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## GENERAL MANAGER, BUSINESS TRANSFORMATION (CHANGE)

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**MARCH 2021**

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<b>Location:</b>	Parkville base  Flexible work arrangements - work in a way that suits you best and delivers agreed Orygen outcomes
<b>Division:</b>	Executive   Transformation Team
<b>Salary:</b>	Commensurate with skills and experience
<b>Employment type:</b>	Full time fixed term position available for 18 months
<b>Position reports to:</b>	Executive Director

### 1. POSITION SUMMARY

This role will be leading one of the biggest transformations and change management projects to occur within Orygen, one that will support the realisation of many years of work to create a more appropriate unified mental health system of care for young people and their families.

In this role you will guide the future direction of the changes required, establishing a comprehensive roadmap and project and change management plan that delivers on future state and supports our transformation agenda and equally you will roll up your sleeves to ensure it is effectively delivered. You will be expected to engage the key internal stakeholders in the change process.

In particular, you will be responsible for ensuring the implementation of the success transfer of the staff, funding, resources, infrastructure and assets (including medical records and other sensitive information) for Mental Health services currently provided to young people by Health Networks in the North West of Melbourne. The transfer will be to Orygen or a newly established entity. You will work with the Project Control Group around key stakeholder management.

The project will support the build of a unified Regional Model, providing a comprehensive range of services to young people with mental ill health, including our newly defined Integrated Service Hubs. In addition, you will be responsible for leading the transformation of the business, and the management of additional investment to support Orygen's implementation of the changes specific to the provision of clinical services as recommended in the Victorian Royal Commission.

### 2. POSITION CONTEXT

The outcomes of the Royal Commission into the Victorian Mental Health System enable a revolutionary new era of reform in mental health that will at last see youth mental health progress in the direction that we have pioneered together over the past 30 years.

Orygen delivers cutting-edge research, policy development, innovative clinical services, and evidence-based training and education for the mental health workforce to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

Currently the Company has three Members: The Colonial Foundation, The University of Melbourne and Melbourne Health.

We are a complex organisation. Our workforce is diverse and includes:

- Five headspace centres in Craigieburn, Glenroy, Melton, Sunshine and Werribee that deliver primary clinical services to young people and are operated by Orygen.
- Orygen Specialist Services (formerly referred to as Orygen Youth Health Clinical Program), a tertiary clinical service that is currently operated by NorthWestern Mental Health, co-located with us at Parkville and Sunshine and whilst not under the governance of Orygen, works in close partnership with us.
- The Centre for Youth Mental Health, a University of Melbourne research and teaching department that is wholly seconded into Orygen.
- A knowledge transfer program drawing on Orygen's research and clinical expertise provides an array of resource and workforce development including providing online and face to face training for the mental health workforce both nationally and internationally.
- A policy think tank drawing on Orygen's research and clinical expertise and partnering and collaborating with key content experts from Australia and around the world to advise government and other policymakers.
- Centralised professional support functions enabling the organisation to achieve strategic and operational objectives.

This position will work to further strengthen the unification of the above systems, with a specific focus on enabling the delivery of clinical services and the growth to address the needs of young people and families.

### 3. ABOUT ORYGEN

<b>VISION</b>	Young people to enjoy optimal mental health as they grow into adulthood.
<b>MISSION</b>	Reduce the impact of mental ill-health on young people, their families and society.
<b>VALUES</b>	Respect, accountability, teamwork, excellence & innovation.
<b>COMMITMENTS</b>	Orygen has made a strategic commitment to partner with First Nations people of Australia, young people and their families, LGBTIQ+ people & culturally and linguistically diverse people.

### 4. KEY RESPONSIBILITIES/OUTCOMES

The General Manager, Business Transformation will:

- Develop and deliver the roadmap for the transformation and change that the role is accountable for, pivoting as required based on business priorities.
- Be responsible for the convening of all necessary transformation, change and engagement meetings and convenings and Chair these as appropriate.
- Ensure all aspects of the transformation, change and engagement process, projects, and working groups are appropriately resourced both within the Transformation Team and the broader business including the provision of secretariat support to the Transformation team.
- Be responsible for leading the creation and delivery of the transformation, change, communication and engagement plans for the business.

- Effectively guide various programs and teams through the proposed transformation, change and engagement approach, interpreting impacts, benefits, risks and challenges creating solutions to mitigate resistance.
- Manage internal and external stakeholder management (with input from the Project Control Group).
- Define success metrics and monitor the change progress, evaluating the change & engagement process, and where necessary recommending and taking action throughout the lifecycle of the project
- Lead, mentor and coach functional leads to execute relevant key initiatives.
- Provide updates to Executive Director and Board Change Oversight Committee identifying risks and mitigation strategies to ensure delivery timeframes are met
- Any other duties as reasonably requested that are commensurate with the level of responsibility of the position.

## 5. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

### 5.1 Essential

- A bachelor's Degree qualification in a related area.
- Demonstrated, superior experience and a record of achievement in leading and managing critical, highly complex transformation and change projects in a large and complex organisation (understanding of the guiding principles of Change Management).
- Demonstrated experience in operating model design, complex transformation and operational improvement initiative.
- High level demonstrated expertise managing and overseeing complex aspects of projects management and implementation, including developing and monitoring project plans, change logs, coordinating resources, reporting, issue and risk management and managing budgets.
- A structured approach to problem solving and an ability to critically assess a range of data points to identify the true root cause of issues and to design viable solutions.
- Demonstrated exceptional ability to engage effectively with a wide range of internal and external stakeholders including outstanding verbal and written communication skills.
- Highly effective relationship building skills and an ability to negotiate with and influence leaders and senior management.
- Naturally collaborative with the ability to simplify complex situations.
- Highly developed analytical skills including the ability to analyse and interpret highly complex information from numerous sources, prepare and present analysis and reports.

### 5.2 Desirable

- Tertiary qualifications in change management or similar
- Experience of working on large scale health care initiatives, strategies & change projects
- Capacity to interpret and apply legislation and an understanding of legislation as it pertains to health and mental health care in Victoria.

## 6. SPECIAL REQUIREMENTS

- Unrestricted right to live and work in Australia
- A current National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.