Position Description

1. General Information

| Position Title:	Senior Integration Specialist
Division/Department:	Information Technology
Position Reports to:	Director of Data and Integration
Enterprise/Individual Agreement:	Individual Agreement
Location:	Richmond Corporate Office
Employment Status:	Full Time
Key Relationships - internal and external	- Information Technology Team - Digital, Application and Data Services Team - Business Users and Technology Support Teams. - Vendors that provide software and support services as required.

2. Overview of Epworth HealthCare

Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia's health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth's values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Compassion, Accountability, Respect and Excellence. More information can be found on the Epworth website.

Epworth's purpose is Every Patient Matters.

Our Vision is Delivering another 100 years of exceptional healthcare and innovation to the Victorian community.

3. Epworth HealthCare Strategy
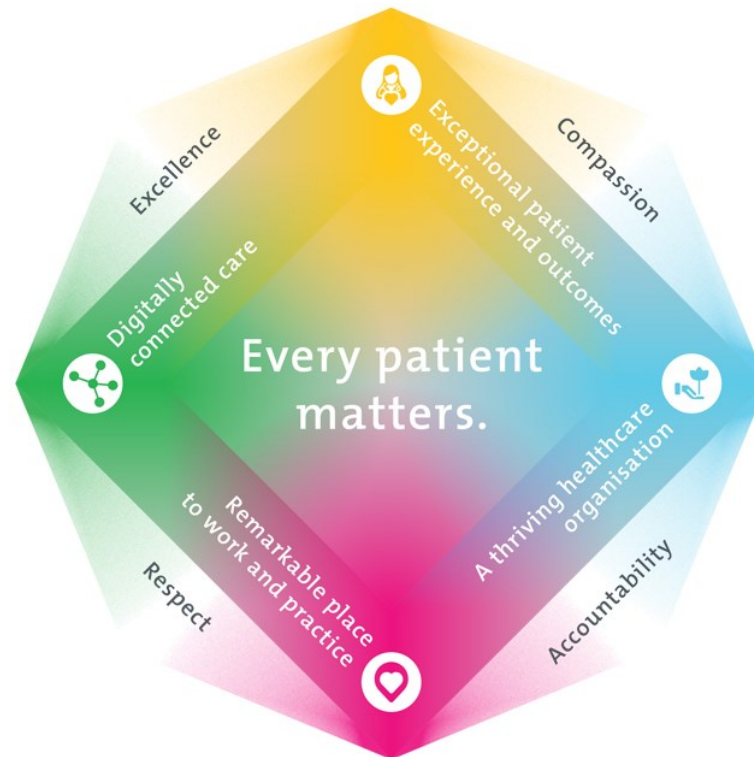
All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.
Exceptional patient experience and outcomes - To empower our patients and deliver compassionate, expert and coordinated care.
A thriving healthcare organisation - To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.
Remarkable place to work and practice - To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.
Digitally connected care - To innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

4. Purpose of the Position

The Senior Integration Specialist is a member of the Information Technolgy team at Epworth Healthcare and will significantly contribute to improve the value of Epworth Healthcare's Integration delivery capability.

This role will be responsible for supporting the development and implementation of Epworth's Integration Strategy. They will collaborate closely with internal teams and external consulting partners to assess current systems, define a future-state architecture, and build a scalable and resilient integration ecosystem.

5. Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
Leadership and culture	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
Consumer Partnerships	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
Effective Workforce	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.
Clinical Safety and Effectiveness	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
Risk Management	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

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6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
Support the rollout of the enterprise-wide Integration Strategy	- Delivery of strategy milestones on time and within scope - Alignment of rollout with overall transformation roadmap
Collaborate with consulting partners to evaluate current maturity and identify gaps	- Timely engagement and coordination with partners - Quality and completeness of maturity assessment outcomes
Design and build API-based interfaces and reusable integration components	- Number of APIs/components delivered - Reuse rate and reduction in custom point-to-point interfaces
Develop integration standards, guidelines, and governance practices	- Published and adopted governance documentation - Compliance rate with integration standards
Customer Service Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders including patients and external suppliers. Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees. - Provide excellent, helpful service to patients, visitors and staff - Communicate with clear and unambiguous language in all interactions, tailored to the audience - Build customer relationships and greet customers and patients promptly and courteously - Actively seek to understand patients' and their family's (customers) expectations and issues	- Patient and customer service satisfaction surveys within agreed targets - Use AIDET principles in all interactions - Issues are escalated to the manager and resolved in a timely manner

Safety and Wellbeing	
Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace • Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan	• Adhere to infection control/personal hygiene precautions • Implement and adhere to Epworth OHS policies, protocols and safe work procedures • Mandatory training completed at agreed frequency

7. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	**Essential** • Bachelor's degree in Computer Science, Information Technology, or related discipline.
Previous Experience	**Essential** • 10+ years' experience in enterprise system integration in complex environments. • Experience in healthcare or other regulated industries. • Experience with hospital systems, healthcare IT, or clinical integration.
Required Knowledge & Skills	**Essential** • Strong knowledge of integration patterns (synchronous, asynchronous, messaging, event-driven). • Experience in designing and Implementing API based services • Hands-on experience with cloud integration platforms, especially Azure Integration Services. • Familiarity with HL7, FHIR, RESTful APIs, SOAP, and secure messaging protocols. • Experience with data integration (ETL) technologies. • Ability to lead workshops, define current and future state architectures, and document technical solutions. • Strong vendor management and experience working with third-party consulting partners. • Understanding of data governance, metadata management, and integration security. • Strong communication and stakeholder engagement skills. • Knowledge of enterprise integration maturity models and frameworks. • Experience with hybrid or multi-cloud integration environments.

Personal Attributes & Values	**Essential**
All employees are expected to consistently work in accordance with Epworth's values and behaviours • Compassion • Accountability • Respect • Excellence	• Displays initiative, motivation and self confidence • Honest, competent, forward looking and inspiring • Ability to work within a self-directed framework • Ability to develop and maintain professional and collaborative relationships with key internal and external stakeholders • Committed to continuous quality improvement • Aligned with Epworth's Vision and Values and Behaviors

Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
12/05/2025	15/05/2025	Developed By - Roshan Mendonca – Director of Data and Integration Reviewed By - Maria Paz – Chief Technology Officer

8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: _____

Print Name: _____   Date: _____