



Position Description

Salveo Healthcare (Salveo)

Our purpose: Keeping Tasmanians out of hospital and enjoying a healthy life at home in their community.

Salveo is committed to reducing unnecessary hospitalisations while enhancing the health and wellbeing of Tasmanians living in their own home.

Our Foundations of Service Delivery centre around in-home nursing, person-centred care, timely delivery, and access to a multidisciplinary team, all within the comfort of the community.

Our clients, living across the major population centres of Tasmania, benefit from the appropriate use of quality clinical care, educational support, responsive service, and collaborative advocacy.

Salveo seeks to pioneer new care models in Tasmania, targeting critical gaps in healthcare. The focus is on innovative approaches that help prevent illness and reduce hospital admissions, ensuring Tasmanians receive the right care at the right time, closer to and preferably at home.

Our vision: Tasmania is the healthiest island on the planet, and our health system is the envy of the world.

Chief Executive Officer (CEO)	
Role Purpose	The CEO is responsible to the Board of Directors and provides executive level management in keeping with Salveo’s vision and purpose. Working closely with the Board and team, the CEO will implement strategic direction and deliver a high standard of governance, be accountable for the statutory compliance of all business activities of Salveo and pursue opportunities for growth through expansion of the business in terms of client growth and increasing services. Acting as chief spokesperson for the organisation, the CEO holds delegations and is supported by the clinical and administrative staff.
Location	Launceston is preferred but consideration will be given to a Hobart location with a minimum of two days a fortnight spent at Salveo’s head office in Launceston. You will be required to travel interstate, intrastate and overseas as part of this position from time to time.
Employment Conditions	3 year fixed term contract

	Reports to	Chair and Board of Directors
	Direct Reports	People & Culture Business Partner, Finance Manager, Operations Manager, Growth & Partnerships Manager, Chief Clinical Officer.
	Qualifications and Skills	<ul style="list-style-type: none"> • Tertiary qualification and management training • Ability to develop and implement strategies, procedures and controls to achieve goals • Substantial and proven experience in all aspects of management at a senior level including functional areas such as administration, human resources, marketing and finance and the coordination of multi-functional activities including WHS and Risk and Compliance • Strong knowledge of the Tasmanian health sector environment • Demonstrated capacity to promote, implement and evaluate policies and strategies • Demonstrated ability to implement new health services principally within a Tasmanian context • High level ability to develop, manage and control the board approved budget
	Behaviour competencies	<ul style="list-style-type: none"> • High level emotional intelligence and effective verbal and written communication skills. • Sound leadership skills with the capacity to resolve complex issues with judgement and initiative. • Outcome focused. • Flexible and able to respond to change quickly.
	Key Result Areas	<ul style="list-style-type: none"> • Provides direction and leadership to drive the team of health care professionals to work together to keep clients healthy through strategically aligned practices in the implementation and continued revision of the Strategic and Operation Plans that meet the requirements of the Board of Directors. • Work collaboratively with Salveo's main funder and customer St Lukes towards a shared vision of Tasmania being the healthiest island on the planet by 2050. • Develop data based business models and plans to achieve sales and scale. • Increase Salveo's turnover and impacting more Tasmanians beyond St Lukes Members by obtaining other customer channels including but not limited to: Department of Health Tasmania, Primary Health Tasmania, other private health hospitals or insurers. • Improve reporting aligning with value-based health care principles. • Provide sound financial management and advice. This includes timely reporting of financial results and their interpretation, meet

	<p>budget expectations, profitability and ensure compliance with regulatory expectations.</p> <ul style="list-style-type: none"> • Ensure that risk management practices are understood and adhered to across the organisation with the risk culture being driven by management team members • Achieve a positive financial result exceeding budget, and that the financial advice provided to the Board is professional, competent and forward thinking. • Successful implementation of strategies and projects developed by the Board including increased clientele across the business services. • Overall operations of Salveo, taking into account the CEOs overall leadership, inclusive of close management to risk, cultural, promotional and reputational issues.
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It is agreed that these are the primary requirements for the position of the Chief Executive Officer of Salveo Healthcare Services.

Where the requirements and tasks vary significantly, both parties agree to discuss these variations and draft a new Position Description which reflects agreed variations.

It is understood by both parties that this position description forms an integral part of the feedback process between the CEO and the Chairman of the Board, therefore the entire document will be considered during any performance assessment.

Name

Signature _____ Date _____

CEO Salveo Healthcare Ltd

Name

Signature _____ Date _____

Chairman of the Board