

POSITION DESCRIPTION	
Title	Lead Commercial
Super Stream	Strategic Automation & Digital Experience
Department	Digital Innovation
Classification	AO8
Agreement	Health and Allied Services, Managers and Administrative Workers Single Enterprise Agreement 2021-2025
Reports to	Manager, Strategy & Commercial
Accountable to	Director, Strategic Automation and Digital Experience

Organisational Overview

The Royal Women's Hospital (**the Women's**), The Royal Melbourne Hospital (**RMH**), and Peter MacCallum Cancer Centre (**Peter Mac**) are leading Victorian public health services located within the Parkville precinct.

The **Women's** is Australia's foremost specialist hospital for women and newborns, delivering primary and tertiary care through a workforce of more than **2,500 staff**, and is internationally recognised for excellence in care, teaching, and research.

The **RMH** is one of Victoria's largest tertiary health services, providing world-class medical, surgical, and mental health programs. Supported by over **12,000 staff**, RMH is a designated trauma centre and leader in neurosciences, nephrology, oncology, cardiology, and virtual health.

The **Peter Mac** is a global leader in cancer research, education, and treatment, with more than **3,900 staff**, including over **700 researchers**, driving innovation in cancer prevention, diagnosis, and care.

Together, these organisations deliver integrated, research-driven, and patient-centred healthcare to local, state, and international communities.

Department Overview – Digital Innovation Service

The Digital Innovation Service (DI), hosted by the Women's, provides a unified ICT capability across the Parkville Local Health Service Network. DI supports the Women's, RMH, and Peter Mac by delivering shared digital infrastructure, systems, and innovation services critical to their clinical and operational performance.

Between July 2024 and June 2025, DI managed over 139,000 support tickets, supporting than 19,000 staff across the health services, highlighting its essential role in enabling safe, reliable, and connected care across the precinct.

In addition, DI provides services under Service Level Agreements to the Parkville Youth Mental Health and Wellbeing Service (PYMHWS) and limited legacy support to Northern Health and Western Health.

Position Purpose

The Lead, Commercial is responsible for providing commercial leadership and oversight for Strategic Automation & Digital Experience. This role is responsible for managing capital and operational expenditure to ensure funds are strategically allocated for maximum organisational impact. It includes tracking and reporting expenditure, driving spend optimisation, reducing waste, and prioritising sustainable investments that deliver measurable value and long-term benefits.

Reporting to the Manager, the Lead is responsible for managing expenditure, commercial planning, contract management, procurement, and financial analysis for Digital Innovation, including any automation and digital

initiatives. The position plays a key role in enabling informed investment decisions, optimising resources, and ensuring initiatives achieve intended outcomes while minimising risk.

The Lead also contributes to the development of commercial strategies, frameworks, and processes that support efficient and effective delivery of digital transformation programs.

Key Responsibilities

Strategic Automation & Digital Experience

- Lead commercial planning and management of all expenditure, including automation and digital experience initiatives to ensure alignment with organisational objectives.
- Provide strategic advice on investment opportunities and commercial risk management.
- Develop frameworks and methodologies to evaluate and monitor performance of all commercial activity under the management of Digital Innovation, including the financial and strategic value of automation and digital initiatives.
- Ensure commercial considerations are integrated into project planning, delivery, and governance.

Strategic Leadership

- Contribute to the strategic roadmap for the Strategic Automation & Digital Experience stream, ensuring initiatives are commercially sound.
- Provide thought leadership on commercial strategy, contract management, and investment prioritisation.
- Translate strategic objectives into actionable commercial plans that optimise resources and value delivery.
- Champion best practices in commercial management, governance, and decision-making.

Operational Performance

- Oversee commercial aspects of project delivery, including budget tracking, procurement activities, and contract management.
- Monitor performance metrics, financial outcomes, and key indicators to ensure initiatives are delivered efficiently.
- Maintain accurate documentation, reporting, and records related to commercial and financial activities.
- Identify operational challenges and implement solutions to optimise commercial performance and project outcomes.

People and Culture

- Provide day-to-day guidance and support to triage analysts and frontline support staff.
- Assist with onboarding of new staff by ensuring consistency in triage practices, system use, and customer service expectations.
- Contribute to capability development through coaching, knowledge sharing, and uplift of analysis skills across the team.
- Model professional, customer-focused behaviours and support a culture of teamwork, responsiveness, and continuous improvement.
- Support staff wellbeing and contribute to change adoption within the team by reinforcing clear communication and expectations.
- Uphold organisational values and support a safe, inclusive, and respectful workplace.
- Encourage behaviours aligned with organisational values and operational excellence.
- Provide digital services support for all hospital sites supported by the Digital Innovation.
- Participate in daily duty roster support across all supported health service sites as required and scheduled.
- Be available for after-hours on-call support duties across all supported hospital sites as required and rostered.
- Participate in off-site support roster as scheduled.
- Contribute to coordinated teamwork and information sharing.

- Request planned leave promptly and maintain excess leave balances in line with hospital guidelines.
- Submit timesheets and leave requests in accordance with maximum leave balances and attendance requirements.
- Engage in performance management, professional training, and development opportunities as required.
- Complete all mandatory hospital training requirements within specified timeframes.
- Consistently demonstrate hospital values in all interactions and activities.

Stakeholder and Relationship Management

- Build and maintain strong relationships with internal and external stakeholders, including business units, vendors, partners, and executive leaders.
- Advise stakeholders on commercial matters, ensuring alignment of objectives, investment decisions, and risk management.
- Facilitate negotiations, briefings, and consultations to support informed decision-making and successful delivery.
- Act as a trusted advisor on commercial and financial matters to support organisational priorities.

Financial and Risk Management

- Contribute to budgeting, forecasting, and financial planning for Digital Innovation.
- Monitor expenditure and ensure compliance with approved budgets, procurement policies, and financial regulations.
- Identify, assess, and mitigate commercial and financial risks associated with operation activity, initiatives and contracts.
- Ensure adherence to governance, reporting, and risk management obligations across all commercial activities.

Key Relationships

Internal:	External:
Chief Digital Information Officer	Victorian Department of Health
Deputy CDIOs within Digital Innovation	Technology vendors and service providers
Directors and Managers within Digital Innovation	Partner health services and universities
Clinical, Research, and Corporate Leaders	Research collaborators and innovation partners
Finance within partner organisations	

Organisational Relationships

- Number of employees that are consumers of the DI service: [19,000+](#)

Performance and Accountability

Performance objectives are set annually with the CDIO, focusing on:

- Delivery of strategic digital outcomes
- Service reliability and cybersecurity
- Financial sustainability
- Workforce capability
- Innovation and precinct collaboration

Key Selection Criteria

- Possession of a bachelor's degree (or higher) in Finance, Business, Information Technology, Digital Health, or a related discipline, or equivalent relevant experience.
- Proven leadership within digital health environments, including high-performing multidisciplinary teams and digital transformation programs.
- Ability to engage, influence, and collaborate effectively with diverse internal and external stakeholders.
- Strong commercial acumen and strategic financial and operational oversight.
- High-level strategic thinking and planning capabilities within complex regulatory government and health service environments.

Inherent Requirements

There are a number of critical work demands (inherent requirements) that are generic across all positions. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Occupational Health and Safety.

Physical Demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	Occasional
Sitting – remaining in a seated position to complete tasks	Frequent
Standing- remaining standing without moving about to perform tasks	Occasional
Walking – floor type even, vinyl, carpet,	Occasional
Lean forward / forward flexion from waist to complete tasks	Rare
Trunk twisting – turning from the waist to complete tasks	Rare
Kneeling – remaining in a kneeling position to complete tasks	Rare
Squatting / crouching – adopting these postures to complete tasks	Rare
Leg / foot movement to operate equipment	Not Applicable
Climbing stairs / ladders – ascending and descending stairs, ladders, steps	Rare
Lifting / carrying – light lifting and carrying less than 5 kilos	Frequent
– Moderate lifting and carrying 5–10 kilos	Rare
– Heavy lifting and carrying – 10–20 kilos.	Not Applicable
Push/Pull of equipment/furniture – light push/pull forces less than 10 kg	Frequent
– moderate push / pull forces 10–20 kg	Rare
– heavy push / pull forces over 20 kg	Not Applicable
Reaching – arm fully extended forward or raised above shoulder	Not Applicable
Head / Neck Postures – holding head in a position other than neutral (facing forward)	Not Applicable
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Prolonged/Constant
– Gripping, holding, twisting, clasping with fingers / hands	Prolonged/Constant
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	Rare
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Prolonged/Constant
Hearing – use of hearing is an integral part of work performance	Prolonged/Constant
Touch – use of touch is integral to most tasks completed each shift.	Prolonged/Constant
Psychosocial demands	Frequency
Observation skills – assessing / reviewing patients in /outpatients	Prolonged/Constant
Problem Solving issues associated with clinical and non-clinical care	Prolonged/Constant
Attention to Detail	Prolonged/Constant
Working with distressed people and families	Not Applicable
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Rare
Exposure to distressing situations	Rare
Definitions used to quantify frequency of tasks / demands as above	
Prolonged / Constant	70–100 % of time in the position
Frequent	31–69 % of time in the position
Occasional	16–30% of time in the position
Rare	0–15% of time in the position
Not Applicable	

Employee Responsibilities and Accountabilities

- Be aware of and work in accordance with Hospital policies and procedures, as amended from time to time, including:
 - Code of Conduct
 - Confidentiality
 - Data Accountability Framework
 - Infection Control
 - Occupational Health and Safety
 - Patient Safety
 - Performance Development Management
 - Respectful Workplace Behaviours
 - Risk Management
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
- Undertake other duties as directed that meet relevant standards and recognised practice.
- Our vision is a future free from violence in which healthy, respectful relationships are the norm. Expect all staff to contribute to a culture that promotes gender equity, respect and a safe working environment.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to Victorian women.
- Data integrity is an essential element of clinical and corporate governance and a key performance indicator. The management of data influences and directly affects patient care, patient decisions, and ultimately the quality and reputation of our service delivery.
As a consequence all staff are responsible and accountable to ensure that (within their area of work):
 - Data recording and reporting, is timely, accurate (ie error free) and fit for purpose.
 - Data management system policies and control processes are complied with on all occasions.
 - Where data issues and/or problems become apparent these matters are immediately referred and reported to supervisors/managers.
- Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details to undertake a national Police check.
- Expect staff to identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients.
- Contributes to a positive and supportive learning culture and environment for health professional students and learners at all levels.

Statutory Responsibilities

- OHS Act 2004
- Freedom of Information Act 1982
- The Victorian Public Sector Code of Conduct

Declaration

I have read, understood and agree to abide by responsibilities and accountabilities outlined in this position description.

Employee Name:

Employee Signature:

Date:

Developed Date:	December 2025
Developed by:	Chief Digital Information Officer
Date of next Review:	December 2026