

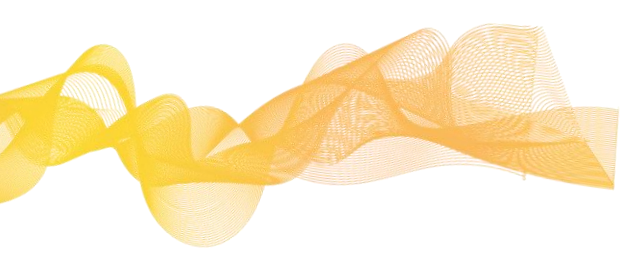


Candidate Information Pack

Executive Director Workforce

Statewide Clinical Support Services

May 2026



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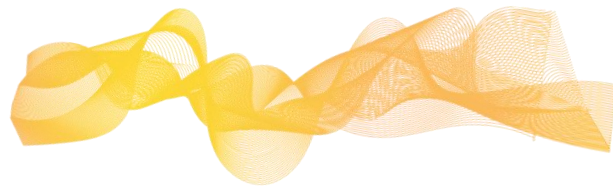
- Statewide Clinical Support Services (SCSS) was formed in 2012.
- SCSS functions as a division of the Central Adelaide Local Health Network (CALHN) and is provided with the delegated authority to manage all aspects of its operations by the Chief Executive Officer, CALHN and CALHN Governing Board. The SCSS sub-Committee of the CALHN Governing Board has been established to provide oversight for the governance and management of SCSS.
- SCSS is led by the Group Executive Director (GED), who reports to the Chief Executive Officer, CALHN and is a member of the CALHN executive team.
- Each of the five services within SCSS (BreastScreen SA, SA Dental, SA Medical Imaging, SA Pathology and SA Pharmacy) is led by an executive or program director reporting directly to the SCSS GED. BreastScreen SA, SA Pathology and SA Medical Imaging also have clinical directors who report directly to the CEO CALHN and work collaboratively with the SCSS GED.
- SCSS collaborates with the Department for Health and Wellbeing and the LHNs to ensure that structures, systems, and processes are in place to support quality service delivery and ongoing improvement

SCSS Expenditure:

Service	\$'m
SA Pharmacy	431.5
SA Pathology	325.2
SA Medical Imaging	263.7
SA Dental	103.6
BreastScreen SA	27.4
SCSS Corporate	1.5
Total Expenditure	1152.9

SCSS Full Time Equivalent Employees (FTE):

FTE by Service	
SA Pharmacy	659
SA Pathology	1,628
SA Medical Imaging	982
SA Dental	629
BreastScreen SA	136
SCSS Corporate	61
Total Expenditure	4,095



About Statewide Clinical Support Services (cont.)

Our vision

Working together to advance excellence and innovation in healthcare.

Our values

Our values are Integrity, Compassion, Accountability, Respect and Excellence. These are aligned with the values across the public sector and health system.

Our aim is to create a great culture and place to work, to attract and retain the best talent, and to provide high-quality care to our patients and consumers.



I

Integrity



C

Compassion



A

Accountability



R

Respect



E

Excellence

Safe and Connected

Safe and Connected is the way we deliver safe, coordinated, and high-quality care across all hospitals and services.

For more information follow on the operation model follow this [link](#)



Department for Health and Wellbeing (DHW) – Agency Profile

The Department for Health and Wellbeing (DHW) is an administrative unit under the Public Sector Act 2009 with responsibility for setting strategic direction and statewide policy, as well as the performance of the public health system through high-level system direction and performance management.

SA Health is how we describe the public health system as a whole. It includes the Department, ten Local Health Networks, and Statewide Clinical Support Services, SA Ambulance Service, Prison Health, and Drug and Alcohol Services SA.

SA Health is committed to delivering a comprehensive and sustainable health system to enhance the health and wellbeing of individuals, families and communities. Through the initiatives of the SA Health and Wellbeing Strategy 2020-2025, SA Health aims to refocus energy on maintaining good health through prevention, promotion, and early intervention plans.

Statewide Clinical Support Services (SCSS) incorporates BreastScreen SA, SA Medical Imaging, SA Pathology and SA Pharmacy. SCSS was formed in 2012, with BreastScreen SA joining in January 2018 and SA Dental joining in October 2022. The statewide services work across every Local Health Network, providing services to all South Australians.

Whilst the CALHN Board currently assumes formal responsibility for the administrative, financial, and human resource functions of SCSS including overall clinical governance, the SCSS Committee of the CALHN Board has been established to provide oversight for the governance and management of SCSS and is working towards a new operating model to provide greater independence to its services.



Role Profile

The Executive Director Workforce will comprehensively lead and influence a high performing workforce team to enable SCSS to meet its workforce commitments in relation to identified frameworks and governance.

The role will provide an effective strategic and operational workforce service across SCSS to effectively lead HR business performance. It will develop networks and alliances that foster effective relationships to drive SCSS objectives and will ensure service alignment with approved workforce plans in close liaison with the SCSS Executive Leadership team to ensure an appropriate and effective service delivery model.

The Executive Director Workforce will provide expert advice and consultancy to the Group Executive Director regarding workforce performance and improvement across SCSS.

The role will lead the identification and implementation of approved modifications required to employment conditions that will enable SCSS to achieve greater independence in the provision of its services.

The outcomes required of the role include:

- Effective and innovative leadership and management of the SCSS workforce team to ensure the delivery of quality and reliable human resources (HR) and employee relations services in accordance with organisational requirements and strategic directions; and will partner with CALHN People and Culture in relation to the provision of Work Health and Safety, Injury Management and HR Administration support to SCSS.
- The role provides strategic leadership of SCSS's improvement system, working in partnership with Executive and clinical leaders to embed Safe and Connected as the operating model for how the organisation delivers and improves care.



Key Role Outcomes (cont.)

- Providing comprehensive leadership and influence to enable a high performing workforce team to meet SCSS workforce and governance commitments.
- Setting clear performance standards for optimal performance and promoting continuous learning and development opportunities to achieve maximum individual potential as required by SCSS, in accordance with government requirements.
- Providing strategic leadership for the development, implementation and ongoing review of Human Resources policies, services, and systems to ensure they are focused on responsive and efficient provision of high-quality services to support the successful service delivery and reform within SCSS and more broadly across SA Health.
- Identifying and implementing innovative approaches to HR management across SCSS to enable best practice workforce outcomes, and workforce related KPIs and SCSS targets and priorities are met.
- Directing the development, implementation, maintenance, monitoring, reporting and review of corporate governance, probity, risk management and business continuity functions and frameworks for Workforce.
- Effectively contributing to culture change initiatives in a complex and dynamic organisation and building leadership and employee capability through the implementation of local and government wide policy commitments and initiatives to meet current and future workforce challenges.
- Leading the development and implementation of complex and innovative strategies to integrate operational and workforce improvements designed to address key organisational challenges.
- Providing expert advice and consultancy regarding performance across SCSS and supporting a culture of continuous improvement across SCSS in accordance with government initiatives.

Challenges and Relationships

CHALLENGES

The immediate challenges for the role include, but are not limited to:

- Building and maintaining high credibility as an executive leader in a workforce arena.
- Managing internal and external stakeholder expectations and supporting major change that facilitates the SCSS reform agenda at both local and system level.
- Supporting the Group Executive Director in the leadership of the performance agenda across SCSS.

KEY RELATIONSHIPS

- The Executive Director Workforce reports to the Group Executive Director Statewide Clinical Support Services and has strong working relationships with senior officers throughout SCSS, key community stakeholders, including unions, universities, and relevant professional associations.
- The Executive Director Workforce will liaise with the CALHN Executive Director People and Culture and relevant leads in relation to the provision of Work Health and Safety, Injury Management and HR Administration support to SCSS.





Key Selection Criteria / Essential Requirements

- An appropriate tertiary qualification in human resource management or a related discipline.
- Demonstrated senior leadership capabilities with the proven ability to develop and meet strategic and operational human resource objectives.
- High level verbal and written communication skills which demonstrates the ability to build and maintain relationships with a diverse range of stakeholders.
- Demonstrated ability to negotiate and influence at senior levels to achieve cultural and organisational change.
- Proven ability to analyse information, problems, and situations, think strategically and laterally and develop solutions that enhance efficiency and business outcomes.
- Demonstrated ability to manage complex stakeholder engagement and relationships.
- Sound experience in leading and directly managing a human resources function, with an emphasis on building capability and empowering the workforce.
- Proven experience in providing positive leadership in a Workforce Management role at a senior level in a complex organisation in a climate of reform and continuing change.
- Senior management experience in policy, strategic planning and program development, implementation, and review including proven experience in influencing and driving effective business planning at a senior level and managing the development and implementation of major projects.
- Proven record of success in providing an effective, responsive, and consultative/advisory service to a diverse range of staff, within and across a multidisciplinary environment.
- Experience in the management of human and financial assets.
- Demonstrated experience in driving organisational development and cultural change programs in a complex and challenging environment.
- Experience in leading and directly managing a human resources function, with an emphasis on building capability and empowering the workforce
- Demonstrated knowledge of best practice and quality improvement principles and practices in relation to workforce development and human resource management.
- Sound understanding of the economic, industrial, legal, social, and cultural environment within South Australia and their impact on the health system.



SAES SELECTION CRITERIA: CORE COMPETENCIES

The South Australian Executive Service (SAES) is a community of executives from the South Australian public service united by its purpose to help people and businesses in South Australia thrive. Founded in shared values, collective leadership and a prospective outlook, SAES works to improve the quality of strategic policy and service delivery for South Australia. SAES does this by:

- Enabling better problem-solving approaches to the complex problems faced by our community
- Breaking down silos to deliver effective and sustainable outcomes
- Understanding and acting on future challenges and opportunities
- Ensuring a predictable and high level of capability and competence
- Demonstrating excellence within their individual roles complemented by collegiate contributions across government.

HANDLING OF OFFICIAL INFORMATION:

- SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised. SA Health employees will not misuse information gained in their official capacity.
- SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible.
- Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.



Special Conditions / General Requirements

- A contract term up to three years.
- Participation in the SA Public Sector six-monthly performance review process.
- Maintain a safe working environment by adopting appropriate management practices and have an understanding of, experience in, and ability to manage legislative requirements of the Work Health and Safety Act 2012.
- Advocate Equal Employment Opportunity (EEO) and Diversity in the Workplace in accordance with EEO legislation
- Promote and maintain a commitment to inclusive workplace in support of Aboriginal and Torres Strait Islander people and other under-represented groups.
- Support the Department's participation in the White Ribbon, Disability and Reconciliation Agendas.
- Work within the legislative requirements of the Public Sector Act 2009 and the Work Health & Safety Act 2012 (SA), Return to Work Act 2014 (SA), Independent Commissioner Against Corruption Act 2012 (SA) and other relevant Acts and Regulations.
- Achieve performance targets that are negotiated and mutually agreed with the Group Executive Director.
- Maintain a strong commitment to The Code of Ethics for the Australian Public Sector, and the SA Health Values of Integrity, Respect and Accountability.



Application Instructions

To apply, please [click here](#) or visit **futureleadership.com.au** and view the online advertisement via 'Opportunities'.

Submit your application quoting Future Leadership™ reference STAedw0526 and address your cover letter and resume to Michael De Santis and Sarah Campbell, of Future Leadership™.

Your application should include:

1. A brief covering letter clearly quoting STAedw0526
Include a statement detailing your experience relevant to the position and in line with the Key Selection Requirements / Essential Requirements outlined, citing evidence to support your claims
2. A complete and current CV.

Please ensure you receive an email acknowledgement confirming receipt of your application.

The closing date for applications is **12 June 2026**

Please direct enquiries to Michael De Santis and Sarah Campbell on 1300 347 437.

Future Leadership™

*“Your value will
be not what
you know, it
will be what
you share.”*

– Ginni Romitty, CEO IBM –

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