

## ADVERTISEMENT

### Chief Executive Officer

**Part Time Salary Package \$146,852 including vehicle and  
superannuation plus packaging**

- Rare WA health leadership opportunity
- Leading not-for-profit organisation
- Make a positive impact on the health of regional communities.

### The Organisation

The Wheatbelt Health Network Inc (WHN) is a leading not-for-profit organisation that delivers integrated primary care, funded health programs, Aboriginal health, and social and community projects supporting rural communities. Three service delivery hubs operate in Northam and Narrogin.

The Wheatbelt Health Centre in Northam is the organisation's headquarters, in the heart of the historic and scenic Avon Valley, 98 kilometres from Perth.

### The Opportunity

A special CEO leadership opportunity exists for an exceptional executive/senior manager to lead operations in line with legislative and regulatory requirements. Working collaboratively with a professionally diverse board, you will use your skills in leadership; recruitment and personnel management; and finance to refine existing services whilst seeking other business development opportunities.

Interested persons can obtain an Information Package & Selection Criteria by contacting Mike FitzGerald on 0419907443; by email at [mike@fitzgeraldstrategies.com.au](mailto:mike@fitzgeraldstrategies.com.au); or by downloading the document at

<https://www.fitzgeraldstrategies.com.au/local-government-job-vacancies/>

Applications including a Curriculum Vitae and statement addressing the Selection Criteria and three current referees should reach the undersigned in electronic format emailed to [mike@fitzgeraldstrategies.com.au](mailto:mike@fitzgeraldstrategies.com.au) by the close of business Monday 26 August 2024.

For a confidential chat contact Dr Marian Rae, Deputy Chair, 0427 412 778.

Mike Fitz Gerald  
PRINCIPAL  
Fitz Gerald Strategies  
Licensed Employment Agent (Lic No EA2423)

## POSITION DESCRIPTION

<b>Position:</b>	Chief Executive Officer
<b>Employment Type:</b>	Part-time, 1 to 3 years negotiable
<b>Reporting to:</b>	Board of Directors
<b>Remuneration:</b>	\$148,500 per annum including vehicle and superannuation plus packaging
<b>Location:</b>	Wheatbelt Health Centre (Northam WA) with travel across the region and between service sites

## SELECTION CRITERIA

### Essential Criteria

- 1. Executive/Senior Management experience** in health service delivery, supported by professional qualifications.
- 2. Governance and leadership**  
Works closely with the Board and shares its strategic objectives. Builds team commitment by demonstrating personal conviction; translates organisational strategy into meaningful long-term plans and objectives; motivates and supports others to deliver against goals.
- 3. Recruitment and staff management knowledge and skills**  
Understands the importance of and the processes to recruit general practitioners and allied health professionals to a regional location. Creates a positive and tolerant work environment by valuing professionalism, diversity and creativity.
- 4. Relationship Building**  
Sound ability to utilise all forms of communications. Establishes and maintains relationships internally and externally with people at all levels; forges useful partnerships with people across business areas, functions and organisations. Identifies and manages a range of complex and often competing needs; builds trust through consistent actions, values and communication. Minimises surprises.
- 5. Practice and Program Management**  
Understands key processes of practice management and service delivery and can demonstrate an ability to apply this knowledge. Is competent at utilising system driven tools to manage services and programs; recognises the links to and between them and an organisation's strategic outcomes. Finds innovative solutions to resolve issues and operates to high reporting standards.
- 6. Financial Management**  
Understands and manages the financial integrity of the organisation. Able to manage a combination of recurrent, once-only and fee-for-service funding to ensure profitability.
- 7. Initiative and Accountability:**  
Proactive and self-starting; seizes opportunities and acts upon them. Takes responsibility for own actions. Seeks all relevant information for problem-solving; investigates and probes for the facts; liaises with stakeholders; Analyses issues from different perspectives and draws

sound inferences from information available; identifies and proposes workable solutions to problems.

### **Desirable criterion**

1. Some understanding of the primary care / allied health services linkage.

#### **Working Hours**

The CEO will be required to work at least 52.5 hours per fortnight including Board Meeting Days and is expected to work reasonable additional hours, which may include outside business hours or other times to fulfil the position requirements. Routine travel within the Wheatbelt, to Perth and occasional interstate locations may be required.

#### **Key Accountabilities and agreement**

1. Inform and advise the WHN Board Chair of current and emerging issues and provide strategic and policy advice to the WHN Board.
2. Provide regular, periodic reporting on the continuum of recruitment and retention of professional and administrative staff, as well as supporting and encouraging their workplace activities and achievements. Ensure that WHN is an employer of choice in Northam and the Wheatbelt.
3. Develop and maintain a culture of teamwork and collective achievement within and outside the WHN, including support for diverse views and creative critiques.
4. Proactively build and maintain relationships with key internal and external stakeholders and provide relevant information and advice about WHN's direction, issues, identified risks and requirements to ensure that WHN'S service delivery is competitive and successful.
5. Demonstrate and deliver on a desire to work with other health organisations to achieve shared objectives, including the expansion of WHN services in the Wheatbelt, especially in general practice,
6. Ensure the Wheatbelt Health Network maintains and strengthens the concept of a Northam hub offering multiple, complementary primary healthcare services, whilst consolidating and expanding the services in surrounding municipalities.
7. Direct and oversee the management of the budget with a clear objective of achieving a pattern of consistent income and expenditure, while ensuring the practice management continues to deliver a steady positive cashflow. Ensure that sound commercial leases underpin the accountabilities of a mixture of service tenancies.
8. Contribute to the overall positive performance of the WHN by providing leadership and expert advice across the government and health sectors, and ensure the team has the capability and business program to meet its key objectives.