

Position Description – Lead, Health Placement Operations

Updated 10 June 2026

POSITION DETAILS	
College/Portfolio	College of Health and Enablement
Organisational Unit	College Executive
Supervisor (Title)	Vice President and Executive Dean (or delegate)
Classification	Higher Education Officer Level 10
Employment Type	Fixed term, Full time

POSITION SUMMARY
Generally unguided, the Lead, Health Placement Operations will design, influence, and implement a strategic approach to placement partnerships, and interprofessional practice that advances the College's education, service, and financial sustainability objectives in alignment with the University commitment to the Federal Government \$150M Flinders Health Care Centre agreement to deliver on an additional 1,300 health professional graduates and 10,000 episodes of care. Working in close partnership with the Dean Partnerships and Practice and the Director of College Services, the role will contribute to driving the development of a cohesive placement partnership strategy and operating model, ensuring alignment across disciplines, Colleges and with internal and external stakeholders. The Lead, Health Placement Operations will collaborate with key stakeholders and regulatory bodies to understand accreditation requirements and ensure compliance. The role will also establish and lead a practice intelligence function by analysing data to improve the effectiveness, capacity, and sustainability of placement ecosystems. This includes the development of reporting frameworks, analytics, and integrated systems that provide a clear, end-to-end view of placements, capacity, utilisation, and performance. These insights will support better planning, forecasting, and use of resources, helping to prepare for and support the successful activation of the Flinders Health Care Centre. The position will contribute to complex, cross-functional initiatives to enhance operational efficiency, system integration, and process standardisation, driving maturity in placement coordination. The role is accountable for identifying and removing systemic barriers to placement growth and sustainability, and for enabling scalable, innovative models of interprofessional student-led services. Operating in a highly complex stakeholder environment, the role will build and sustain strategic relationships with senior academic leaders, professional staff, and external partners, exercising significant influence to achieve alignment, integration, and shared outcomes. The role also contributes to governance, policy, and risk frameworks to ensure placement partnerships are robust, compliant, and deliver measurable value.

Changing 10 Million Lives.
Every One Matters.

Agenda 2035

Through thought leadership and a strong focus on continuous improvement, the incumbent will position the College and the University as a leader in data-informed placement partnership strategy, practice innovation, and sustainable placement ecosystems.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation and Excellence
- demonstrate consistent alignment with the University's strategic priorities through daily decisions, teamwork and behaviours that reinforce the strategic intent.
- contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's *Work Health and Safety, Injury Management and Equal Opportunity* policies.

Flinders University is committed to providing a safe, respectful and inclusive environment, free from gender-based violence. Appointment to this role is conditional on the completion of required pre-employment checks and declarations, each of which must be satisfactory to the University. This includes a Gender-Based Violence declaration, in accordance with the National Higher Education Code to Prevent and Respond to Gender-Based Violence (2025), and a Nationally Coordinated Criminal History Check.

KEY POSITION RESPONSIBILITIES

The Lead, Health Placement Operations is accountable for:

- Contributing to strategy and leading operations relating to the development, implementation and continuous refinement of a College-wide placement partnership strategy that supports financially sustainable, interprofessional student-led services and placement models.
- Maintaining oversight of the placement partnership portfolio, including evaluation, consolidation and optimisation of operations relating to placement partnerships to ensure alignment with strategic priorities, resource efficiency, and measurable impact.
- Leading the design and implementation of a practice intelligence framework, including data governance, reporting, analytics, and dashboards, to support evidence-based decision making and enable the successful activation of the Flinders Health Care Centre.
- Enabling visibility and optimisation of placement activity, including the development of systems and processes for end-to-end tracking, capacity planning, utilisation monitoring and forecasting.

Changing 10 Million Lives.
Every One Matters.

Agenda 2035

- Providing high-level strategic advice, analysis and reporting to senior leadership on placement partnership performance, placement trends, financial sustainability and service impact.
- Driving cross-functional initiatives to improve operational efficiency, system integration and process standardisation across placement activities.
- Identifying, analysing and addressing systemic barriers to placement growth, sustainability and interprofessional practice, implementing scalable solutions across disciplines.
- Embedding partnership frameworks and governance mechanisms, including agreements, performance measures and risk management processes that support sustainable and mutually beneficial outcomes.
- Preparing high-quality documentation and communications, including reports, business cases, briefings and submissions for internal and external stakeholders.
- Championing a culture of data-informed decision making, continuous improvement and innovation, building capability across teams and stakeholders in placement partnership management and practice intelligence.

KEY POSITION CAPABILITIES

- A postgraduate qualification and extensive relevant project management experience or an equivalent combination of extensive relevant experience and education/training.
- Demonstrated ability to lead and implement complex, organisation-wide strategies, translating strategic intent into integrated operational models across diverse disciplines and functions.
- Extensive experience in managing and optimising complex partnership portfolios, including the ability to evaluate, rationalise and grow partnerships to achieve sustainable, high-value outcomes.
- Strong capability in designing and embedding data-driven frameworks, including data governance, analytics, reporting systems and dashboards to support evidence-based decision making.
- High-level ability to assess financial sustainability, develop business cases, and identify efficiencies and value creation opportunities within partnership and service delivery models.
- Proven experience driving large-scale operational improvements, including system integration, process standardisation and performance optimisation in complex environments.
- High-level understanding of placement ecosystems, capacity planning, utilisation modelling and forecasting, with the ability to implement systems that improve visibility and coordination.
- Highly developed interpersonal and communication skills, with a proven ability to build trusted relationships, influence senior stakeholders and negotiate outcomes across organisational and sector boundaries.
- Ability to foster a culture of data-informed decision making, collaboration and continuous improvement, and to build capability across teams in placement partnership management and practice intelligence.

**Changing 10 Million Lives.
Every One Matters.**

Agenda 2035

