

Position Description

Director of First Nations Health

Classification:	EX03
Business unit/department:	Aboriginal Health
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Choose an item. Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Officers) (Single Interest Employers) Enterprise Agreement 2021-2025
Employment type:	Permanent
Hours per week:	22.8-38 hours
Reports to:	Chief Allied Health Officer
Direct reports:	3
Financial management:	Budget TBC
Date:	July 2025

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples.

As this is an Aboriginal and/or Torres Strait designated position, only applications from Aboriginal and Torres Strait Islander Peoples will be accepted. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Director of First Nations Health is responsible for leadership and oversight of Aboriginal and Torres Strait Islander Health at Austin Health. This includes management of the cultural care provided to Aboriginal and Torres Strait Islander patients and the support and professional development of our First Nations employees.

The Director of First Nations Health is a key contributor to defining the strategy that supports Austin Health to better meet the health and wellbeing needs of Aboriginal and Torres Strait Islander communities. This includes our ongoing relationship and engagement with the Aboriginal and Torres Strait Islander community, accountability for the Ngarra Jarra Aboriginal Health Service, cultural education, as well as strategies to support attraction, engagement and retention of First Nations employees.

The role works closely with members of the Austin Health Executive and senior leaders to ensure that our programs and services continue to enhance Cultural Safety and meet the needs of the Aboriginal and Torres Strait Islander community. Additionally, the Director works with senior leadership to strengthen cultural capabilities, drive development and delivery of Austin Health's Cultural Safety and other relevant plans and build engagement relating to Aboriginal health and wellbeing with employees, management and stakeholders.

About the Directorate

Austin Health has a deep commitment to reconciliation; to improve the life expectancy of Aboriginal and Torres Strait Islander people and we commit to creating a culturally safe and welcoming environment for all.

The First Nations Health Unit, brings the know-how to aid our organisation to realise our vision for reconciliation - where all Aboriginal and Torres Strait Islander Peoples have access to just, equitable and culturally safe healthcare. We will contribute to this vision by:

- Embedding the voices and perspectives of Aboriginal and Torres Strait Islander Peoples into the co-design of culturally safe and appropriate care.
- Building strong and enduring relationships with Aboriginal and Torres Strait Islander Peoples including community stakeholders, suppliers and our employees
- Creating an environment across all our sites where Aboriginal and Torres Strait Islander Peoples are welcomed, valued and respected.
- Truth telling and improving institutional knowledge and understanding of the traumatic impact of unjust policies, practices, structures and racism on health outcomes for Aboriginal and Torres Strait Islander Peoples.

Additionally, we recognise that providing meaningful employment and development opportunities has the potential to transform the lives of First Nations People, their families and the community. We understand that employing Aboriginal and Torres Strait Islander staff will support our patients and have a significantly positive impact on the care that we provide them and the experience of their community who support them through their health journey.

Accordingly, the First Nations Health Unit will support the organisation in taking deliberate steps to increase our Aboriginal workforce, encouraging them with their career goals and aspirations and ensuring that they feel safe and supported in their roles. We hope to position Austin Health as an employer of choice for Aboriginal and Torres Strait Islander Peoples.



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Position responsibilities

- Set strategic direction for high-quality First Nations care. Develop plans and organisational support to achieve them.
- Provide expert advice to the Executive Management Team and key stakeholders on issues relating to Aboriginal health strategy and engagement.
- Engage with senior leadership to ensure the development of cultural competency at the leadership level of the organisation.
- Lead and manage the First Nations Health Unit to ensure we are pursuing excellence and performance improvement in quality and safety, patient outcomes, patient experience and employee engagement.
- Collaborate with stakeholders internally and externally to develop our services so that they are culturally sensitive and delivered in an environment that is welcoming to Aboriginal and Torres Strait Islander patients and employees across all sites and services.
- Chair the Aboriginal Health Advisory Committee
- Take carriage of the Austin Health Cultural Safety, Aboriginal Employment and other relevant plans in their development, stakeholder engagement, implementation, monitoring, and reporting of progress, recognising that First Nations Health is every one's responsibility.
- Health Service representation at state and local government forums and working groups where required to coordinate a First Nations Health service response.
- Contribute to the development and maintenance of policies relating to First Nations Health in terms of risk management, patient rights, quality improvement, incident reporting, health information services and other matters relevant to the operation of a major, public health service.
- Provide annual reports and advice to the Executive Committee
- Partner with People and Culture and the Clinical Education Unit on the provision of training and education to Austin Health employees, in relation to First Nations people and the creation and development of a culturally sensitive environment that is welcoming to Aboriginal and Torres Strait Islander patients and employees across all sites and services.
- Provide expert advice to Capital and Infrastructure on development of new facilities and the upgrade of existing facilities to create culturally safe and welcoming environments for Aboriginal employees and patients, their families, and carers.
- Support Ngarra Jarra Aboriginal Health Service in the provision of high-quality care and support for First Nations patients, their carers, and families in a hospital environment, and support their safe discharge home and access to community health and social services.
- Demonstrate an understanding of and provide support to the relevant National Standards and Statement of Priorities.
- Design and lead structured programs, partnerships and actions that will increase our First Nations workforce, and ensuring that they feel engaged, safe and supported in their roles.
- Provide leadership and support to the First Nations staff network.
- Ensure that there is financial responsibility and accountability across the functions under the position's control and develop and implement financial strategies that will ensure budgetary targets and key performance indicators are met.



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Selection criteria

Essential skills and experience:

- Identity as an Aboriginal or Torres Strait Islander person and have strong community connections
- Demonstrated understanding of and support for the development of First Nations health and wellbeing within a health, community, justice or education organisation.
- Expertise in, and high-level understanding of, the issues relating to First Nations healthcare, employment, education and culture.
- Demonstrated leadership capacity to create culturally safe work environments and provide leadership on Cultural Safety at an organisation level.
- Demonstrated ability in stakeholder management with internal and external stakeholders including the ability to develop robust relationships with Traditional Owners, Aboriginal Community Controlled Organisations and the First Nations Community.
- Demonstrated experience and effectiveness as a senior manager with proven ability to develop strategy and translate strategic objectives into operational performance.
- Demonstrated professional experience in navigating change and the dynamics of a large, complex organisation.
- Ability to prioritise competing demands and meet deadlines.
- A consultative leadership style that promotes participation, involvement, and innovative work practices.
- Known to foster a culture that encourages effective working relationships and commitment to high standards of service and clinical care.
- Excellent influencing, interpersonal, facilitation, presentation, communication and consultation skills and the ability to represent Austin Health in a range of forums.
- Highly developed written skills including the ability to prepare complex, sensitive reports, papers, develop policy and contribute to the preparation of strategic and communications documents for a range of audiences.
- Capacity to positively promote Austin Health and the program in relevant internal and external forums.
- Management experience within a large, complex healthcare or other relevant organisation.
- Demonstrated high level conflict resolution skills.

Desirable but not essential:

- Knowledge and understanding of organisational industry standards and accreditation processes.

Professional qualifications and registration requirements

- Bachelor's degree qualification(s) in a Health field (Nursing, Allied Health), Social Sciences, Business Management, or similar.
- Post graduate qualifications in Management, Leadership or Public Health or progressing towards one of these strongly preferred



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Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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