



Candidate Information Pack

Chief Strategy &
Performance Officer

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LEADERSHIP

POSITION DESCRIPTION

Chief Strategy and Performance

Domain	Strategy and Performance
Reports to	Chief Executive Officer
Direct reports	Director Strategy and Business Innovation Director Evaluation and Data Analytics Director Integrated Projects and Partnerships

Primary purpose of position

The Chief Strategy and Performance position oversees and guides Murray PHN’s strategic planning processes, ensuring alignment between our performance and strategic objectives.

The position ensures that high-quality health needs assessments, data analysis, performance reporting, evaluation, and research evidence are developed and used in decision-making.

Additionally, the position ensures the strategic alignment of partnership and program activities by guiding the design, performance monitoring, and evaluation of commissioning, coordination, and capacity-building activities carried out through Murray PHN operations. This position maintains oversight to ensure timely and high-quality reporting of Murray PHN activities, meeting both funder and stakeholder expectations.

As the leader of Strategy and Performance, the position is responsible for developing and delivering strategic projects aimed at enhancing Murray PHN’s capability and impact. These initiatives ultimately aim to improve access, quality, and equity in primary healthcare services through place-based approaches that address national, state, regional, and local priorities and needs.

The Chief Strategy and Performance is an executive leadership position that will assume acting CEO duties and responsibilities as necessary, consistently model our Company values, and demonstrate positive leadership behaviours that support stability for the Strategy and Performance domain and the Company as a whole.

Key accountabilities

- Lead the development and implementation of Murray PHN’s strategic plan in alignment with its mission, vision, and short, medium and long-term goals.
 - Direct the identification and optimisation of Murray PHN sources of data, processes of consultation and advisory council feedback, to support the production of needs assessment reports and information that will identify population health needs and opportunities to develop targeted and tailored solutions.
 - Lead the Strategy and Performance domain to identify opportunities, enablers, barriers and challenges in designing targeted regional and local solutions and support alignment with relevant health strategies, health policies and reforms.

- Oversee the development of strategies that build on the capacity to integrate disparate funding and program activities to enable the co-ordination of tailored place-based solutions at regional and community levels across the Murray PHN catchment.
2. Support and oversee Murray PHN's data collation and analysis capability and systems.
- Support and oversee the development and maintenance of Murray PHN's:
 - needs assessment;
 - advisory council processes; and
 - data collation and analysis systems and capability,for the organisation's strategic and operational planning, evaluation and performance reporting processes, and to inform Murray PHN's commissioning, co-ordination, capacity building and business functions.
 - Maintain and enhance Murray PHN's provision and engagement of digital health, eHealth and telehealth strategies, resources and capabilities. Ensure Murray PHN's capacity is responsive and aligns with digital health, e-health and telehealth technological advances and developments.
 - Support Strategy and Performance, in conjunction with other organisational domains, to possess the relevant capacity, frameworks, policies and procedures, to enable Murray PHN to undertake effective data collation, linkage, sharing and storage, cyber security and knowledge management systems.
 - Support and management of the Strategy and Performance domain capabilities to provide and manage internal and external systems and resources such as Murray Partners, Murray Hub, PHN Exchange, Sharepoint, and Primary Health Insights.
3. Support and oversee the development and implementation of Murray PHN's performance measurement and reporting systems and capabilities.
- Oversee the development and implementation of an effective performance measurement and reporting system, to service and support the monitoring and planning purposes of commissioning, co-ordination and capacity building functions.
 - Oversee the development and implementation of an effective performance measurement and reporting system to assist fulfilling the responsibilities and accountabilities that Murray PHN possesses to our community, stakeholders, funders and our organisation.
 - Lead the integration of Strategy and Performance goals into a framework that guides the direction of activity work plans and oversee ongoing quality improvements of these plans, working closely and in conjunction with the Operations and Corporate domains.
4. Build and oversee a portfolio of specific and integrated projects that link with the organisation's strategic objectives and increase the capacity for Murray PHN to contribute to primary and preventive healthcare objectives at local, state, and national levels.
- Support the development of a stakeholder engagement framework that incorporates partnership and advocacy strategies, to enable the identification of strategic partnerships, engagement platforms and processes at local, regional, state and national level to complement Murray PHN's strategic and operational objectives.
 - Initiate and facilitate participation in specific projects that generate place-based solutions for improved access, equity, quality and sustainability of care, with the engagement and ultimate intention of incorporation into the functions of the Operations domain. Specific projects of this nature include improved models of team-based care and/or team-based care provision at local, regional and on occasion, state-wide levels.
 - Upon Executive agreement, oversee Murray PHN's capacity to contribute its important and

specific perspective to relevant reviews, research studies, consultations, publications, conference presentations and abstracts.

- Support Murray PHN's capacity to identify opportunities to apply and secure projects that advance and align with the PHN primary care coordination responsibilities and integration capacity as a commissioning, co-ordination and capacity building entity.
5. Contribute to Murray PHN's Executive capacity and required capability.
- Provide the leadership and management capabilities required to oversee and manage the Strategy & Performance domain's people, systems, resources and processes.
 - Contribute to the collective Murray PHN Executive capabilities to provide the required organisational leadership and management responsibilities and accountabilities with appreciation of the complementary contribution of the Operations, Corporate, Office of the CEO with the Strategy and Performance domains.
 - Through the engagement and support of the Executive team, facilitate the development and production of Murray PHN's Programs and Quality Committee meeting papers and procedures including agenda, briefing papers and minutes.
 - Participate and provide Executive representation in Murray PHN's strategic and governance meetings and processes at Board and Committee level.
 - Represent Murray PHN at local, regional, state and national forums and settings.

Key selection criteria

- Contemporary leadership skills that evidence high levels of emotional intelligence with a proven ability to form effective and collaborative relationships with all members of the Executive, Board, employees and key stakeholders, achieved through aligning with a values-led, anti-racist Company culture.
- Graduate and/or post graduate tertiary qualifications relevant to strategy, research and/or evaluation.
- At least 15 years' health industry experience relevant to primary care and population health.
- Proven senior executive experience in an environment of constant change.
- High emotional intelligence that is demonstrated through effective leadership and team building.
- Excellent interpersonal skills demonstrated through effective internal and external stakeholder management and ability to flex around emerging organisational priorities.
- Demonstrated background of delivering on organisational objectives when leading by influence.
- Technical knowledge of health system development needs and capacity to engage and deliver strategy across a diversity of independent regional and rural health system providers.

Competencies

The Murray PHN Competency Framework outlines the competencies considered critical to Murray PHN's success and are required to be demonstrated by employees within their position. For each competency the framework provides for application of one of four distinct proficiency levels.

All competencies encompass the ethos of Murray PHN being a culturally safe and anti-racist organisation.

Technical

Application of technical competencies and the applicable proficiency level required for this position are:

Proficiency Level:	Not Applicable	Foundational	Applied	Expert	Leading
Administration		Expert			
Business and Commercial Acumen		Leading			
Contract Management		Expert			
Data Analytics Reporting and Evidence		Leading			
Digital Literacy		Expert			
Health System and Community Knowledge					Leading
Procurement					Expert
Program Design					Expert
Project Management & Quality Improvement					Leading
Risk Management					Leading

Behavioural

The proficiency level for the behavioural competencies required for this position are:

Proficiency Level:	Foundational	Applied	Expert	Leading
Accountability				Leading
Adaptability				Leading
Collaboration				Leading
Communication			Expert	
Cultural Responsiveness			Expert	
One Team Mindset				Leading
Partnership and Stakeholder Engagement				Leading
Professional Practice				Leading
Systems Thinking				Expert

Leadership

The proficiency level for the leadership competencies required for this position are:

Proficiency Level:	Foundational	Applied	Expert	Leading
Adaptive Leadership				Leading
Holistic Leadership				Leading
Interpersonal Leadership				Leading

Position dimensions


Governance

Understand your position and where your position fits within Murray PHN Governance and Accountability Framework and be accountable for any associated actions for yourself and your team.

Strategic alignment

Pro-actively align your work activities and leadership of your team's activities and in a way that directly supports Murray PHN strategic objectives.

Workplace health and safety



Pro-actively complete and lead work in a safe manner adhering to all work health and safety (WH&S) requirements and processes, addressing safety matters, and providing a safe working environment for all employees.

Risk management

Actively manage risks by complying with Murray PHN's policies and procedures and escalating risks for higher-level attention when required as per Murray PHN approved risk scales.

Cyber security

Actively seek out the Murray PHN's policies and procedures and ensuring you fully understand and abide by them.

Travel

As Murray PHN covers a wide regional and rural catchment some travel may be required as part of this position. This position will require a current driver's licence which must be provided prior to commencing employment.



Application Instructions

To apply, please visit **fisherleadership.com** and choose 'APPLY ONLINE' from the menu. Submit your application quoting Fisher Leadership reference MPNsp00324 and address your cover letter and resume Kate Wheeler, of Fisher Leadership.

Your application should include:

1. A brief covering letter clearly quoting MPNsp00324
2. A complete and current CV.

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

The closing date for applications is **Monday 29 April 2024**

Please direct enquiries to Kate Wheeler on 1300 347 437.

For more information visit:

<https://www.murrayphn.org.au/>

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

– Ginni Romitty, CEO IBM –

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