

Position Description

Position Title:	Executive Director, Chief Nursing and Midwifery Officer
Classification & Salary Range:	Health Executive Employment and Remuneration (HEER)
Agreement Name:	Not applicable – individual HEER employment contract
Position Reports to:	CEO
Last Updated:	21/9/2026

Position purpose

Reporting directly to the Chief Executive and serving as a member of the Executive Leadership Team, the Chief Nursing and Midwifery Officer provides strategic and professional leadership for nursing and midwifery across Eastern Health. The role is accountable for advancing safe, high-quality, person-centred care; strengthening clinical governance and professional practice; and building a sustainable, capable and engaged nursing and midwifery workforce.

The position also provides executive leadership for Residential Aged Care Services and non-clinical Support Services. Working collaboratively across Eastern Health and the wider health, aged care, education and community sectors, the role translates strategy into measurable improvements in consumer outcomes, staff experience, service performance and organisational reputation.

Major duties and/or responsibilities

Executive leadership and organisational stewardship

- Contribute to the development and execution of Eastern Health's strategic priorities, demonstrating collective accountability for whole-of-organisation performance as a member of the Executive Leadership Team.
- Champion Eastern Health's promise and values, embedding commitments to consumers, staff, partners and communities in decisions, culture and practice.
- Act as a trusted and influential executive leader, fostering collaboration, strengthening partnerships and driving integrated outcomes across Eastern Health and the broader health system.
- Ensure effective governance, risk management and assurance arrangements are in place to identify, monitor and address strategic, operational, clinical, workforce and reputational risks within the portfolio.
- Lead transformation and continuous improvement through evidence-informed decisions, transparent performance reporting and clear accountability for measurable outcomes.
- Uphold the highest standards of integrity, professionalism and ethical leadership, ensuring compliance with legislative, regulatory, accreditation and organisational requirements.
- Champion the health, safety and wellbeing of the workforce and build an inclusive, respectful and high-performing culture consistent with Eastern Health's People Promise.

- Serve as a visible ambassador for Eastern Health and represent the organisation with government, regulators, professional bodies, education partners, unions and other key stakeholders.

Nursing and midwifery professional leadership

- Provide authoritative professional leadership and advice for nursing and midwifery practice, standards, scope, credentialing, workforce and professional accountability across Eastern Health.
- Work in partnership with the Chief Medical Officer, Chief Allied Health Officer and operational leaders to strengthen interdisciplinary clinical governance, models of care and service outcomes.
- Lead complex clinical and professional change and foster evidence-based practice, learning, research, innovation and continuous improvement.
- Lead the development and oversight of policies, procedures, professional standards and clinical guidelines relevant to nursing and midwifery.
- Ensure nursing and midwifery services operate within legislative, regulatory, industrial and professional frameworks, including requirements of the Nursing and Midwifery Board of Australia.
- In partnership with People and Culture and the Nursing and Midwifery Workforce Unit, lead workforce strategy and planning, including supply, capability, leadership pipelines, retention, wellbeing, psychological safety and prevention and management of occupational violence and aggression.
- Provide executive advice on industrial matters and interpretation of legislation and enterprise agreements relevant to the nursing and midwifery workforce.
- In partnership with the Eastern Health Institute, strengthen nursing and midwifery education, research, learning and teaching, academic partnerships and translation of evidence into practice.
- Represent Eastern Health and engage with the Department of Health, Safer Care Victoria, professional bodies, universities and other partners on nursing and midwifery matters.

Residential Aged Care Services

- Provide executive leadership for the planning, development and delivery of Residential Aged Care Services, ensuring safe, high-quality, person-centred care and positive resident, family and staff experiences.
- Ensure compliance with aged care legislation, the Aged Care Quality Standards and accreditation requirements, supported by effective clinical governance, risk management, quality assurance and continuous improvement.
- Monitor and improve service performance, resident outcomes, consumer experience, workforce capability and financial sustainability.
- Build strong relationships with residents, families, carers, community partners and regulators, and advocate for contemporary and sustainable models of aged care.

Non-clinical Support Services

- Provide executive leadership for in-house and outsourced support services, including food, environmental and cleaning services, linen, waste and security.
- Ensure support services meet quality, safety, infection prevention, regulatory, accreditation and contractual requirements.
- Partner with clinical and operational leaders to improve consumer experience, access, flow, operational efficiency and environmental sustainability.

- Monitor service and contract performance, manage risk and drive innovation, value and continuous improvement across service delivery models.

Key Selection Criteria

Essential Selection Criteria:

- Current registration as a Registered Nurse and/or Midwife with the Nursing and Midwifery Board of Australia through the Australian Health Practitioner Regulation Agency (AHPRA).
- A relevant postgraduate qualification at Master's level in nursing, midwifery, health service management, business or another relevant discipline.
- Substantial executive leadership experience in a large, complex health service or comparable healthcare system, including responsibility for professional nursing and/or midwifery leadership.
- Demonstrated success translating strategy into operational delivery and measurable, sustainable improvements in quality, safety, consumer outcomes, workforce and organisational performance.
- Deep knowledge of contemporary nursing and midwifery practice, clinical governance, workforce strategy, professional regulation and relevant healthcare standards.
- Proven ability to lead complex transformation, influence across professional and organisational boundaries and operate effectively in a highly regulated and politically sensitive environment.
- Outstanding communication, judgement, negotiation, consultation and stakeholder management capability, with the credibility to advise the Chief Executive and Board and represent Eastern Health externally.
- A strong record of building inclusive, engaged and high-performing teams and developing leadership capability and succession pipelines.
- Demonstrated commercial and financial acumen, including oversight of significant budgets, service performance, contracts and organisational risk.
- A leadership approach and personal conduct strongly aligned with Eastern Health's promise, values and commitment to safety, equity, diversity, inclusion and cultural safety.

Eastern Health's Promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future. Read more about Eastern Health's strategic goals [here](#).

Our Commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click [here](#).



Aboriginal and Torres Strait Islander Candidates

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical supports for all Aboriginal and Torres Strait Islander people.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- Uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- Comply with Eastern Health code of conduct and Policy and Procedures
- Comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring and improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#)

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

For more information about Quality and Safety please click [here](#) or for Staff Wellbeing please click [here](#).

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity.



Final note

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Application Support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2).

Candidate statement:

I _____ have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: _____

