



Northern District Community Health

# Chief Operating Officer Candidate Pack



## ACKNOWLEDGEMENT OF COUNTRY

NDCH acknowledges that our work occurs on the country of the Traditional Owners of the area- the people of Barapa Barapa, Wamba Wamba, Yorta Yorta and Dja Dja Wurrung and others. We acknowledge their ancestors who have been custodians of this land for thousands of years and pay our respects to their Elders, past, present and emerging, and through them, to all Aboriginal and Torres Strait Islander people

# OUR VISION

Building healthy, inclusive and connected rural communities.

# OUR PURPOSE

To improve health and wellbeing and reduce rural health inequity by working across the social determinants of health.

# OUR VALUES

Our values are the core of who we are as an organisation in every way, including how we hire and develop our staff and how we deliver care to our community.

**We have the courage and agility to champion new ways.**



**We have an eye on shaping the future.**



**We listen.**



**We know the diversity of people, experiences and perspectives make our work stronger.**



**We trust, encourage and look out for each other.**



**We can be counted on to deliver and do things well.**



# ABOUT US

For more than 30 years, Northern District Community Health (NDCH) has worked to build healthy, inclusive and connected rural communities. We work across the health and social service systems to support people at every age and stage of life. We are deeply embedded with communities and partner with health and community services and all levels of government to support integrated, accessible services and a stronger system of care that makes sense for the rural context.

We work within a social model that recognises health outcomes are influenced by social factors such as economic stability, education access and community context. Coupled with a wide range of quality clinical, social services and supports, our work makes a difference to health equity and health outcomes for rural people; keeping people well, out of hospital and engaged in community life.

Our services include medical care, allied health, nursing, mental health services, counselling, health promotion and community-based programs and events. We provide in-home personal care and support for older people to encourage ageing in a place which enables our clients to remain connected to family and community. We offer rewarding career opportunities with a genuine balanced lifestyle for passionate professionals.

Our service reach spans the Gannawarra, Buloke and Loddon Shires and more recently extended into the Rural City of Swan Hill. With more than 140 employees and 170 volunteers, our service encompasses picturesque towns like Cohuna, Kerang, Boort, Swan Hill and more.



# OUR REGION

Located in Kerang, at the heart of Victoria’s scenic Loddon Mallee region, NDCH offers a unique blend of professional opportunity and personal enrichment.

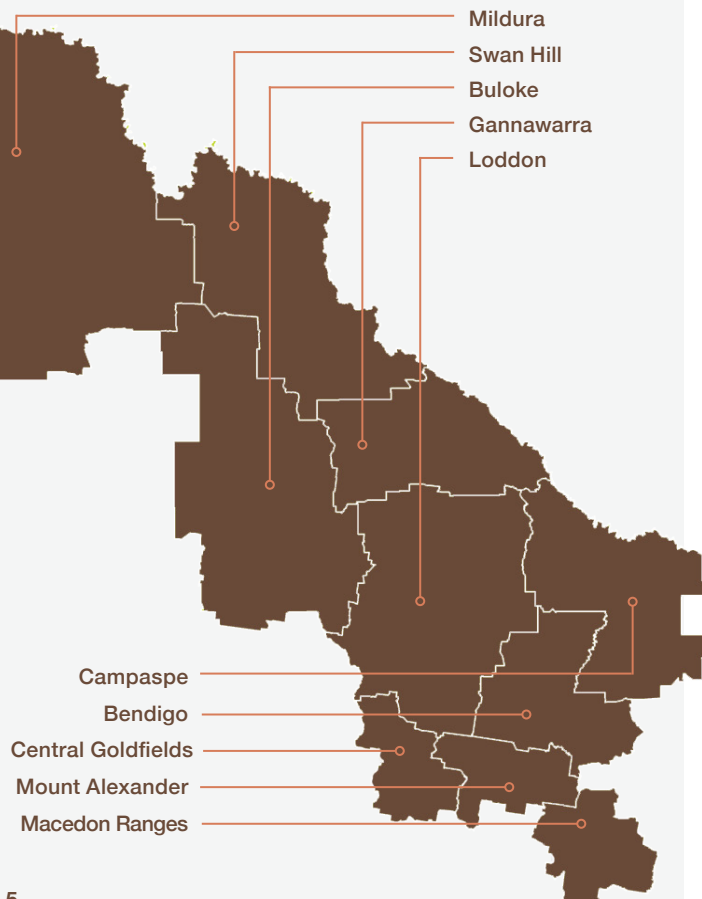
Across the region you’ll find welcoming communities that value freedom, space, and cultural richness. The Loddon Mallee offers a thriving retail sector, including boutique businesses, and is supported by high-performing education facilities and agricultural services.

Beyond work, NDCH encourages a balanced lifestyle where employees can enjoy the region’s natural beauty and recreational activities. With over 55 lakes and lagoons dotting the landscape from Kerang to Lake Boga, outdoor enthusiasts can indulge in everything from water sports and fishing to hiking and birdwatching.

Sports play a significant role in community life, with opportunities to take part in cricket, football, netball, tennis, and more. Local theatre groups, art shows, and cultural events provide ample outlets for creativity and community involvement.

The Loddon Mallee offers a number of cultural events including the Mildura Jazz, Food and Wine Festival, Bendigo Blues and Roots Festival, and significant events at Hanging Rock attract visitors from far and wide.

At NDCH, life isn’t just about work – it’s about embracing a vibrant community and a fulfilling lifestyle.



# OUR PRIORITIES

- Bring quality and services and infrastructure to underserved and hard to reach communities.
- Address the social determinants of health to keep people at home and out of hospital.
- Support people’s health and wellbeing.
- Build the capacity and resilience of the next generation to break intergenerational disadvantage.
- Build models and a workforce that supports rural communities.



# KEY SELECTION CRITERIA

## Essential

1. Demonstrated senior leadership and people management experience (three years minimum) within the health or community services sector, with the ability to communicate vision, set clear direction and motivate others to accomplish objectives.
2. Demonstrated track record as a problem solver, with the ability to lead and contribute collaboratively to strategic outcomes as a member of the Leadership team.
3. Demonstrated ability to build and maintain strong and engaged relationships with stakeholders including government and other funders, health and social services sector, industry and community.
4. Proven experience in integrating strategy, governance, and operational program/project priorities and communicating them effectively.
5. Highly developed interpersonal, communication and writing skills, with demonstrated experience writing reports, policy and submissions.
6. Demonstrated knowledge of health promotion and prevention strategies, policies and funding programs at the federal, state, regional and local level, and an awareness of their strategic and operational implications for NDCH.
7. Experience managing a diverse portfolio of services, programs and projects with a strong best practice, quality improvement framework
8. Evidence of the ability to identify, mitigate and manage clinical governance risks at a program and organisational level.
9. Demonstrated finance and business skills and acumen with a high level understanding of business operations i.e. ICT, budgeting and compliance, risk management, legal and HR.



# QUALIFICATIONS

Tertiary qualification in health or another related field.

# KEY BEHAVIOURS

- Understanding of and commitment to the social determinants of health and the integration of these into delivering quality, person centred care, for our community.
- A commitment to respectful, honest and transparent communication.
- A curious, empathic and open-minded attitude.
- A proactive self-starter, energetic and driven.
- Actively seeks to improve other's skills through constructive feedback, coaching and on-the-job training experiences.
- Empowers others by instilling them with the authority to accomplish tasks and appropriately delegates responsibilities to further the development of others.
- An ability to collaborate in a challenging and rapidly changing environment.
- A commitment to continuous knowledge and skill development and to undertake professional development and training relevant to the role and the organisation's needs.
- An ability to build excitement for NDCH's strategic objectives both internally and externally.



# REMUNERATION

The annual salary for the COO role will range from \$140,000 - \$160,000 depending on experience.

The successful candidate will also receive an employer superannuation guarantee at 12 per cent and full private use of a vehicle. Access to exceptional salary packaging benefits and financial assistance to relocate are also available to the successful candidate, as is the opportunity to negotiate additional leave.

# BENEFITS

- Remuneration: competitive salary and full use of a car.
- Relocation payment: a payment of up to \$5,000 to assist in your relocation.
- Employee wellness package: access to our health and wellbeing program including EAP support for personal and professional assistance for you and your family as well as bulk billing at NDCH's medical clinic.
- Access to salary packaging and supercharged benefits: unlock significant salary packaging benefits for living and working in a regional area (which increases your take home pay).
- Personal growth opportunities: access an annual professional development budget, a staff mentoring program, in-house coaching, training and upskilling opportunities and leadership pathways through the Alliance of Rural and Regional Community Health.
- Culturally inclusive workplace: work in for an organisation where cultural awareness and recognition are fostered and celebrated.







## TO APPLY

Our intention is to understand at a high level how your personal values, knowledge and experience align with the key selection criteria (listed above). Please complete a cover letter, (up to 2 pages) outlining this and send with your resume to Marita Ryan at [marita@maritaryan.com.au](mailto:marita@maritaryan.com.au).

## APPLICATIONS CLOSE

Applications close 9am Monday 10th February 2025.  
Round one interviews will be held via Teams on Monday 17th February 2025

## FOR MORE INFORMATION

For further information  
Marita Ryan 0428 401 834  
[marita@maritaryan.com.au](mailto:marita@maritaryan.com.au)



**Strategic Plan**



**2024 Annual Report**