

Director, Centre of Innovation in Regional Health

Newcastle, New South Wales

3 year appointment with an option for a 2 year renewal

- Are you an inspirational leader who can transform healthcare?
- Can you establish strong and effective partnerships?
- Do you have the drive to lead a new vision for healthcare across Australia?

The Job

NSW Regional Health Partners (NSWRHP) is looking for a dynamic and passionate individual to take the lead and drive the new Centre for Innovation in Regional Health. NSWRHP is committed to improving the health outcomes of people living in regional, rural and remote areas of Australia by delivering better regional healthcare and preventative health strategies and formulating relevant health policies and practices. NSWRHP provides partnerships across world class research facilities in a professional learning environment, surrounded by a team of passionate and driven health professionals.

This is a newly created senior leadership role and an opportunity to leave your mark on the future of the health environment in regional New South Wales and Australia.

You

You are first and foremost an inspirational leader who can drive change and take others with you on the journey. You are energetic and passionate about what you do and lead by example. You will have an egalitarian approach and a proven track record of achievement in working and influencing to build partnerships and collaborations across sectors with credibility and integrity. The Director is required to facilitate research translation and implementation of new knowledge with a focus on improving the health of rural and regional Australians.

Us

NSWRHP is a consortia of eight strategically aligned health service, research and tertiary education partners. NSWRHP is one of nine national consortia that form the Australian Health Research Alliance (AHRA), charged with implementing changes in health service delivery and population health to ensure better health outcomes for all Australians. The AHRA centres have established a collaborative approach to address national initiatives to improve the translation of current evidence into healthcare practices and policies. Apply online at: <https://nswhealth.erecruit.com.au/ViewPosition.aspx?Id=429983>

For further information on NSW Regional Healthcare Partners CIRH please visit our website:

www.nswregionalhealthpartners.org.au

Enquiries & Application Information: Mr Damien Barrett, Senior Medical Recruitment Consultant
phone: (02) 4985 3157 or **email:** damien.barrett@hnehealth.nsw.gov.au

Applications Close: 15 April 2018



NSW Regional Health Partners

Centre for Innovation in Regional Health

Appointment of the Director

About NSW Regional Health Partners

NSW Regional Health Partners was accredited by the NHMRC as a Centre for Innovation in Regional Health (CIRH) in 2017, under a new scheme initiated by the Commonwealth Department of Health in response to the McKeon Review of Medical Research in Australia. The Centre is one of nine national consortia that form the Australian Health Research Alliance (AHRA), charged with implementing changes in health service delivery and population health to ensure better health outcomes for all Australians. The nine AHRA centres have established a collaborative approach to address national initiatives to improve the implementation of current research knowledge and evidence into healthcare practices and policies. The first round of funding to support these national initiatives was provided from the Medical Research Future Fund (MRFF) in 2017.

NSW Regional Health Partners is one of only two accredited Centres for Innovation in Regional Health (CIRH) and is focused on implementing knowledge in regional, rural and remote health services.

NSW Regional Health Partners – The Partnership

The partners cover the Central Coast, Hunter, New England and Mid North Coast areas of NSW and serve a population of 1.5 million people including 10% of Australia's Aboriginal population. Geographical dispersion creates challenges to service integration and changing the way we work.

Australia is recognised for the quality of its biomedical and clinical research, yet this excellence is often not reflected in its implementation into clinical practices, especially for communities in regional, rural and remote Australia. Australians can be disadvantaged by this failure to turn discoveries and innovations into better health preventative strategies, new treatments, and better ways of caring for our communities.

NSW Regional Health Partners was formed to help close these gaps by integrating research evidence and population health prevention strategies into informing healthcare provision and health professional training relevant to regional, rural and remote areas. The CIRH is a partnership of strategically aligned health services, research and tertiary education organisations. There are three NSW Local Health Districts, an affiliated public/private hospital, a primary health care network, a regional medical research institute, and two regional universities; all of whom have made a commitment to delivery of a vision of better healthcare outcomes for this region.

Together we are focusing on assessment and implementation of research evidence into new treatments and models of care that will bring benefit to our patients, our communities and provide the opportunity of scalability across Australia to regional and remote health service delivery. We engage with our community in the development of appropriate preventative health messaging and ensure equity of health service access. Our new knowledge translates back into the education programs for our health professionals.

NSW Regional Health Partners - Foundation Partners

- Hunter New England Local Health District (HNELHD)
- Central Coast Local Health District (CCLHD)
- Mid-North Coast Local Health District (MNCLHD)
- Calvary Mater Newcastle (CMN)
- Hunter Medical Research Institute (HMRI)
- University of Newcastle (UoN)
- University of New England (UNE)
- Hunter New England Central Coast Primary Health Network (HNECCPHN)

Details of the partner organisations can be found at the end of this document.

NSW Regional Health Partners respectfully acknowledge Aboriginal people as the traditional owners and custodians of the land in which our facilities are located, and pay respect to the Elders, community members and the community-controlled health services with whom we aim to partner to improve the health outcomes for Aboriginal and Torres Strait Islander people in our shared region.

About Our Purpose and Vision

Our Purpose is to bring people and organisations together to transform the health and wellbeing of our population.

Our Objective is to improve the healthcare and health outcomes in regional, rural and remote communities by providing access to the most effective health discoveries and innovation.

Our Vision is to create a Centre for Innovation in Regional Health that combines research, healthcare and education to deliver solutions to address the most pressing healthcare challenges for people living in regional, rural and remote areas of Australia.

Our Commitment is to:

- improve the health of our community by providing evidence-based health care and evidence-based health messaging
- improve the uptake of evidence-based care by providing our staff with the knowledge transfer skills
- assist decision making on new models of care by providing economic and social assessments and research impact measures
- ensure the research evidence is incorporated into the health education and training programs of our partners

Our Goals in the first triennium are to:

- develop the skills required to measure the impact of research; the skills for implementation of knowledge transfer; and the skills to deliver effective preventative health messaging
- participate in national, State and local initiatives that will deliver our objectives
- establish sound governance of the CIRH and effective ways of working together

What we do

NSW Regional Health Partners supports the implementation of innovation and improvements into clinical practice and public health. The role of the Centre is to increase strategic alignment of research, health education and patient care. The CIRH aims to increase the rate at which new discoveries are available across the health system. The CIRH will:

- collaborate with the AHRA AHRTC and CIRH centres to deliver on the national initiatives that address the MRFF priorities in health translation improvements, and ensure they apply to regional and remote health services
- strengthen alignment between our CIRH partners to translate research discoveries into improved health outcomes and provide equity for healthcare in regional, rural, and remote communities, and ensure development of capacity and capability within our partners
- ensure our research outcomes and learnings inform the health service delivery, and training programs of our health professionals in our partner organisations

To achieve these objectives at a local level and to accelerate the implementation of innovations into routine practice we plan to embed across the partnership a team of leaders who systematically use innovative tools that enable uptake of high impact innovation across the care pathway.

The CIRH will build capabilities in the implementation sciences and the evaluations of models of care, and assess the impact of the research implementation.

NSW Regional Health Partners supports population health initiatives that facilitate the dissemination and shared learnings across the partnership to accelerate the transformation of care and preventive health messaging in our populations locally and nationally.

We support the engagement of consumers and communities in developing the intervention strategies, particularly in Indigenous communities and disadvantaged sectors.

To achieve these objectives we will work initially with AHRA on the national initiatives for better use of health data; developing Indigenous health care strategies; developing health systems improvement; and engagement of consumers and communities in preventative health programs.

Board Governance and Executive Groups

NSW Regional Health Partners is guided by excellent leadership, an inclusive culture and a strong commitment to collaboration across partner organisations. Our governance structure includes:

- A **Governing Board** comprised of the Chief Executives and Vice Chancellors of each partner organisation. The Governing Board sets local priorities and approves involvement in state and national initiatives.
- The Governing Board is supported by an advisory **Translation Committee**, chaired by the Director, comprised of senior research and clinical executives for each partner.
- The Translation Committee oversees **Translation Working Groups** to implement translational initiatives endorsed by the Governing Board at national, state and local levels.
- The Governing Board will set, in conjunction with the new Director, a **Strategic Plan** for 3 and 5-year performance goals in implementation of improve health care activities, preventative health strategies, translational research impact performance, innovations in health professional education programs and engagement between partners, communities and other AHRA centres.
- The **Director** is the principal accountable executive officer of the CIRH and will support the Chair, the Board and the Executive groups to achieve its objectives, financial sustainability, reputation and influence of the partnership
- The **Director** will represent the CIRH on the Australian Health Research Alliance.
- The Director is supported by an **Operations Manager** and provided with support services for this role from within HNEHLHD

Role of the Director

Key to the success of the development of *NSW Regional Health Partners* will be the leadership provided by the Director. The Director is required to facilitate the research translation/ implementation projects set by the Governing Board and AHRA, with a focus on ensuring the outcomes improve the health of rural and regional Australians. The Director is required to:

- Establish strong and effective working relationships with partner Chief Executives/Vice Chancellors and a wide-range of senior managerial, clinical and research staff across the partner organisations;
- Establish, manage and promote a clear vision and strategy for NSW RHP with defined outcome measures;
- Work closely with the Governing Board and Translation Committee to ensure the challenging clinical strategies are agreed and achieved by integration at the local, state and national levels;
- Ensure effective assessment on innovations and acceleration of adoption of medical advancements into mainstream clinical practice;
- Represent NSW RHP on the Australian Health Research Alliance and ensure involvement of the CIRH in agreed state and national initiatives.

The position is an opportunity for an outstanding leader to transform the health environment in regional New South Wales and Australia. The Director will be central to driving the shape, development and success of the CIRH. The position requires a strong advocate, who will focus on developing relationships and effective collaborations across the NSW RHP and with AHRA and ensure high levels of engagement and commitment from partner organisations.

It will be essential for the Director to bring an ability to navigate in clinical and academic environments and in federal and state governments. A deep understanding of the Australian health systems and service delivery, health research environment, health education and health policy development is essential to leadership in this role. The Director role requires an exceptional communicator and innovator, with an ability to influence thinking and manage change.

The inaugural Director is expected to bring an egalitarian approach to working across the Partnership. The Director will bring a proven track record of achievement in working and influencing to build partnerships and collaborations across sectors where boundaries have become increasingly porous, and should possess the personal authority to hold credibility with health service leaders, health practitioners, researchers, academics, the local health community, industry, and state and national government policy makers.

The Director is expected to have tertiary qualifications and experience suitable for these roles. Depending on their qualifications the person will be considered for conjoint appointments.

The Director will be expected to:

- Be a visible and dynamic leader and a credible individual who role models the principles of the partnership
- Provide supportive leadership, has strong personal impact, commands confidence and quickly gains respects both inside the partnership and with broader stakeholders
- Build strong effective relationships within the partner organisations at all levels

- Establish, manage and promote a clear vision and strategy for the operation of NSW RHP
- Achieve the objectives and outcomes measures set by the Governing Board
- Support the Chair and the board, and the executive groups
- Manage the budget and present financial reports
- Create opportunities for a diverse portfolio of income sources
- Ensure that NSW RHP remains financially strong and operates in compliance with all regulations

- Fulfil the ambassadorial role for NSW RHP; be articulate as the public face and voice for the CIRH in all external activities, and connect with the community
- Represent the NSW RHP on the Australian Health Research Alliance
- Ensure involvement of NSW RHP in national and state initiatives and delivery of project outcomes
- Foster and develop capacity in innovations in the implementation of new knowledge in healthcare setting and preventative health strategies
- Develop a profile for the CIRH nationally and internationally for implementation of changes in regional and remote health service that lead to improved health outcomes

- Make sound strategic decisions in a timely manner, even in the face of incomplete information
- Function effectively and comfortably in an environment involving complex matrices with multiple lines of authority
- Lead and manage change and inspire others around a strategic vision and complex changes
- Work effectively with diverse groups and individuals, with an ability to resolve conflict and manage ambiguity

The Director is expected to work collaboratively with the Research Directors of the CIRH partner organisations to deliver the local and national priority outcomes.

Essential Selection Criteria

- **A Leader:** Demonstrated ability to lead a research-related organisation.
- **A Strategic Thinker:** Demonstrated strategic and political acumen, ideally with experience of the health policy development process at state and/or federal level.
- **A Communicator:** Exceptional communicator with a proven track record in communicating with health, academic, government, media and community audiences.
- **A Collaborator:** Demonstrated ability to collaborate and build consensus among multiple stakeholders.
- **An Influencer:** Demonstrated expertise to influence change in order to lead the implementation of translational research (can be from clinical, academic or administrative background).

The Director is expected to have tertiary qualifications and experience suitable for these roles.

Desirable criteria

- Existing positive relationships with State and Federal health and research organisations.
- Demonstrated ability to establish positive relationships with Aboriginal Medical Services.
- Experience and qualifications for appointed at a conjoint professorial level.

Appointment Process

Application Process

Applicants from within **NSW Regional Health Partners CIRH** partner organisations and external candidates are all welcome to apply for this position.

Applications should be submitted via the NSW Health eRecruit portal:

<https://nswhealth.erecruit.com.au/ViewPosition.aspx?Id=429983>

Applicants will be required to complete the selection criteria and should provide a curriculum vitae detailing professional qualifications, full employment history and relevant achievements. Candidates should provide referees as part of the application process however referees will only be contacted should the candidate be selected for interview.

Applications should be accompanied by a covering letter describing why the appointment is of interest and what they believe they can bring to the role.

A panel of Chief Executives/senior personnel from **NSW Regional Health Partners** will assess and shortlist candidates and conduct interviews to select a Director.

Appointment Process

The successful candidate will be employed by Hunter New England Local Health District on behalf of **NSW Regional Health Partners** on a three year contract, with an option for a further two years.

The appointment level and remuneration for the Director position will be negotiated with the successful applicant and will be determined by their professional qualifications, previous experience and what they bring to this role.

Position Details

The Director will be based in Newcastle and will be expected to travel within the geographic area of the **NSW Regional Health Partners CIRH** and beyond to attend relevant meetings.

The Director will be located in an office on the Rankin Park campus of HNEHLHD.

Details of appointments to NSW Health and leave and superannuation entitlements are available on request.

Appointment as a Conjoint of one of the partner universities will be considered.

Enquiries

Initial enquiries may be directed to **NSW Regional Health Partners**: Damien Barrett, Senior Medical Recruitment Consultant, Medical Workforce, Tel (02) 4985 3157, email damien.barrett@hnehealth.nsw.gov.au.

The closing date for applications is Close of Business on **Sunday 15th April 2018**

Further information on **NSW Regional Health Partners** can be found on the website: www.nswregionalhealthpartners.org.au



HEALTH SERVICE PARTNERS

Hunter New England Local Health District

With the goal of providing *Excellence. Every patient. Every time.* HNE Health provides service to approximately 911,000 people, including 52,000 Aboriginal and Torres Strait Islander people. HNELHD is the only district in New South Wales with a major metropolitan centre, mix of several large regional centres and many smaller rural centres and remote communities within its borders. John Hunter Hospital is its primary tertiary referral hospital and an established centre for Clinical Research. HNELHD is a founding partner of the Hunter Medical Research Institute.

Central Coast Local Health District

The LHD has a vision of *'Caring for the Coast'*. With a population growth rate higher than that of NSW overall, by 2022 the population of the Central Coast will increase by 12 per cent to over 355,000. Strategies are in place that will address critical infrastructure needs at the two teaching hospitals at Gosford and Wyong, provide new models of health care delivery, expand existing services and bring new services on line. The Central Coast Medical School and Research Institute, announced during the 2016 Federal election campaign, is being developed by a partnership between the University of Newcastle and the Central Coast Local Health District for commencement in 2020.

Mid-North Coast Local Health District

This Local Health District covers an area of 11,335 square kilometres extending from Port Macquarie Hastings Local Government Area in the south to Coffs Harbour Local Government Area in the north. It is another LHD that has one of the fastest growing and ageing populations in NSW, with MNCLHD providing a diverse range of services to a population of about 215,000 people.

Calvary Mater Newcastle

Calvary Mater Newcastle is a Third Schedule Hospital operating under a service agreement with Hunter New England Local Health District and is the major Cancer Care Centre for HNELHD and home to HNELHD Mental Health Services. In addition, Calvary Mater is a major research facility. Staffed by leading researchers in oncology, toxicology, haematology, psycho-oncology, palliative care and mental health, the hospital is affiliated with national and international Universities and research partners.

PRIMARY HEALTH PARTNER

Hunter New England Central Coast Primary Health Network

Hunter New England and Central Coast (HNECC) Primary Health Network (PHN) is a not for profit organisation funded by the Commonwealth government to improve the efficiency and effectiveness of the primary health care system. Following changes introduced by the Commonwealth government in 2014, the HNECC PHN replaced the Central Coast, Hunter and New England Medicare Locals. It commissions primary health care services and manages a range of service agreements with organisations to deliver primary health care programs in areas of identified need. Program areas funded include mental health, Aboriginal health, GP after hours care and Rural Primary Health Services (RPHS)

UNIVERSITY PARTNERS

University of Newcastle

The University of Newcastle is an Australian public university established since 1965. It has a primary campus in Callaghan, a suburb of Newcastle, and campuses on the Central Coast, Tamworth, Mid North Coast and Port Macquarie, as well as Singapore and the CBDs of Sydney and Newcastle. University of Newcastle has a reputation as a world-class university making an impact within its own region, throughout Australia and across the globe. It is in the top three per cent of universities world-wide. The university is a founding partner of the Hunter Medical Research Institute.

University of New England

Formed in 1938 as a college of the University of Sydney, and as the 'University of the North', in 1954 the University became fully independent as the University of New England. UNE pioneered teaching to external students by correspondence, making it Australia's most experienced provider of distance and now online education. With approximately 22,500 higher education students, UNE's original and main campus is located in the city of Armidale in northern central New South Wales. UNE partners with the University of Newcastle in delivering the Joint Medical Program training regional doctors.

RESEARCH INSTITUTE PARTNER

Hunter Medical Research Institute

Established in 1998 by the University of Newcastle, HNELHD and the Hunter community, HMRI's vision is to improve community wellbeing in the Hunter Region of NSW. HMRI has evolved into a world-class research institute with 1500 medical researchers, students and support staff striving to prevent, treat and defeat a multitude of serious illnesses. Delivering patient-focused translational research is a major goal, which means seeding start-up studies and fostering a flow of information and innovation back and forth between scientists, clinicians and public health professionals. Attracting top medical specialists and collaborating with other leading institutes and industries helps to fast-track the provision of new and better health solutions.

AUSTRALIAN HEALTH RESEARCH ALLIANCE

The Australian Health Research Alliance (AHRA) is an informal Alliance of the nation's seven Australian Health Research Translation Centres (AHRTCs) and two Centres for Innovation in Regional Health (CIRHs). AHRA Centres have been charged with development and delivery of the national initiatives to support the translation of research evidence into better healthcare services and improved health of all Australian. The Alliance Directors meet monthly via videoconference to progress collaboration on the agreed national initiatives. The Alliance Directors will have significant input into setting the next triennium of MRFF Priorities and funding. The current triennium priorities relate to: Health Systems Improvement & Sustainability; Better Use of health data and data linkage to improve health outcomes; and Improvements in healthcare of disadvantaged populations, in particular Indigenous health. The NSW Regional Health Partners is a co-lead centre for aspects of the Health Systems Improvement & Sustainability related to assessment of value-based health care and implementation sciences, and will contribute to the development of the Indigenous health research workforce and translational research delivery of initiatives in Indigenous health.