

Position Description

First Nations Public Health Lead

Classification:	AHP Grade 3 or equivalent
Business unit/department:	North Eastern Public Health Unit (NEPHU)
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 Choose an item. Choose an item.
Employment type:	Full-Time
Hours per week:	Up to 38 hours (or 40 hours with ADO)
Reports to:	Deputy Director NEPHU
Direct reports:	0
Financial management:	Budget: 0
Date:	July 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung 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.

Position purpose

Reporting to the Deputy Director, the First Nations Public Health Lead will be responsible for providing cultural leadership to support NEPHU activities and initiatives to be culturally appropriate and responsive to the health needs of Aboriginal and Torres Strait Islander peoples. The role will build partnerships with the Aboriginal and Torres Strait Islander health sector and communities to facilitate collaborative work on shared priorities and to improve the health and wellbeing of Aboriginal and Torres Strait Islander people in the NEPHU catchment.

The First Nations Public Health Lead will be responsible for leading NEPHUs strategic priorities in relation to Aboriginal and Torres Strait Islander peoples, and for leading public health initiatives. This includes collaborating with the NEPHU team to implement and guide public health initiatives and contributing to the design and delivery of culturally safe programs across the unit. The role will work to lead these activities to be reflective and inclusive of the needs, perspectives and voices of Aboriginal and Torres Strait Islander peoples.

Austin Health considers that being an Australian Aboriginal and/or Torres Strait Islander Person is a genuine occupational requirement for this position, therefore applications will only be considered from candidates of these backgrounds, as per the Special Measures Provision, Section 12 of the Equal Opportunity Act 2010 (Vic).

About the North Eastern Public Health Unit (NEPHU)

The NEPHU is one of nine public health units in Victoria: three in metropolitan Melbourne and six covering regional Victoria. Together these units form a coordinated network, working in partnership with the Department of Health to deliver a comprehensive public health program for Victoria.

The NEPHU is hosted and supported by Austin Health with responsibility spanning approximately 1.81m people living in the northeast of metropolitan Melbourne. We work collaboratively to improve the health and wellbeing of the NEPHU population through health promotion, prevention and protection activity. We do this through evidence informed population and place-based responses to current and emerging health needs and emergencies. In this way we contribute to a vision of active connected and safe communities for all - with healthy places, healthy people and a healthier tomorrow.

The NEPHU is proud of its diverse multidisciplinary team who provide a service across extended hours seven days per week. Participation in a 7-day roster during periods of public health emergency may be required of all staff.

Position responsibilities

- Demonstrated ability to provide cultural guidance to enhance engagement with and outcomes for Aboriginal and Torres Strait Islander peoples.
- Lead the development and implementation of culturally safe public health practices and frameworks across NEPHU, including leading the development and implementation of the Aboriginal and Torres Strait Islander engagement plan.
- Lead NEPHU in the development, implementation and evaluation of public health activities that address the needs of Aboriginal and Torres Strait Islander communities.
- Develop and lead engagement processes that include Aboriginal and Torres Strait Islander community members in the creation and adaptation of public health interventions.
- Facilitate engagement processes that include Aboriginal and Torres Strait Islander community in the creation and adaptation of public health interventions.
- Guide leads to ensure that all NEPHU activities are culturally safe, inclusive, and accessible.
- Build and maintain strong, respectful relationships with Aboriginal and Torres Strait Islander communities, organisations, and Elders within the NEPHU catchment area.
- Collaborate with other public health units, primary health networks, and healthcare providers to align efforts and promote the health and wellbeing of Aboriginal and Torres Strait Islander peoples.
- Attend and represent NEPHU at relevant forums, networks, and committees.
- Lead the development of an evaluation framework that is culturally appropriate for initiatives and programs implemented with Aboriginal and Torres Strait Islander communities which also meets reporting requirements.
- Complete reporting on the progress of Aboriginal and Torres Strait Islander health programs, initiatives, and key performance indicators, including providing insights into health trends and data related to Aboriginal and Torres Strait Islander communities within the NEPHU catchment area.
- Promote cultural safety as a core value across the unit, ensuring that staff are trained and competent in culturally respectful practice.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- Provide or advise on relevant cultural awareness support to NEPHU staff to improve their understanding and engagement with Aboriginal and Torres Strait Islander communities.
- Act as the Senior Manager when the Deputy Director is on leave or doing a higher duties role.
- Support the recruitment, retention, and career development of Aboriginal and Torres Strait Islander staff within NEPHU.

Selection criteria

Essential Knowledge and skills:

- Austin Health considers that being an Aboriginal and/or Torres Strait Islander person is a genuine occupational requirement for this position, therefore applications will only be considered from candidates of these backgrounds, as per the Special Measures Provision, Section 12 of the Equal Opportunity Act 2010 (Vic).
- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve, we shape the future.
- Post-secondary qualification in a field related to public health, engagement, social science, health, communications, community development or other relevant fields and/or 7 years of equivalent relevant experience.
- Demonstrated understanding and insights on health inequities and inequality in health outcomes impacting Aboriginal and Torres Strait Islander people.
- Deep understanding of Aboriginal self-determination and cultural safety
- Proven ability to build trust and credibility, developing and maintaining constructive relationships through consistent, values-based, and culturally responsive actions and communications.
- Proven ability to lead key public health initiatives for Aboriginal and Torres Strait Islander peoples.
- Demonstrate flexibility and ability to operate under pressure, proposing and implementing workable solutions to problems, evaluating effectiveness, and adjusting actions as required.
- Demonstrated ability to build and strengthen partnerships with Aboriginal and Torres Strait Islander health organisations, government bodies, and other relevant stakeholders.
- Demonstrated high level understanding of health literacy and capacity to communicate health messages.
- Excellent organisational, time management, written and verbal skills.
- Proven ability to solve problems with capacity to identify needs and trends and create innovative solutions through collaboration and partnership.
- Demonstrated ability to complete group facilitation, with the ability to manage the dynamics of diverse stakeholder groups and engage community members.
- High level project management and report writing skills.
- High level computer literacy
- Current employee Working with Children's Check

Desirable but not essential

- Experience in public health promotion, prevention and/or protection activities
- High level knowledge of and engagement with Aboriginal community, issues, and priorities across the NEPHU catchment
- Experience in Aboriginal health service or public health work including health promotion, prevention and/or response activities.
- Valid driver's licence



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

Professional qualifications and registration requirements

- Post-secondary qualification in a field related to public health, engagement, social science, health, communications, community development or other relevant fields and 7 years of equivalent relevant experience.

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



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

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.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

austin.org.au