coordination
- Apheresis and Stem Cell Transplant
- Medical Oncology
- Radiation Oncology
- Clinical Haematology
- Inpatient Units C1 West/C1 East
- Inpatient Unit HI5
- Infectious Diseases
- Sexual Health
- Immunology
- Dermatology
- Rheumatology
- Infectious Control Services
- Staff Health
- Palliative Care Services
- Community Palliative Care Consultancy Liaison

**Cardiac, Thoracic, Renal
and Respiratory**
Service Director
Assistant Director of Nursing
Medical Directors

- Cardiology
- Interventional Cardiology
- Clinical Measurements Cardiac
- Cardiac Rehabilitation
- Cardiac and Thoracic Surgery
- Cardiac Perfusion
- Cardiac Cath Lab D4S
- Cardiology and CCU B4N-S
- Respiratory Medicine
- Clinical Measurements
- Respiratory Function Testing
- Sleep Studies
- Respiratory Resource Centre
- Respiratory Unit B5 North
- Renal Inpatients Dialysis
- Renal CKD
- Renal Inpatients Unit C3 West
- Renal Dialysis
- Robina Haemodialysis RHDU
- Renal Home Therapies

**Nursing Services and
Resources Unit**
Director of Nursing

Patient Flow*
Assistant Director of Nursing

- Transit Unit (GCUH and Robina)
- After Hours Nurse Managers
- Patient Flow

**Nursing and
Midwifery Workforce**
Assistant Director of Nursing

- Nursing and Midwifery Workforce Analytics
- Nursing and Midwifery Staffing Unit
- Nursing and Midwifery Recruitment
- Nursing permanent and casual pools

DASS Administration