

CHIEF OPERATING OFFICER

Executive Leadership Team | Full-time | Ongoing | Bendigo, Victoria

Help shape the future of community health in Bendigo.

Bendigo Community Health Services (BCHS) is looking for an exceptional leader to join our Executive Team as Chief Operating Officer and lead a broad, high-impact portfolio spanning primary health, mental health and AOD, and child and family services.

Following a significant period of organisational transformation, BCHS is entering an exciting new chapter focused on integrated models of care, innovation, clinical excellence and sustainable growth.

Why Bendigo Community Health Services

For 50 years, BCHS has delivered trusted, person-centred care in Greater Bendigo, with more than 50 services, 290+ staff, and a fierce commitment to our community. We're values-led, place-based, and serious about giving our people the clarity, support and autonomy to do their best work.

Working alongside people, families and communities to improve health and wellbeing across generations, our services are built around equity, partnership, lived experience and a deep understanding of the social determinants of health.

Our Executive Team is collaborative, ambitious and values-driven. We are building contemporary models of care, strengthening clinical governance, embracing data and evidence, and working with government and community partners to redesign how health services are delivered across our region. We believe high-performing organisations are built on trust, kindness, accountability and curiosity. Our leaders support one another, challenge respectfully and celebrate success together.

The Opportunity

Working alongside our CEO and Executive team, you'll help shape the next chapter of BCHS, leading major service portfolios, strengthening clinical governance, driving innovation, building partnerships and ensuring our organisation continues to deliver outstanding care for our community.

As Chief Operating Officer you will oversee a diverse portfolio including:

- Primary Health (including General Practice, Allied Health and Sexual & Reproductive Health)
- Mental Health and Alcohol & Other Drugs (including Headspace, Nova House and Mental Health Counselling)
- Child and Family Services (including Community Paediatrics, Loddon Children's Health and Wellbeing Local and Family Services)

You'll lead safe, connected and high-quality services while strengthening performance and models of care, identifying opportunities for growth and ensuring BCHS remains at the forefront of community health innovation.

The role also works extensively with the Victorian Department of Health, Department of Families, Fairness and Housing, Murray PHN, local government, hospitals and community partners to improve health outcomes across Central Victoria.

We're looking for someone who

You are an experienced executive leader who enjoys complexity, builds trust quickly and inspires people around a shared purpose.

You'll bring:

- significant senior leadership experience within health or community services

- experience leading large multidisciplinary teams and complex service portfolios
- a strong commitment to clinical governance, quality improvement and person-centred care
- the ability to translate strategy into practical operational outcomes
- outstanding stakeholder engagement and partnership skills
- commercial acumen, financial management capability and experience leading sustainable service growth
- an understanding of the social determinants of health and a passion for improving equity
- experience leading organisational change while maintaining a positive and engaged culture.

Most importantly, you'll share our belief that community health has a critical role in shaping Victoria's future health system.

Plus: a current Working with Children Check and driver's licence, and a willingness to complete a Police Check.

Why join BCHS?

At BCHS you'll find:

- an experienced, supportive and highly collaborative Executive Team
- a Board committed to innovation and continuous improvement
- opportunities to influence state-wide reform and new models of care
- a culture built on trust, learning and genuine care for people
- opportunities to act as CEO and broaden your executive experience
- salary packaging
- purchasing leave
- professional development and study support
- novated leasing
- Employee Assistance Program for you and your family.

Located in beautiful Central Victoria, Bendigo offers the best of both worlds; an outstanding regional lifestyle with exceptional schools, arts, food, sport and culture, all within two hours of Melbourne.

Be part of something bigger

This is an opportunity to lead meaningful change, not only for BCHS, but for the future of community health. If you're an executive leader who is passionate about creating healthier communities, building exceptional teams and leaving a lasting legacy, we'd love to hear from you.

Applications

To view the position description and Key Selection Criteria please go to

<https://www.bchs.com.au/careers/current-jobs>

Please submit your application addressing the Key Selection Criteria together with your resume to recruitment@bchs.com.au by 5pm Friday 31 July 2026. Please note if you are shortlisted, interviews will be held on Friday the 7th of August

For a confidential discussion, please contact:

Mandy Hutchinson

Chief Executive Officer

Bendigo Community Health Services on (03) 5406 1200.

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