



Role Description

Job Ad Reference	H21CHQ386211	Classification	AO8
Role title	Health Equity Program Manager	Salary	\$132,153 - \$139,833 per annum
Status	Temporary Full Time (until September 2023)	Closing date	17 September 2021
Unit/Branch	Aboriginal and Torres Strait Islander Engagement		
Division/ Hospital and Health Service	Children's Health Queensland Hospital and Health Service	Contact Name	Angela Young
Location	South Brisbane	Contact Number	(07) 3068 5500

About Children's Health Queensland Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated team of more than 4,500 people, our point of difference is in the way we provide care to children, young people and their families every day. This is through our steadfast commitment to providing patient and family-centred care at every level of our service and our continuous drive for service and operational excellence.

Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

Our Purpose

To improve the health and wellbeing of children and young people through world-class care, research, advocacy and leadership.

Our Values

Respect – teamwork, listening, support - *We listen to others*

Integrity – trust, honesty, accountability - *We do the right thing*

Care – compassion, safety, excellence - *We look after each other*

Imagination – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

Your Opportunity

Children's Health Queensland is taking a leadership role in ensuring that Aboriginal and Torres Strait Islander children, young people and their families have access to high quality health care which prioritises their cultural, emotional and spiritual needs.

In addition to providing strategic and systems level advice, the Manager Health Equity will work collaboratively with the Director of Aboriginal and Torres Strait Islander Engagement, the Division of Strategy, Planning, Improvement and Innovation and various leaders across CHQ to design, develop and implement Children's Health Queensland's first Health Equity Strategy.

The position will report to the Director of Aboriginal and Torres Strait Islander Engagement and work closely with the Strategy, Planning, Improvement and Innovation team to develop the Health Equity strategy.

Your Role and Responsibilities

You will fulfil the accountabilities of this role in accordance with the CHQ HHS core values and as outlined below.

Working collaboratively with the Director of Aboriginal and Torres Strait Islander Engagement:

- Lead the design, development, implementation and evaluation of CHQ's Health Equity strategy including:
 - Lead/provide strategic advice in the development of a CHQ workforce strategy for Aboriginal and Torres Strait Islander people
 - Communicate effectively with a broad range of stakeholders, including for consultation, collaboration and negotiation.
 - Develop, nurture and maintain strong relationships with Aboriginal and Torres Strait Islander communities
 - Undertake complex data analysis to provide advice and inform service planning discussions both internally and with external stakeholders.
 - Contribute to the development of strong partnerships with state and national government agencies to advance the health and wellbeing agenda for Aboriginal and Torres Strait Islander children and young people
 - Review and analyse contemporary literature to support evidence-based planning.
- Provide strategic advice, guidance and support to the Director of Aboriginal and Torres Strait Islander Engagement and CHQ leaders on matters relating to equitable health outcomes for Aboriginal and Torres Strait Islander children and young people which prioritises their cultural, emotional and spiritual needs across the continuum of care
- Role model CHQs values and ensure the implementation of exemplary standards of leadership and management across the organisation which result in high levels of staff engagement and effective and efficient use of all resources
- Actively participate in a working environment supporting quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical behaviour
- Support a positive culture within organisation which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing

Position Reports To

- Director of Aboriginal and Torres Strait Islander Engagement

Qualifications/Professional Registration/Other Requirements

- There are no mandatory qualifications however the successful candidate will have significant experience working in Aboriginal and Torres Strait Islander health settings or in comparable roles within the Queensland Government.
- To perform this role, it is essential that the person who holds the position be an Aboriginal or Torres Strait Islander person. It is therefore a genuine occupational requirement under section 25 of the Anti-Discrimination Act 1991 that applicants are Aboriginal or Torres Strait Islanders.
- An Aboriginal and/or Torres Strait Islander person is a person who:
 - identifies as an Aboriginal and/or Torres Strait Islander person; and either
 - is of Aboriginal and/or Torres Strait Islander descent; or
 - is accepted as an Aboriginal and/or Torres Strait Islander person by the Aboriginal and/or Torres Strait Islander community in which he or she lives.

How will you be assessed?

You will be assessed on your ability to demonstrate the following key attributes against our [values](#). Within the context of the **'Your Role and Responsibilities'** described above; the ideal applicant will be able to demonstrate the following:

- Knowledge of or the ability to comprehensively understand Queensland Health's health equity reform agenda
- High level conceptual and innovative skills to effectively lead and implement significant change to systems, processes and people
- Demonstrated ability to create partnerships with Aboriginal and Torres Strait Islander communities and Aboriginal and Torres Strait Islander Community Controlled services sectors
- Demonstrated ability to leverage existing resources, partnerships and relationships to deliver genuine outcomes for Aboriginal and Torres Strait Islander children and young people
- Experience in effectively responding to changing priorities in a way that is culturally sensitive and achieves measurable outcomes
- Strong, human-centred interpersonal skills and experience in building, maintaining and where necessary repairing both internal and external key relationships
- A record of having a high level of interpersonal, verbal and written communication skills, with confidence to present formally and informally to both small and large groups
- Comprehensive understanding of current policy and cross-cultural issues particularly as they relate to Aboriginal and Torres Strait Islander people, their families and communities

Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. **A written response of no more than 2 pages** addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of the 'role and responsibilities'.
2. **Your current CV or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include

your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

3. Application form (only required if not applying online).

Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health](#) website.
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Pre-employment screening, including criminal history and disciplinary history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card.
- Employees who are permanently appointed to CHQ HHS may be required to undertake a period of probation appropriate to the appointment.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- Roles that interact face-to-face with patients; or the work location is in a clinical area such as a ward, emergency department or outpatient clinic; or frequently or regularly requires attendance in clinical areas require evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases:
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B

NOTE that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time)

