



Position title Director Aboriginal Health (50d)		Position number 017521
Classification level Level 8	Award/Agreement PSA 1992 / PS CSA Agreement	Effective date December 2025
Division and Directorate Corrective Services Offender Services	Branch Justice Health and Wellbeing Service	Location Welshpool

Mission	Principles	Values
<ul style="list-style-type: none"> A fair, just and safe community for all Western Australians 	<ul style="list-style-type: none"> High performing and professional Ethical and accountable Trained, safe and supported 	<ul style="list-style-type: none"> Respecting rights and diversity Fostering service excellence Being fair and reasonable

Reporting relationships

Responsible to:	017274	Class 1	Executive Director Justice Health and Wellbeing Service
This position:	017521	Level 8	Director Aboriginal Health (50d)
Direct reports:	TBC		

About this position

The Justice Health and Wellbeing Service delivers a range of holistic, evidence-based and culturally responsive health care and wellbeing services for patients and clients across the Western Australian custodial estate. Delivering high-quality care in one of the most complex and restrictive environments, the Service encompasses primary health care; mental health care; alcohol and other drug services; psychological, prevention and wellbeing services; pharmacy services; allied health care and tertiary care referral services. With entry to prison marking the first opportunity for many of our patients and clients to receive health and wellbeing assistance, our Service acts as a crucial intervention point for a population with complex physical, mental and spiritual needs

The Director Aboriginal Health provides strategic cultural leadership in improving health outcomes for Aboriginal people within the custodial setting. The role ensures culturally safe and responsive care is embedded throughout Justice Health and Wellbeing Service operations and programming, consistent with the Justice Health and Wellbeing Model of Care, Corrective Services Strategic Plan 2025–2030, and Closing the Gap targets. The role is responsible for leading engagement with Aboriginal communities and stakeholders, shaping policy and clinical integration, and overseeing Aboriginal-specific programs. It supports system reform and equity-focused approaches across all levels of health care in custody.

The position leads a small team and works collaboratively across clinical and non-clinical units to ensure Aboriginal perspectives and cultural security are prioritised. It represents the Department at key forums and provides high-level advice to the Executive Director and other senior leaders.

Key deliverables – what this position involves

- Provide high-level cultural leadership and advice across the Justice Health and Wellbeing Service.
- Drive the development and implementation of Aboriginal health strategies and culturally secure models of care.
- Lead meaningful engagement with Aboriginal people in custody and with community stakeholders.
- Monitor, evaluate, and report on Aboriginal health programs to ensure quality, safety, cultural appropriateness and compliance with relevant frameworks.
- Contribute to broader Departmental initiatives and justice reform agendas relating to Aboriginal wellbeing.
- Support and strengthen the Aboriginal health workforce, including mentoring and professional development initiatives.
- Establish and maintain strong partnerships with Aboriginal Community Controlled Health Organisations (ACCHOs), government agencies and peak Aboriginal bodies, enabling a shared approach to developing strategic policy and service responses that actively promotes health outcomes for Aboriginal people in the justice system.
- Represent the Department at key forums and provides high-level and specialist advice to the Executive Director and other senior leaders.
- Provide high level briefings, presentations and specialist advice to senior leaders and staff across the Justice Health and Wellbeing portfolio (and others) to support the delivery of cultural security services to Aboriginal people in the justice system.
- Demonstrate a commitment to adhere to the Department’s Code of Conduct, Public Sector Commission’s Ethical Foundations and Equal Employment Opportunity legislation.
- Demonstrates the expected behaviours of the context for this role.
- Other duties as required in accordance with strategic objectives, business plans, local workload priorities and performance management plans.

Leadership context – our expectations of you

We believe all our people are leaders irrespective of their role. We consider this as critical to our success and, to support this, we have adopted [Leadership Expectations](#) which provides a common understanding of the mindsets and expected behaviours required of all our employees and the public sector.

For this role, you will be someone who exhibits behaviours and mindsets within the leadership context of [Leading Leaders](#).

Essential selection criteria – what you need to bring to this role

<p>1 Role specific requirements</p>	<ul style="list-style-type: none"> • Substantial experience working with and for Aboriginal communities in a health or human services context, including demonstrated cultural leadership. • Strong understanding of Aboriginal health determinants, contemporary models of culturally secure care, and trauma-informed practice. • Demonstrated capacity to lead the design and implementation of Aboriginal health initiatives within complex systems or government environments. • Proven ability to build strategic partnerships with Aboriginal organisations, Elders, and community leaders.
<p>2 Lead collectively</p>	<ul style="list-style-type: none"> • Considers the impact on others when making decisions.

Essential selection criteria – what you need to bring to this role

<p>Seek and build key relationships, work together and focus on the greater good.</p>	<ul style="list-style-type: none"> • Can translate and communicate objectives into strategic projects and key performance areas. • Builds relationships and leverages these to meet objectives. • Aligns goals and purpose across different teams; cross collaborates.
<p>3 Think through complexity Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.</p>	<ul style="list-style-type: none"> • Uses logical analysis to think through complexity and effectively differentiate essential and non-essential information. • Summarises large volumes of data, extracting the essential information and translating this to target audiences. • Interrogates information from a wide array of sources and uses criteria to evaluate the merit of the information. • Identifies potential opportunities to mitigate risk and communicate them upwards.
<p>4 Dynamically sense the environment Be in tune with the political, social and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.</p>	<ul style="list-style-type: none"> • Considers solutions carefully and explores the wider impact of their decisions (for example, navigating social, political and economic challenges). • Intervenes early on issues and takes decisive action once the most viable solution is identified. • Communicates clearly and concisely and translates messages for target audience. • Recognises the importance of building professional networks and actively seeks to build relationships. • Resolves conflict, approaching crucial conversations with thoughtfulness, diplomacy, and confidence.
<p>5 Deliver on high leverage areas Identify priorities, pursue objectives with tenacity and be resilient in the face of challenges.</p>	<ul style="list-style-type: none"> • Identifies and prioritises the most critical activities and assignments and continuously adjusts priorities. • Is open minded, explores innovative approaches and develops a culture of continuous improvement. • Anticipates needs and makes necessary and timely adjustments so the overarching outcome is achieved.
<p>6 Build capability Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.</p>	<ul style="list-style-type: none"> • Sets stretch learning opportunities. • Models coaching practices to influence their leaders to focus on people development. • Engages in ongoing performance and feedback conversations. • Identifies capability gaps and actively works to resolve them. • Identifies talent and enables development opportunities.
<p>7 Embody the spirit of public service Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interests of the public good.</p>	<ul style="list-style-type: none"> • Demonstrates empathy, compassion, integrity and humility. • Displays insight into how their decisions impact others. • Understands the principles of good corporate governance. • Acts authentically as a leader with personal integrity and promotes respect and operates ethically.

Essential selection criteria – what you need to bring to this role

8 Lead adaptively

Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.

- Seeks feedback from multiple sources and adapts behaviour and approach based on feedback.
- Removes obstacles to change and works to achieve buy in.
- Develops personal and professional goals.
- Seek counsel from internal and external expert sources to fast track own learning.

Desirable selection criteria

Not considered essential to perform the role but may contribute to the ability to undertake the role.

9 Qualifications, knowledge and/or experience

- Tertiary qualifications in health, public health, social science, Aboriginal studies, or a related field.
- Experience working within a custodial, forensic, or institutional environment.
- Familiarity with WA justice system reform, the Justice Health and Wellbeing Model of Care, and relevant national and state Aboriginal health strategies.

Special requirements, licenses, accreditations, and conditions

- Aboriginality is a genuine requirement for this position (section 50d of the *Equal Opportunity Act 1984*).
- The position holder must possess a current valid motor vehicle driving licence.
- The position holder may be required to travel intrastate and/or interstate for operational purposes.
- When working in a centre/branch and/or head office that services regional areas, the position holder:
 - is required to be away from home for periods of time
 - is required to drive vehicles (including 4WD)
 - is required to travel via airplane including light aircraft.
- This position is identified under Section 6 of the *Working with Children (Criminal Record Checking) Act 2004* as Child Related Work. Applicants must have a current Working with Children Check to be eligible for appointment to this position.

HR Certification

Upload date: 2 December 2025