

Paediatric and Early Years Services
Senior Leader, Paediatric and Early Years Services
76 hours per fortnight & (1.0 EFT)
Ongoing

The Position

The Paediatric and Early Years Services team at BCHS plays a critical role in advancing health equity and improving outcomes for children, young people, and their families—particularly those experiencing vulnerability or disadvantage. The team delivers integrated, trauma-informed, and family-centred services designed to enhance the health, safety, stability, and developmental outcomes of children and young people across the region.

The team actively works in partnership with other BCHS services and external stakeholders to strengthen community access, reduce service fragmentation, and deliver seamless care pathways. Through these collaborative efforts, the team supports systemic change that prioritises early intervention, prevention, and the long-term wellbeing of children and families.

This leadership position is responsible for the strategic and operational management of BCHS's Paediatric and Early Years Services, fostering a culture of excellence, equity, and continuous improvement across diverse multidisciplinary teams. The role provides strong, values-driven leadership that supports the delivery of safe, high-quality, and holistic care to children, young people, and their families—particularly those experiencing vulnerability and disadvantage.

With a strong commitment to the social model of health and health equity, the role ensures services are person-centred, trauma-informed, and culturally safe. It drives collaboration across internal programs and builds integrated pathways with other BCHS services and external stakeholders to reduce service fragmentation and improve health and wellbeing outcomes.

This position oversees clinical and operational governance, ensuring systems are in place to support best practice, workforce wellbeing, and regulatory compliance. As an active member of the Family Services Branch leadership team and the BCHS Senior Leadership team, the role contributes to strategic planning, organisational learning, and service innovation.

In managing a portfolio that includes both government-funded and fee-for-service programs (Medicare, NDIS, client fees), the role is accountable for the financial sustainability, performance, and impact of services. Program planning and reviews are informed by client outcomes, community need, workforce insights, and data analysis to drive ongoing improvement and responsiveness.

Through effective leadership, strategic collaboration, and a clear focus on operational and health equity outcomes, this position plays a pivotal role in building a more inclusive, coordinated, and responsive service system for children and families across the region.

About BCHS

Bendigo Community Health Services has cared for the health and wellbeing of the Bendigo community for 50 years. We employ more than 280 people across a broad range of services.

The success of BCHS starts with our staff, who have a high level of professionalism and dedication, allowing us to deliver quality services for the community, with a particular focus on vulnerable people.

Added benefits of working with BCHS include:

- Salary packaging
- Purchasing leave
- Study assistance
- Training programs
- Novated leasing
- Fitness Passport

To successfully apply for this position, you will need:

KEY SELECTION CRITERIA

Essential

- Tertiary qualification in health, health practice administration or related field and a minimum 3 years' experience in paediatric health service delivery and management of clinical staff.
- Experience in managing the delivery of services in the child and adolescent sector, including as Clinic Practice Manager or similar role in a health organization.
- Demonstrated ability to review services systems, and plan, document and implement significant change processes accordingly.
- Experience managing service business processes, including Medicare and other fee for service programs.
- Demonstrated ability to work as a leader of an intra or multidisciplinary team with highly developed communication skills.
- Strong stakeholder management and customer service skills, preferably in a health setting.
- Demonstrated experience in the implementation and monitoring of risk and quality related improvement measures.
- A current Employee Working with Children Check. The incumbent will also be required to undertake and complete a Satisfactory National Police Check.
- A current Victorian driver's license.

Desirable

- Experience with Best Practice Client Management System.
- Experience in the early childhood education system

For further information about the position contact Julie Cairns on 0438 424 824.

To view the position description please go to <https://www.bchs.com.au/careers/current-jobs>

Applications addressing the **Key Selection Criteria** should be emailed to
recruitment@bchs.com.au

Bendigo Community Health Services encourages applications from individuals of all backgrounds and abilities.

Applications will be acknowledged upon receipt. Applicants are requested to contact People and Culture on telephone 5406 1555 if an automatic acknowledgement has not been received.

