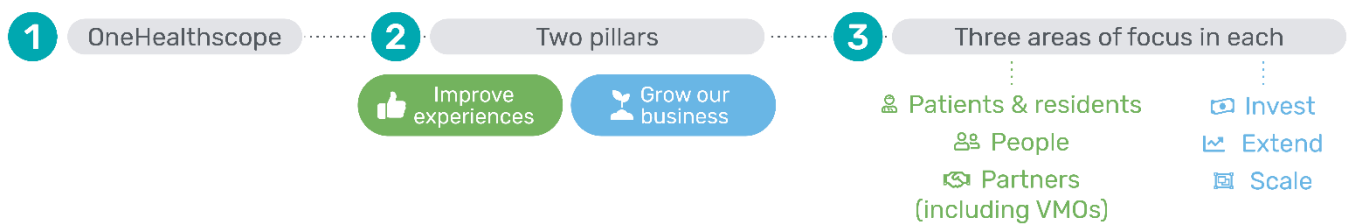


Position Title: Director of Nursing

Position Purpose

This role will provide clinical, workforce and operational leadership to the hospital to ensure the delivery of exceptional care and commercial performance.

Key Accountabilities



Improve the Experience:

- Implement daily clinical operating procedures and high quality clinical support services (including infection control and education) to ensure NSQHS standards are met.
- Build and maintain a culture and structures which prioritise the experiences of people, patients and partners, including VMOs and providing exceptional, evidence based, person centred care.
- Build a team that is high-performing, safe, informed, adaptive and values-led. Ensure the promotion of an effective, safe, skilled and co-operative multi-disciplinary team environment. Be an influential role model for exemplary customer service, and manage systems to improve customer service across the hospital.
- Lead the implementation of Healthscope’s safety and quality frameworks by providing strategic direction of quality activities across the hospital and working with Clinical Governance leadership. Review KPIs and Clinical Indicator reports and ensure they are reported to relevant committees and statutory bodies.
- Provide professional clinical leadership by ensuring document control processes are in place when developing and reviewing relevant policies, procedures and area manuals, and by ensuring all staff practice according to the relevant standards, codes and legislation.
- Lead a learning environment across the hospital by providing strategic direction and leadership on the development of a hospital education plan which reflect the needs of the staff and the future business direction. This includes, orientation, student training, graduate nurse programs and multi-disciplinary team education sessions.
- Establish and maintain strategic partnerships with VMOs (identifying, recruiting and delivering an experience that retains and grows VMOs).
- Develop an effective nursing and allied health workforce planning model that addresses skill mix, professional development, succession planning and strategies to reduce agency costs, nurse and allied health retention and recruitment. Ensure KPIs including WHPPD, turnover, sick leave, agency utilisation, drugs, linen and consumable costs are met as per the annual budget.

Grow the Business:

- Deliver commercial outcomes of the hospital through management of key metrics (occupancy, discharges, length of stay), rosters, labour hours, OPEX and Capex budgets and operationalisation of health fund negotiations. Provide support to the General Manager by analysing and implementing strategies to optimise financial and commercial targets.
- Work closely with the General Manager to (1) execute the hospital strategy by delivering strategically aligned services and (2) prepare and execute capital requests and business cases. Assist in the development of services and programs which ensure continuity of care, enhanced service delivery and capital planning.
- Identify and execute on opportunities to extend the breadth and depth of clinical services and offerings.
- Drive sustainable transformation and change implementation (including process improvement).
- Liaise and establish strong networks with universities and training providers in order to promote the hospital.

Healthscope Safe Values – We care. We do. We strive. We're a team.

- Practices, role models, champions and holds people to account to live the Healthscope Safe Values
- Creates a workplace that protects the health, safety and wellbeing of our people; leads and undertakes duties in alignment with Healthscope's Health and Safety system and framework.

Capabilities for Success

- **Driving Operational Execution** - Translating strategic priorities into operational reality to ensure that strategic priorities yield measurable and sustainable results.
- **Operational Decision Making** - Securing and comparing information from multiple sources to identify business issues; committing to an action after weighing alternative solutions against important decision criteria.
- **Inspiring Excellence** - Driving high standards; tenaciously working to meet or exceed challenging goals; defining success by goal achievement and continuous improvement.
- **Team Leadership through Delegating Responsibility** - Identifying and leveraging opportunities to accelerate results and build capability by assigning tasks and decision-making responsibilities to individuals or teams.
- **Coaching and Developing Others** - Providing feedback, instruction, and development guidance to help others excel in their current or future job responsibilities.
- **Customer Focused Mindset** - Ensuring that the customer's perspective is a driving force behind strategic priorities and promoting and operationalising customer service as a value.
- **Cultivating High Value VMO and Government Networks and Partnerships** - Initiating and maintaining strategic relationships with stakeholders and potential partners inside and outside the organisation.

- **Leading Change** - Driving organisational and cultural changes needed to achieve strategic objectives; catalysing new approaches to improve results.
- **Financial Acumen Perspective** - Utilising financial data to diagnose business strengths and weaknesses and identify the implications for potential strategies; keeping a financial perspective in the forefront when making strategic decisions.

Personal Attributes

- Positive and solutions focussed
- Resilient, self-reflective, E.I
- Results driven
- Decisive
- Connected to purpose
- Approachable and team player
- Ability to make hard decisions
- Change agile
- Values ambiguity in a fast paced environment

Experience for Success

- Run large service in a hospital successfully, improving budget performance
- Delivered sustained business results across a balanced scorecard over a long period of time (financial, operations, patient, employee)
- Exposure to theatre, ICU and ED
- Successfully been through an accreditation
- Quality frameworks and policy development
- Project work with a high standard of report writing, project design and management and research
- Built professional nursing networks
- Contributed to the nursing profession (internally and externally)
- Engaged with professional nursing bodies
- Lead and implemented change
- Lead a team
- Worked in a large complex organisation
- Improved efficiency through process re-design

Knowledge for Success

- Work Health and Safety
- Human resource management
- Leadership and management
- Hospital drivers and operating rhythms
- Hospital sector
- Accreditation National Safety & Quality Healthcare Standards (NSQHS)
- Peak governing bodies in health sector
- APHRA code of conducts and standards

- Registered Nurse (RN) standards of practice and code of conduct (AHPRA)
- Registered with no restrictions with the Nursing and Midwifery Board of Australia - AHPRA
- Post graduate qualification in relevant field of specialty (if applicable)
- Support/manager redevelopment projects (desirable)
- Membership or affiliation with a relevant professional nursing body (desirable)

Qualifications for Success

Mandatory:

- Bachelor of Science (Nursing) or equivalent
- Registration with AHPRA relevant to the state of employment

Desirable:

- Post Graduate qualifications in Business, Nursing or other relevant to the position.

Note: *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.*