ACT Government
Health and Community Services

POSITION DESCRIPTION

Directorate: Health and Community Services

Division: Office of Professional Leadership

Business Unit: Office of the Chief Allied Health Officer

Position Title: Aboriginal and Torres Strait Islander Health Workforce Lead

Position Number: P69613

Classification: Senior Officer Grade A (SOGA)

Location: 2-6 Bowes Street Woden/Hybrid

Last Reviewed: 9 October 2026

Note: This is an Aboriginal and Torres Strait Islander identified position.

DIRECTORATE OVERVIEW

The Health and Community Services Directorate (HCSD) delivers a broad range of health and human services to support the wellbeing of the ACT Community and ensures our public health system meets the community's needs, now and into the future. HCSD provides strategic leadership on policy and population health direction for the ACT health system, ensuring services are innovative, effective, and responsive to community needs.

Alongside health strategy, HCSD is responsible for a range of human services including multicultural affairs, services for older people, housing, women's initiatives, family and domestic violence and homelessness services, and support for children, youth, and families. The Directorate also leads community disaster recovery and Aboriginal and Torres Strait Islander engagement.

HCSD is an inclusive employer where all people are respected and valued for their contribution. We strongly encourage and welcome applications from Aboriginal and/or Torres Strait Islander people, People with Disability, people from culturally and linguistically diverse backgrounds, veterans, mature age workers and lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people.

DIVISION OVERVIEW

The Office of Professional Leadership (OPL) provides professional advice and leadership across the ACT health system to help achieve safe, appropriate and effective health care for the ACT community. OPL consists of the following profession leads – the Chief Allied Health Officer, the Chief Medical Officer, Chief Psychiatrist, the Chief Nursing and Midwifery Officer, and the Chief General Practitioner and Primary Care Advisor.

OPL's key roles are to:

- Provide strategic professional leadership and policy direction for the ACT health system in the areas of allied health, general practice, medicine, nursing and midwifery and psychiatry
- Help deliver workforce reforms and workforce planning relevant to health professional staff
- Contribute professional and clinical expertise to achieve and maintain a safe, high quality health system for the ACT

- Optimise systems to support excellence in professional development, and training of health professional staff
- Represent the ACT Government on national and international forums relevant to professional areas and clinical expertise, and
- Strengthen and develop health care services through supporting innovative models of care and service delivery.

BUSINESS UNIT OVERVIEW

The Chief Allied Health Officer leads the Office of the Chief Allied Health Officer (the Office). The Office works closely with state and territory jurisdictional counterparts on strategic issues affecting the health care workforce and allied health professions and has strong partnerships with a range of internal and external stakeholders. The Office is responsible for providing professional and strategic leadership and high-level advice on a broad range of allied health issues including clinical governance and professional practice, regulation of practice, policy, workforce development, reform and innovation, continuous quality improvement, research, and education. The Office is also responsible for implementing the ACT Health Workforce Strategy 2023-2032 and developing the ACT Aboriginal and Torres Strait Islander Health Workforce Action Plan.

POSITION OVERVIEW

The Aboriginal and Torres Strait Islander Health Workforce Lead is responsible for implementing HCSD's strategic work program to support the growth of a diverse and self-determined Aboriginal and Torres Strait Islander health workforce, including advocacy associated with workforce gaps and barriers. A major focus of the role is to contract manage the finalisation of the ACT Aboriginal and Torres Strait Islander Health Workforce Action Plan (Indigenous Allied Health Australia were awarded the contract to deliver the Action Plan by end 2026) and to ensure that the implementation approach aligns with the priorities identified by the Aboriginal and Torres Strait Islander community and ACT First Nations Health Workforce Collaborative. The project includes the HCSD response to the National Aboriginal and Torres Strait Islander Workforce Strategic Framework and Implementation Plan 2021–2031. You will lead all aspects of these projects, including scoping, planning and delivery, in close collaboration with key stakeholders.

The Aboriginal and Torres Strait Islander Health Workforce Lead will also play a system leadership role by ensuring the *ACT First Nations Health Workforce Collaborative* provides ongoing cultural and professional governance throughout implementation of the Action Plan. This role carries delegated leadership authority to influence ACT health workforce policy, program design, and reform initiatives to embed Aboriginal and Torres Strait Islander perspectives and priorities in line with national and ACT strategic frameworks.

WHAT YOU WILL DO

Under the broad direction of the Chief Allied Health Officer/Executive General Manager you will:

- Provide visible Aboriginal and Torres Strait Islander leadership across HCSD and the ACT health system, ensuring that Community-identified priorities are embedded in health workforce reform.
- Champion systemic change by promoting culturally responsive workforce structures and ensuring accountability to the First Nations Health Workforce Collaborative as a governance partner.

- Lead delivery of projects related to the Aboriginal and Torres Strait Islander health workforce (including the ACT Aboriginal and Torres Strait Islander Health Workforce Action Plan, and HCSD response to the *National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021–2031*) with a high level of integrity to meet project deliverables.
- Provide high level culturally grounded policy advice on current and emerging Aboriginal and Torres Strait Islander health workforce issues and leadership. This includes scoping, developing, implementing and evaluating programs and projects based on cultural determinants of health and Aboriginal and Torres Strait Islander ways knowing, being, doing.
- Lead and participate in Aboriginal and Torres Strait Islander health workforce planning, research and evaluation activities.
- Prepare a range of written documents to communicate ideas that are strengths based and informed by cultural determinants of health and to enable effective decision making, including Ministerial and Executive briefings.
- Work independently and cooperatively within a team environment and contribute to a positive workplace culture that allows team members to deliver to their full potential.
- Undertake other duties appropriate to this level of classification that contribute to the Directorate.
- This position may involve direct supervision of staff.

WHAT YOU REQUIRE

The following capabilities form the criteria that are required to perform the duties and responsibilities of the position.

Professional / Technical Skills and Knowledge

1. Demonstrated ability to build, develop and sustain relationships and partnerships with local and national Aboriginal and Torres Strait Islander stakeholders, including the health workforce, health leadership, the Aboriginal Community Controlled Sector, education providers and Communities. This includes negotiation, advocacy and representational skills.
2. Demonstrated high level experience in developing and implementing policies, projects and programs that are grounded in an understanding of the cultural determinants of health and Aboriginal and Torres Strait Islander ways of knowing, being and doing.
3. Proven organisational skills with attention to detail and ability to deliver quality work under limited direction, exercise initiative, prioritise workloads and meet set deadlines.
4. Excellent verbal and written communication skills, including demonstrated experience preparing high level, culturally grounded and evidenced strategic policy advice and other formal correspondence.

Behavioural Capabilities

5. Demonstrated ability to work under limited supervision and to remain focused and motivated on achieving deliverables.
6. Display behaviours that are consistent with the ACTPS values of Respect, Integrity, Collaboration and Innovation.

Compliance Requirements/Qualifications

- Prior to commencement, the successful candidate will be required to undergo a pre-employment National Police Check.

Desirable

- Health-related qualifications and/or experience across health-related sectors, including the Aboriginal Community Controlled Health Sector preferrable but not essential.