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EXECUTIVE SUMMARY

- Clinical Leadership Role
- Ability to Influence the Future of Service Provision
- Highly regarded values driven organisation

Serving a base population of 350,000, extending to 500,000 for some tertiary services, Barwon Health in Geelong, Victoria is one of the largest and most comprehensive regional health services in Australia.

Formed in 1998, the organisation’s dedicated team of over 7000 staff and 1300 volunteers provide a broad range of primary, community, aged care, rehabilitation, mental health, emergency, sub-acute and acute care services across 22 sites including:

- University Hospital Geelong
- Community health services at key locations throughout the region such as Belmont and Newcomb
- Aged care through the McKellar Centre in North Geelong and Alan David Lodge in Charlemont
- Rehabilitation services at the McKellar Centre, North Geelong and Belmont

Barwon Health Maternity Services commenced providing maternity care to the Geelong community in the 1920’s and established Baxter House in 1954. The Service moved to the main hospital in 1999 and today Maternity Services cares for more than 2,500 pregnant women and their babies born at University Hospital Geelong each year. The Service provides a comprehensive pregnancy, birthing, postnatal and newborn, and lactation (breastfeeding) service to support women in receiving the best care and support available to them.

The State Governments recent announcement of an additional $100m investment and commitment towards a new women’s and children’s hospital for Geelong and the Barwon south west region, has also been met with excitement by the community and Barwon Health itself, affirming the organisations position as one of Australia’s leading regional health services.

A highly accomplished clinical leader in your own right with a commitment to innovation, service improvement and ensuring the highest standards of patient centred care, you will contribute significantly to the ongoing excellence of service provision at Barwon Health.

Set in a vibrant and growing community, Barwon Health offers a unique opportunity for a clinician who has experience in successfully leading a women’s service to work in a supportive and dynamic organisation.
BARWON HEALTH

VISION
Together with our community we build healthier lives, inspired by world class standards

MISSION
With our consumers at the forefront, we excel in delivering efficient integrated care, education & research to advance health and wellbeing for all

Barwon Health provides care and treatment for the communities of south-west Victoria, at all stages of life and circumstance, through a comprehensive range of services from emergency and acute medicine to mental health, primary care, community services, aged care and sub-acute care and rehabilitation.

Barwon Health is also Geelong’s largest employer with over 7,000 dedicated staff and 1300 volunteers.
Barwon Health’s 2015-2020 strategic plan, comprises of five pillars, and at its core a focus on the organisation moving from a position of ‘consumer focussed care’ to one of ‘consumer directed care’.

VALUES

- **Respect**: We respect the people we connect with
- **Compassion**: We show compassion for the people we care for and work with
- **Commitment**: We are committed to quality and excellence in everything we do
- **Accountability**: We take accountability for what we do
- **Innovation**: We drive innovation for better care

PILLARS

- **Our Consumers at the Forefront**
- **Our People at their Best**
- **Right Care, Right Time, Right Place**
- **Research, Education and Training for Excellence**
- **Our Community’s Wellbeing**

ENABLERS

- Leadership
- Prosperous
- Knowledge
5 YEAR SNAPSHOT – VITAL SIGNS

Our vital signs: five-year snapshot

- **2,533** Babies Born
- **52,040** Dental Contacts
- **73,373** Emergency Department Presentations
- **86,667** Inpatient separations
- **7,033** Number of Staff
- **996** On Waiting List
- **21,567** Operations
- **148,819** Outpatients
- **170,957** Total Bed Days
- **1,312** Volunteers
In addition to providing safe and high quality care and treatment, Barwon Health is also an organisation on the move.

Major capital works projects completed in 2017/2018 included the $6m Surgical Hub at University Hospital Geelong, the $7m Renal Services building, the $1.3m Maternity Assessment Unit and the $5.6m Barwon Medical Imaging (BMI) redevelopment, delivered over two stages, focusing on mammography, ultrasound, reception and CT for stage 1.

A Transit Lounge was also opened at University Hospital Geelong to provide patients with a clinically safe and comfortable area near the hospital entrance where they can wait for transport, medication or any equipment necessary to ensure a safe discharge. Additionally, Barwon Health opened the Acute Neurosciences Ward, a specialised 18-bed ward at University Hospital Geelong – a first for regional Victoria. This allows staff in neurology to keep up with the evolving therapies offered to stroke patients in recent years, with state-of-the-art facilities providing the best outcomes.

There have been recent announcements of $150 million for the development of a purpose built Women’s and Children’s Hospital in Geelong. The Director of Women’s Services will play an important role in the planning and development of this exciting new service for Geelong and the greater region.
UNIVERSITY HOSPITAL GEELONG

Steeped in history, the "Geelong Hospital" began in 1849 when a committee formed to establish a public hospital in Geelong. After fundraising for several years, it was opened in 1853 as the Geelong Infirmary and Benevolent Asylum. This facility was renamed the Geelong and District Hospital (Kitchener Memorial) in 1924 and became officially known as the Geelong Hospital in 1966. This name was held until 2014 when the University Hospital Geelong title was adopted to signify Barwon Health's partnership as a teaching facility with Deakin University.

Today the hospital’s specialist services extend north to Werribee and south to the South Australian border for major specialities such as cancer, cardiology and cardio-thoracic surgery. With the exception of neurosurgery and transplantation, virtually all other specialties are available in Geelong.

Some of the hospital’s features are:

- 370 inpatient beds
- 10 operating theatres
- ICU is a 24-bed level 3 adult mixed medical surgical, cardiothoracic and level 2 paediatric ward.
- 24-hour emergency department and adult and paediatric short stay units
- Cardiac catheter and angiography laboratory
- Oncology and radiation services through Barwon Health’s Andrew Love Cancer Centre, including a wellness lounge.
- Paediatric Ward
- State-of-the art medical imaging services
- Maternity birth suites and special care nursery

For more in-depth information and publications for Barwon Health, please see below links:

- [Barwon Health Annual Report](#)
- [Quality Account](#)
- [Applying the Leadership Framework](#)
THE REGION DEMOGRAPHICS:

The Geelong region is experiencing a period of rapid growth, forecasts show that the population could grow by more than 150,000 people in the next 20 years. The current population is just over 245,000 people. The city is a major centre for investment with over 17,000 businesses and a highly skilled labour force of 110,632 (2016 Census estimate).

Data from: https://www.economyprofile.com.au/geelong

Geelong’s proximity to Melbourne, its liveability of low commute times and affordable house prices in comparison with Melbourne, place it in an ideal position to attract new residents and investment. Geelong has a broad industry base with major industry strengths in health and allied services, education and research, advanced manufacturing, tourism, agribusiness, construction and professional services.

The City of Greater Geelong is Victoria’s largest regional city. Located only 75 kilometres from the Melbourne Central Business District, the municipality covers 1,245kms2, comprising urban, country and coastal areas. Bounded by the Moorabool Shire in the north, the Borough of Queenscliffe in the east, Golden Plains Shire in the west and Surf Coast Shire and Bass Strait in the south. The region is characterised by the multi-award-winning Waterfront overlooking Corio Bay, the picturesque Bellarine Peninsula, the Barwon
River, You Yangs Regional Park, wetlands, beautiful parklands and wildlife sanctuaries. Geelong is also the gateway to the world-renowned coastline of south-west Victoria via the Great Ocean Road.

**MAP OF BARWON REGION**

*Images: Great Ocean Road, Bellarine Peninsula*
ENVIRONMENTAL CONTEXT

Barwon Health is the largest employer in Geelong and pillar of the community.

Geelong has a strong strategic plan for its future growth which is driven from local government and Barwon Health is a key stakeholder in future development and included in the strategic health and wellbeing goals of the municipal; A G21 plan has been established.

G21 is the formal alliance of government, business and community organisations, working together to improve people’s lives in the Geelong region.

The Geelong Region Plan identifies high-level opportunities for accommodating growth across residential, industrial, commercial and agricultural land use sectors. It identifies where growth should occur and, as importantly, where it should not. The plan also identifies key infrastructure and services required to support growth. It sits comfortably under the umbrella of the Geelong Region Plan and has been developed in parallel with the G21 Draft Economic Development Strategy.

See below links which explain further:

- G21 Regional Growth Plan
- G21 Health and Wellbeing Pillar
- Primary Care Partnerships
- Revitalising Geelong
- Vision and Strategy - City of Geelong
- Geelong Australia – City Council website

DIRECTOR OF WOMEN’S SERVICES

POSITION PURPOSE
The Director of Women’s Services will deliver high quality care through providing medical leadership, oversight and management within Women’s Services.
In 2018 over 2600 babies were delivered at Barwon Health.
Barwon Health provides a public gynaecology service with eight operating lists per week.
The service is evolving and developing innovative models of care, including a well established midwifery group practice and is currently developing a private practising midwifery model of care.

Barwon Health also has a significant leadership role for the Barwon South West region, supporting smaller health services that provide maternity care and also leading the regional morbidity and mortality committee for the region. Barwon Health is actively involved in obstetrics and gynaecology training, with a directly appointed senior registrar and four O&G trainees on rotation as part of the Victorian training program.
There are also a number of unaccredited registrar positions (10 registrar positions in total).

Barwon Health has strong links with Deakin University and has medical and midwifery students actively involved in Women’s Services. There are also opportunities to grow the research that happens in the maternity and gynaecology spaces.

KEY DUTIES AND RESPONSIBILITIES
The key duties and responsibilities associated with the Director of Women’s Services role, include:

• Oversight of Women’s Services within Barwon Health
• Oversight and management of senior medical staff, including rostering, professional development reviews
• Developing and refining Maternity and Gynaecology guidelines, procedures and policies
• Quality and safety activities including adverse event management, audits and service improvement initiatives, including monitoring of Perinatal Service Performance Indicators (PSPI) and implementing related improvement activities
• Inter-departmental interaction and service enhancement and development
• Junior medical staff recruitment, management and oversight
• Support and promotion of research in Women’s Services.

Please see Position Description for full outline of Key Accountabilities.
SELECTION CRITERIA

Essential:
1. Medical Degree and FRANZCOG
2. Extensive experience as an obstetrician and gynaecologist.
3. Prior leadership roles and / or experience.

Desirable:
4. Demonstrated experience in risk management and QA.
5. Further qualification in the field of Obstetrics and Gynaecology or management
6. Experience working in a regional health service
7. Experience developing clinical services.
8. Experience leading a team.
10. Commitment to and experience in research.

QUALIFICATIONS

The incumbent must have:
Medical degree with specialist registration in Obstetrics and Gynaecology.
Further qualifications in the field of Obstetrics and Gynaecology or management are desirable.

REPORTING & KEY RELATIONSHIPS

The Director of Women’s Services reports directly to the Clinical Director – Women’s and Children’s Directorate.

The Director will have oversight and management of senior medical staff across the Women’s Service.

Key Relationships:
Within the Women’s and Children’s services:
• Clinical Director and Co-Director
• Doctors
• Nurses
• Allied Health Staff
• Administrative staff

In a broader sense:
• Department of Health, Central and Regional
• Health Care providers
• General public
KEY DATA

Staffing
Women’s Services

Barwon Health: 7,033 staff equating to 4,446.16 FTE
5.3 FTE O & G Consultants
10 FTE Registrars

Annual Budget
Barwon Health $745m AUD

Service Location
Geelong, Victoria

Useful Links

Role Description
Barwon Health Website
Barwon Health Annual Report
Organisational Chart - Barwon Health
EMPLOYMENT TERMS & CONDITIONS

REMUNERATION  To be discussed with Principal Consultant at AMA award + specialist loading with on call allowances and salary packaging for living expenses, meals and entertainment.

CLASSIFICATION  AMA Victoria – Victorian Public Health Sector
                Medical Specialists – Enterprise Agreement 2018-2021

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.
HOW TO APPLY

The closing date for applications is Friday the 5th of July 2019
The reference number to include in your application is: H19_3047

For a confidential discussion, please contact Principal Consultant, Liz Hlipala:

M: +61 (0)401 122 301
E: lhlpala@hardygroupintl.com

Please submit application documentation to Search Coordinator, Jane Mather:

T: +61 (0)2 990 00113
E: jmather@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
2. Cover letter addressed to the search consultant;
3. A written response addressing the key Selection Criteria, found on page 13;
   Please be concise (1-2 pages maximum) 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

HG complies with the Privacy Act 1988 (Cth), all applications are treated by HG 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 HG’s Privacy Policy and the Information Privacy Act 2009.
LIVING IN GEELONG

The information provided is for overseas candidates relocating to Geelong region Victoria Australia.

Relocating to a new country or even within Australia is a significant step. Given that you are contemplating applying for a role in Geelong, you may well have already started your research process. There are a lot of things to consider before moving, particularly if you are relocating with a family. Within this document, we hope to provide you with as much information as possible and links to websites which will assist you with your decision to move to Geelong.


VISA REQUIREMENTS & IMMIGRATION

To work in Australia, you need to either be an Australian or New Zealand citizen, New Zealand Permanent Resident or have a valid visa that has full work rights for Australia such as a family sponsored visa. If none of these categories apply to you then you will require to be sponsored on a Skilled Regional Visa

Further detail on Immigrating to Australia can be found with The Department of Home Affairs Immigration Department of Australia:

LIVING IN GEELONG

As Victoria’s second-largest city, Geelong is a proud town with an interesting history and pockets of charm. It’s centred around the sparkling Corio Bay waterfront and the city centre, where heritage buildings from the boom days of the gold rush-era and thriving wool industry have now been converted into swanky restaurants and bars. It’s also a footy-mad town, passionate about its home-town AFL team, the Cats.

Geelong’s waterfront precinct is a great place to stroll, with plenty of restaurants set on scenic piers, plus historical landmarks, a 19th-century carousel, sculptures, grand homes, swimming areas, playgrounds and grassy sections ideal for picnics.

Geelong has a long and proud history as a creative city and leader in design. In October 2017, the UNESCO Creative Cities Network (UCCN) designated Geelong as a City of Design. Geelong is Australia’s first (and only) City of Design and join an international network of 180 cities committed to the power of creativity and innovation in building sustainable cities. It’s about collaboration, culture, planning, people and prosperity – working together for a clever and creative future for all.
INDUSTRY TO CREATIVE CULTURE

From an automotive manufacturing background, the commercial industry of Geelong is rapidly changing. The Ford Motor Company has transitioned its workforce from factory production line to advanced automotive design and engineering excellence. The ManuFutures space at Deakin University is a purpose-built advanced manufacturing innovation hub, supporting emerging businesses in the region.

With over 5,200 business in the creative industry sectors in the region and hundreds more at micro business development stage, Geelong has a vibrant commercial design base. From the 60s surf culture with Torquay based Rip Curl and Billabong, the region is now embracing new creative industries in art, craft, film and theatre.

The brief overview above hopefully captures your interest in researching more into a move to Geelong region. This information came from: https://www.lonelyplanet.com/australia/victoria/geelong

Further information and helpful sites include:
Position & Person Profile

Barwon Health

Director of

Women’s Services

March 2019

barwonhealth.org.au
The Position

Position Title: Director of Women’s Services

Division: Women’s and Children’s Directorate

Reports to: Clinical Director – Women’s & Children’s Directorate

Direct Reports: Obstetrics and Gynaecology Medical Staff

Enterprise Agreement: AMA Victoria – Victorian Public Health Sector

Medical Specialists - Enterprise Agreement 2018-2021

Classification: According to experience

Approved by: Clinical Director – Women’s and Children’s Directorate

Approval Date: March 2019

Primary Objective: To deliver high quality care through providing medical leadership, oversight and management within Women’s Services.
Barwon Health

Vision
Together with our community we build healthier lives, inspired by world class standards

Mission
With our consumers at the forefront, we excel in delivering efficient integrated care, education and research to advance health and wellbeing for all.

Priorities
Our Consumers at the Forefront
Our People at their Best
Right Care, Right Time, Right Place
Research, Education and Training for Excellence
Our Community’s Wellbeing

Values
RESPECT
We RESPECT the people we connect with

COMPASSION
We show COMPASSION for the people we care for and work with

COMMITMENT
We are COMMITED to quality and excellence in everything we do

ACCOUNTABILITY
We take ACCOUNTABILITY for what we do

INNOVATION
We drive INNOVATION for better care
Barwon Health is a large regional health service located in Geelong, Victoria. It provides a level 5 maternity service, providing routine and high risk maternity care, birthing babies down to 31 weeks gestation or 1,250g birth weight (with a level 5 neonatal service).

In 2018 over 2600 babies were delivered at Barwon Health. In addition, Barwon Health provides a public gynaecology service with eight operating lists/week. The service is evolving and developing innovative models of care, including a well-established midwifery group practice and is currently developing a private practising midwifery model of care.

Barwon Health has a significant leadership role for the Barwon South West region, supporting smaller health services that provide maternity care and also leading the regional morbidity and mortality committee for the region. Barwon Health is actively involved in obstetrics and gynaecology training, with a directly appointed senior registrar and four O&G trainees on rotation as part of the Victorian training program. There are also a number of unaccredited registrar positions (10 registrar positions in total).

Barwon Health has strong links with Deakin University and has medical and midwifery students actively involved in Women’s Services. There are also opportunities to grow the research that happens in the maternity and gynaecology spaces.

There have been recent announcements of $150 million for the development of a purpose built Women’s and Children’s Hospital in Geelong. The Director of Women’s Services will play an important role in the planning and development of this exciting new service for Geelong and the greater region.
Position
Dimension &
Decision Making
Authority

**Without referral to manager (RESPONSIBLE)**

Oversight of Women’s Services within Barwon Health.

Oversight and management of senior medical staff, including rostering, professional development reviews.

Developing and refining maternity and gynaecology guidelines, procedures and policies.

Quality and safety activities including adverse event management, audits and service improvement initiatives, including monitoring of Perinatal Service Performance Indicators (P SPI) and implementing related improvement activities.

Inter-departmental interaction and service enhancement and development.

Junior medical staff recruitment, management and oversight.

Support and promotion of research in Women’s Services.

**After Consultation with manager or others (CONSULTED)**

New service development in line with the Barwon Health vision and business plan.

Contribute to and assist clinical director in the performance of area.

**Referred to managers or others (CONSULTED)**

Decisions outside position delegation.
Key Accountabilities

**Major Activities**

Lead Women’s Services to ensure ongoing optimum performance.

Management of senior medical staff, for optimal performance of individuals and unit.

Review existing guidelines and develop new ones as required.

Review adverse events, monitor safety, quality and performance indicators and recommend service improvements.

Meet with other departments as required.

Delegate junior staff management as required.

Leading or supporting others to undertake research related activities.

Exhibits a commitment the Barwon Health’s values including team-based above and below behaviours.

Undertake special projects or reports required by the program director on a wide range of issues.

Report all incidents through the incident management system.

Practice in accordance with the relevant health care or industry standards.

Complete mandatory training and education.

Comply with relevant Barwon Health policies and procedures.

Participate in quality improvement activities.

Perform all other duties as directed within the limits of skill, competence and training to maximise flexibility.

**Performance Measures**

Delivery of high quality maternity and gynaecology care.

Performance reviews, rostering, completion of required training, senior staff development, performance management as required.

Guidelines needing review are up to date.

Adverse events responded to with clear action plans, audits of unit clinical activities, improvements in PSPI and other relevant indicators.

Women’s Services developed with other departments where appropriate/required.

Junior medical staff recruited, rostered, educated and supported.

Ongoing hospital accreditation for O&G training.

Presentations at relevant educational conferences and meetings; publications in peer reviewed journals.

Barwon Health values modelled at all times.

Performance review.

Demonstrated use of incident management system.

Adherence to applicable health care or industry standards.

Demonstrated completion of mandatory training.

Adherence with Barwon Health policy and procedures.

Active participation in required quality improvement activities.
**Key Selection Criteria**

**LEADERSHIP CAPABILITY FRAMEWORK: Leadership Capabilities - Leading Service or Function**

**Awareness of self**

**Builds and maintains resilience:**
- Works effectively in situations of ambiguity
- Demonstrates tenacity and persists with initiatives that are of benefit to the organisation
- Withstands criticism from stakeholders and maintains composure when under pressure

**Demonstrates commitment to personal development:**
- Confidently promotes areas of strength and knowledge within limits of own expertise
- Strives for continual learning
- Identifies new challenges to extend experience

**Exemplifies personal integrity and professionalism:**
- Leads by example and maintains high standards of professionalism and impartiality; expects and encourages team and colleagues to apply the same high standards
- Operates as an effective representation of Barwon Health in public and internal forums

**Communicate**

**Communicates clearly:**
- Confidently presents messages in a clear and articulate manner
- Ensures that information given on behalf of the work group/team/organisation is accurate, timely and unambiguous
- Tailors communication style and language according to the audience’s level of knowledge, skill and experience

**Influences positive outcomes:**
- Shows understanding and skill in negotiating and working to resolve conflict
- Delivers influential presentations to senior stakeholders that hold competing priorities and views
- Offers a convincing rationale and makes a strong case, without getting personal or aggressive

**Listens, understands and adapt to others:**
- Anticipates reactions and prepares a response to address the audience’s concerns
- Creates opportunities to listen to others
Relationships

Works in teams:
• Sees success as Barwon Health wide, rather than focusing solely on the success of own work unit or program
• Considers the impact of decisions/priorities for other work units and programs
• Builds an environment of collaboration across Barwon Health by promoting shared goals
• Builds and sustains strong formal and informal networks

Develops others:
• Engages in succession planning
• Acts as a coach and works with people to facilitate continuous learning
• Makes time to support individuals in achieving organisation goals
• Makes time for people despite competing priorities, particularly when people are challenged or during difficult times

Values individual differences and diversity:
• Maintains an awareness of the personalities, motivations and other diverse qualities of people, and uses this to enhance interactions
• Recognises that others have different views and experience; encourages input, listens and takes action to harness the varied input for the benefit of the program or unit
• Anticipates when different stakeholders may clash due to differing views, cultural perspectives or drivers; adopts strategies to address these

Results

Supports a shared purpose and direction:
• Has high visibility as a leader
• Identifies and addresses significant barriers to the achievement of Barwon Health objectives
• Talks about possibilities; is optimistic about the future
• Considers the impact of decisions/priorities for other work units and programs

Displays openness to change:
• Communicates the need for change/driver of change
• Inspires others to embrace change with enthusiasm and energy

Takes accountability for achieving quality and excellence:
• Seeks feedback from stakeholders to gauge satisfaction
• Commits to targets and strives to achieve results; encourages others to do the same
• Challenges the status quo and demonstrates curiosity to offer viable alternative solutions
Key Selection Criteria

Specialist Knowledge, Experience And Qualifications:

Essential

• Medical Degree. FRANZCOG
• Extensive experience as an obstetrician and gynaecologist.
• Prior leadership roles and / or experience.

Desirable

• Demonstrated experience in risk management and QA.
• Further qualification in the field of Obstetrics and Gynaecology or management
• Experience working in a regional health service.
• Experience developing clinical services.
• Experience leading a team.
• Commitment to and experience in research.
Application

Thank you for your interest in the position of Director of Women's Services.

How to apply

Please apply online via:

www.barwonhealth.org.au/careers

Include cover letter, curriculum vitae and a response to the Selection Criteria.