



Position Description

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| Position Title: | Chief Executive Officer |
| Location: | Far North Queensland (Cairns-based with regional travel) |
| Reports to: | The Board, working closely with the Board Chairperson |
| Salary | Negotiable – commensurate with experience |
| Direct Reports: | No more than 12 at peak (currently 5 and building) |
| Employment Type: | Termed contract (2 years, with possible extension) |
| Delegation of Authority: | NATSIHA Delegations Framework |
| Date of Approval: | April 2026 |

NATSIHA

The Northern Aboriginal and Torres Strait Islander Health Alliance (NATSIHA) is the peak Regional Aboriginal and Torres Strait Islander Community Controlled Health Organisation (ATSICCHO) for Far North Queensland (FNQ). NATSIHA plays a critical role in leading system integration, supporting the sustainability of local ATSICCHOs, and driving regional health reform in partnership with government, health system partners and communities.

Our Vision

Healthy and culturally strong children, families and communities through a cohesive regional network of strong, productive and connected Member Organisations.

Our Purpose

To harness the collective strength of the Membership to preserve self-determination, driving the delivery of high-quality primary health care services to meet the needs of our communities. To work together to improve the health and wellbeing of our communities.

Your Role

The Chief Executive Officer is the principal leader of NATSIHA, responsible for driving a bold regional agenda that strengthens the Aboriginal and Torres Strait Islander Community Controlled Health sector across Far North Queensland. As the chief strategist and advocate, the CEO leads the organisation to shape system reform, expand access to high-quality -community-controlled- care, and influence policy, investment, and regional decision-making.

The CEO steward's cultural integrity, evidence based- leadership, and community-controlled sector voice, bringing together the collective strength of Member Organisations, partners, and governments to build an integrated regional health system where the ACCHO sector plays a central and authoritative role.

Through visionary leadership, strong partnerships, and disciplined execution, the CEO ensures NATSIHA delivers on its Strategic Plan and drives meaningful, measurable improvements in health and wellbeing outcomes for Aboriginal and Torres Strait Islander peoples.

Key Responsibilities

Strategic leadership and governance excellence

- Provide visionary and accountable leadership to deliver on NATSIHA's Strategic Plan 2025–2028.
- Oversee effective enabling systems, financial sustainability, and transparent governance frameworks that uphold quality, compliance, accountability, and long-term organisational resilience.
- Work collaboratively with the Board to ensure NATSIHA's governance framework supports strategic oversight, risk management, and performance monitoring.
- Uphold the organisation's values and embed cultural integrity and accountability at all levels.

Health System Strengthening – Optimising Care

- Drive NATSIHA's leadership role in health reform regionally including Closing the Gap Priority Reforms: shared decision making, building the community-controlled sector, and improving data governance and accountability.
- Strengthen Primary Health Care and optimal care across the region by promoting integrated, evidence based, and community led service models.

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| | <ul style="list-style-type: none"> • Support the design and implementation of care pathways that connect prevention, chronic disease management, and social and emotional wellbeing. <p>Strategic leadership and implementation</p> <ul style="list-style-type: none"> • Expand and enhance access to high-quality, community-controlled primary health care across FNQ, ensuring services are closer to home, culturally safe, and well-integrated across care pathways. • Forge and maintain strong alliances with regional health Partners, QAIHC, research institutions, and government partners to drive investment, shape policy, and strengthen the regional community-controlled sector. • Drive quality and workforce excellence, including data-sharing frameworks; advance continuous improvement; and support workforce capability and leadership development across the regional network. <p>Operations and Financial Management</p> <ul style="list-style-type: none"> • Lead the financial sustainability and operational performance of NATSIHA, ensuring compliance with all statutory and funding requirements. • Oversee budget planning, resource allocation, and reporting processes. • Advance entrepreneurial and funding initiatives that strengthen NATSIHA's economic base and long-term growth. <p>Sector and Community Engagement</p> <ul style="list-style-type: none"> • Represent NATSIHA regionally and nationally in sector leadership, advocacy, and CTG partnership forums. • Build strong relationships with member services, ensuring their needs and aspirations inform regional planning and strategy. • Ensure community voice informs decision-making and program design across the network. |
| Key Deliverables | <p>Strategic Plan & Regionalisation Delivery</p> <ul style="list-style-type: none"> • ≥80% of annual Strategic Plan and regionalisation milestones delivered or on track each year, with annual progress reported to the Board and Members. |

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| | <p>Strength of Partnerships & System Influence</p> <ul style="list-style-type: none"> • At least three significant policy, commissioning, or reform outcomes annually that demonstrate increased regional influence and strengthened partnerships with ACCHOs, QAIHC, PHNs, HHSs, research bodies and government. <p>Improved Access, Quality & Data Governance</p> <ul style="list-style-type: none"> • Two regional models of care or priority pathways developed/implemented annually, supported by an operational data governance framework with majority Member participation. <p>Organisational Sustainability & Governance Performance</p> <ul style="list-style-type: none"> • Clean financial audit each year with all compliance and contractual reporting submitted on schedule; at least one new funding or revenue diversification initiative secured annually. <p>Workforce Capability & Leadership Development</p> <ul style="list-style-type: none"> • Annual regional workforce plan delivered, plus a minimum of two regional capability or leadership initiatives implemented each year, demonstrating measurable uplift in workforce strength across the FNQ ACCHO sector. |
| <p>Selection Criteria</p> | <p>Essential</p> <ul style="list-style-type: none"> • Tertiary qualification in commerce, business, health, or human services and/or a minimum of five (5) years demonstrated experience in an executive role, preferably in the health sector. • Demonstrated understanding of Aboriginal and Torres Strait Islander community control and self-determination principles and their practical application in organisational leadership. • Proven ability to lead organisations or programs aligned to the Closing the Gap framework and Primary Health Care Optimised Care models. • Strong understanding of policy, strategy, and governance relevant to Aboriginal and Torres Strait Islander health. • Demonstrated success in strategic leadership, financial management, and building effective teams and partnerships. • Experience in data driven planning, research collaboration, and continuous quality improvement (CQI). |

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| | <ul style="list-style-type: none"> • Superior interpersonal, communication, and advocacy skills with the capacity to represent NATSIHA at high levels of government and sector engagement. • Demonstrated high level proficiency in the use of the suite of Microsoft Office products and other relevant business management software. <p>Desirable</p> <ul style="list-style-type: none"> • Experience in regional or state level Aboriginal health policy or advocacy roles. • Knowledge of CQI, data governance, and workforce development strategies within the Aboriginal Community Controlled Health sector. |
| <p>Personal Attributes</p> | <p>Personal Attributes</p> <ul style="list-style-type: none"> • Culturally grounded, respectful, and community focused. • Strategic, systems-level thinker • Collaborative and empowering leadership style • Highly accountable and integrity driven. • Strong communicator and relationship-builder. • Resilient, adaptable and solutions-oriented • Intrinsic conviction in self-determination and ACCHO sector values. |
| <p>Other Requirements</p> | <p>Working with Children Check.</p> <p>This is an identified position to be filled by an Aboriginal and/or Torres Strait Islander person as permitted under the Queensland Anti-Discrimination Act (1991).</p> <p>Current Queensland “C” Class driver’s licence.</p> <p>Commitment to align to the principles of Aboriginal and Torres Strait Islander community control including a willingness to develop the leadership of Aboriginal and Torres Strait Islander staff.</p> |