



**BALLARAT
HOSPICE
CARE INC.**
Home Based Palliative Care



Chief Executive Officer Candidate Information

Our Vision

To offer our community a specialist palliative care service focused on end of life issues and care.

Our Mission

Ballarat Hospice Care, using a skilled, interdisciplinary team approach, facilitates with compassion, the provision of home based, holistic palliative and end of life care.

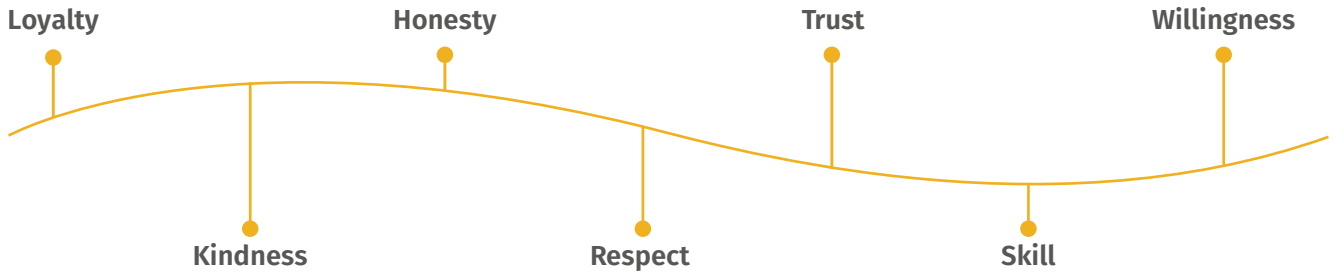


Our Aims

To provide specialist palliative care equitably and responsively within available resources.

To promote palliative care values within the community.

Our Values



Acknowledgment of Country

We acknowledge the Wadawurrung and Dja Dja Warrung people, the Traditional custodians of the land in which we work and care for our community. We pay respect to their elders, past, present and emerging. At Ballarat Hospice Care, we honour the cultural traditions and wisdom of Aboriginal and Torres Strait Islander Peoples.

Diversity & Inclusion

Ballarat Hospice Care is committed to providing compassionate, respectful and culturally sensitive care to all individuals and families through valuing diversity and participation of all people, including but not limited to First Nations people, LGBTQIA+, Culturally and Linguistically Diverse, and Disability communities





Who We Are

We are a specialist in-home palliative care service. Our team includes specialist palliative care clinical staff (including a palliative care physician, specialist palliative care nurses and social workers), administration and support staff, and trained volunteers.

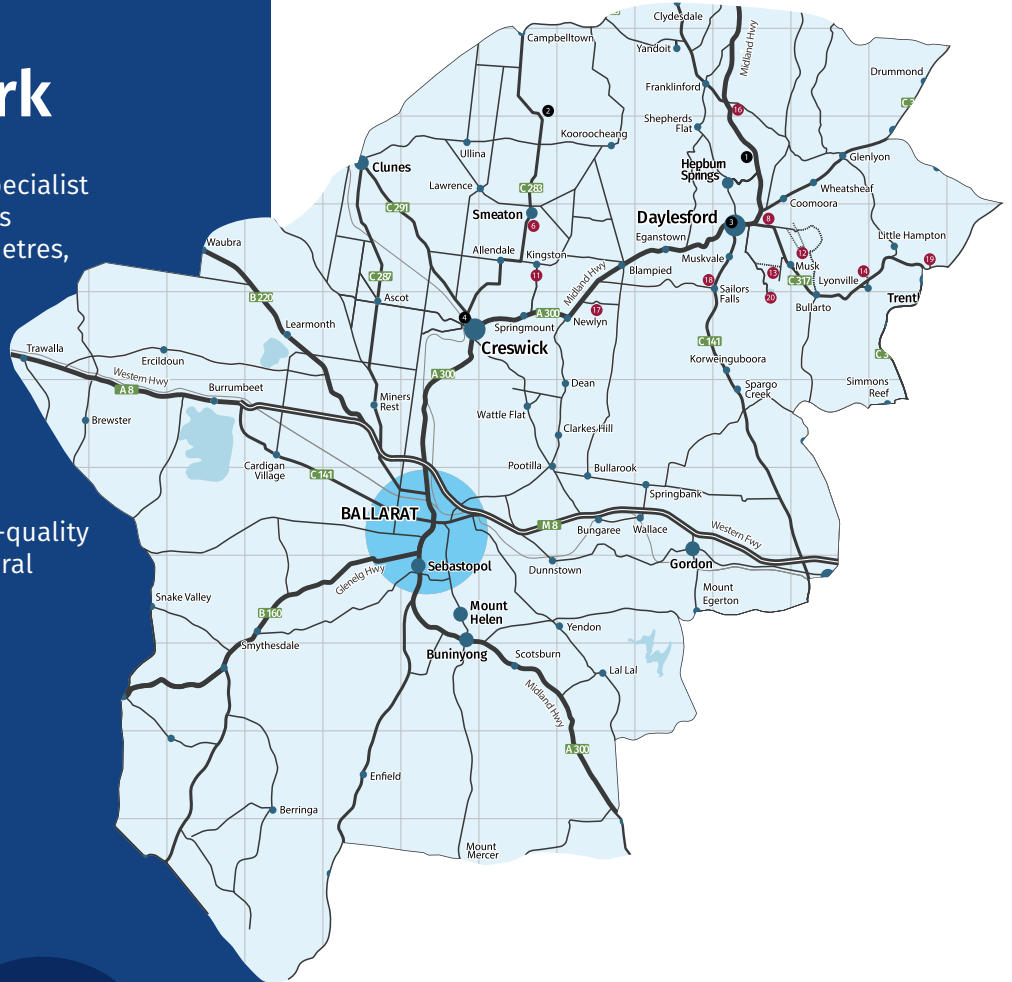
Established by community members in 1985, our not-for-profit organisation has guided patients, and supported carers and families to live, die and grieve well.

Where We Work

We are the primary provider of specialist home-based palliative care across approximately 3,483 square kilometres, serving:

- City of Ballarat
- Hepburn Shire
- Northern Golden Plains Shire
- Western Moorabool Shire

Our reach ensures access to high-quality palliative care for regional and rural communities.



Our Impact 2024–2025



394
Referrals



326
Admissions



501
Total patients annually



142
Home deaths



1256
Average number of monthly contacts (including after-hours)



257
Deaths

“ Being a volunteer has been one of the most rewarding things I’ve done. You’re walking alongside people during such a vulnerable time, and it makes a difference – not just to them, but to you too. Ballarat Hospice Care has definitely made a difference in my life. ”
– Kath, Volunteer (1985-2023)



Our Impact in Action

A Story from Our Community – Stefan

“My experience with Ballarat Hospice Care began when my dad was diagnosed with terminal brain cancer. We were trying to figure out what to do - how to navigate everything when it felt like the wheels had completely fallen off.”

“I was trying to be everything - the carer, the organiser, the son - and I was struggling. One of the staff said something I’ll never forget: ‘Have you thought about being a son and letting us be the carers?’ It was a turning point. Until that moment, I hadn’t realised how much I needed to just be there for Dad, not manage everything.”

“They supported us in so many ways - practical things like getting the equipment and 24-hour support we needed at home, The expertise and compassion they brought to our family made such a difference.”

“Palliative care can feel overwhelming... but having Ballarat Hospice Care by your side makes all the difference. You’re not alone.

[Watch Stefan’s story](#)



What Our Team Say

“Ballarat Hospice Care is a joyful place to work, despite the nature of the work. There’s a lot of life shared with patients, and the staff here bring a sense of joy through the care we provide. We offer families and patients the opportunity to navigate this phase of life with dignity, focusing on the person, not just the illness.”

– Claire, Supportive Care Advisor



“I’ve been a volunteer with Ballarat Hospice Care for over 21 years now – it’s been a big part of my life. I’ve seen Ballarat Hospice Care from both sides – as a family member when my wife was terminally ill, and as a volunteer... it’s given me a real sense of purpose. Being part of Ballarat Hospice Care is like being part of a big, happy family. I’ve loved every minute of it.”

– Les, Volunteer



Key Selection Criteria

It is expected that the successful applicant will be able to demonstrate the following:

1. Significant understanding of, and demonstrated commitment, energy and passion for, the objectives and values of BHCI.
2. Extensive Executive level experience, within the Not-for-Profit/Community sector and or Health sector, providing inspirational, values driven leadership and management, which promotes a dynamic organisational culture.
3. Demonstrated ability to effectively lead and manage in an environment of significant organisational and sector change. Strong ability to create a vision for the future and to engage with and inspire stakeholders (Staff, Board of Directors & community).
4. Highly developed interpersonal skills, written and verbal communication and negotiation skills with extensive experience in successfully developing and maintaining collaborative partnerships at all organisational levels and with a wide range of external stakeholders.
5. Strong financial management, business skills and strategic planning acumen with demonstrated experience in effective risk management.
6. Evidence of ability to recognise and act upon development and growth opportunities for the organisation. Demonstrated ability to strategically scope, analyse, assess and mitigate risk, with experience in accessing traditional and non-traditional funding sources.
7. A demonstrated awareness of the political environment and current issues affecting the health service system and palliative care in particular.
8. Sound understanding of corporate and clinical governance and demonstrated ability to work proactively in partnership with the Board of Directors.
9. Demonstrated knowledge of human resource management issues and experience in effectively managing a diverse workforce.

Qualifications

- Tertiary qualifications in a relevant discipline (Health, Management)
- Post-graduate Business, Leadership or Management qualifications

Desirable

- CEO experience within the Not for Profit, Community or Health sector
- Knowledge of palliative care principles, and experience and knowledge of the palliative care sector
- Knowledge of the needs of clients with a life-limiting illness and their carers

Also Required

- Current Police Check and Working with Children Check
- Current Driver Licence
- Evidence of current immunisation status including Flu vaccination

Additional Resources



Position description



Strategic Plan



2024/25 Annual Report

To Apply

Please forward your CV and a cover letter (max 2 pages) outlining your suitability to the position in line with the Key Selection Criteria to marita@maritaryan.com.au

Applications Close

5pm Thursday 2nd July 2026

For Further Information

Marita Ryan
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marita@maritaryan.com.au



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