



# Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

## Position Title

Position number:

**Director Population Health**

**608202**

## Regional Profile

The Pilbara is WA's second most northern region, defined by the Indian Ocean to the west and the Northern Territory board to the east. The Kimberley Region lies to its north across the Great Sandy Desert and the Pilbara's southern reaches border the Midwest and Goldfields regions. The region covers a total area of 507,896 sq km (including offshore islands). Most of the inhabitants are located in the western third, whereas the eastern third is largely desert with few inhabitants. Today the Pilbara economy is crucial to the State, providing 2 of the State's largest export revenue earners – iron ore and liquefied natural gas.

## About the WA Country Health Service

### Our Strategic Priorities



### Our Values

#### Community

We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

#### Compassion

We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

#### Quality

We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

#### Integrity

We bring honesty, collaboration and professionalism to everything that we do.

#### Equity

We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

#### Curiosity

We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

### Our Vision

To be a global leader in rural and remote healthcare.

### Our Mission

To deliver and advance high quality care for country WA communities.

## Directorate overview

WACHS Pilbara Population Health provides several Community Health services including Immunisation and Child Health clinics, Allied Health and Public Health services including disease control, sexual health and health promotion. The head office for Pilbara Population Health is situated within the Regional Office WACHS Pilbara in South Hedland.

There are several sites serviced by Population Health staff throughout the Pilbara region including Port Hedland, Newman, Yandeyarra, Tom Price, Karratha, Onslow, Pannawonica, Paraburdoo and Roebourne. Outreach work is also conducted to remote Aboriginal communities in the Western Desert.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at [www.wacountry.health.wa.gov.au](http://www.wacountry.health.wa.gov.au)

## Position Details

Position Number:	608202	Registration Date:	February 2022
Classification:	HSO Level G11	Location:	WACHS Pilbara
Award / Agreement:	Health Salaried Officers Agreement		
Organisational Context:	Population Health		

## Position Overview

At a regional level, demonstrate strong strategic population health leadership, developing well-organised, transparent and accountable management and service delivery systems and work effectively with a diverse range of stakeholders to facilitate partnerships and collaboration in the delivery of population health strategies and programs. At a WACHS level, works closely with the population health leadership to provide a more responsive and accountable public health and primary health care system focused on health needs of local communities.

## Reporting Relationships

### Responsible to:

Regional Director  
HSO Class 2 - 600100



### This position:

Director Population Health  
HSO Level G11 - 608202



### Positions under direct supervision:

Manager Primary Health (608106 & 608105)  
CNM – Community Health (608149, 608150, 615216 & 615241)  
Business Manager  
Coordinator/Administration Assistant



### Other positions reporting to this position:

Regional Director Medical Services  
Operations Manager – East Pilbara  
Operations Manager – West Pilbara  
Operations Manager – Inland  
Regional Director of Nursing & Midwifery  
Director Population Health  
Director Projects  
Manager Mental Health Drug & Alcohol  
Aged Care Manager  
Regional Aboriginal Health Consultant  
Regional Manager Infrastructure & Support Services  
Regional Emergency Operations Centre Lead  
Coordinator Executive Services





## Key Duties/Responsibilities

### 1. STRATEGIC LEADERSHIP

- 1.1. Develop and communicate a clear direction for Population Health and strategically lead in the delivery of population health programs, based as far as possible, on evidence based practice.
- 1.2. Identify the critical contemporary health care issues and trends and their implications for the planning and delivery of Population Health programs in the Pilbara.
- 1.3. Analyse and formulates strategic initiatives to maximise opportunities, within a primary health care framework, to enhance the health status of people in the Pilbara.
- 1.4. Develop and sustain strategic relationships and intellectual links with relevant bodies and organisations to ensure a partnership approach to the achievement of better health and better health care for the people of the Pilbara.
- 1.5. Provide strong leadership within Pilbara Population Health and in the adoption of health promotion and disease control strategies by health-related service providers across the region.
- 1.6. Participate on the Regional Executive Committee and other committees as delegated.
- 1.7. Provide specialist advice and assistance to the Regional Director.

### 2. PROGRAM DEVELOPMENT

- 2.1. Facilitate development and continuous improvement of an integrated Population Health strategy for the Pilbara, which builds on and strengthens Public Health, and Community Health which comprise the Pilbara Population Health Unit.
- 2.2. Work effectively with state-wide agencies and key regional and community stakeholders to ensure the population health strategies and programs are relevant, acceptable and address regional and local health priorities.
- 2.3. Ensure regional strategic plans and policies are consistent with National and State initiatives.
- 2.4. Negotiate population health service provision contracts and arrangements with funders and other providers to ensure optimal outcomes and best use of resources.
- 2.5. Ensure the effective management and delivery of all Population Health programs.
- 2.6. Ensure the evaluation of program quality and effectiveness and application of the findings to future planning and resource allocation.

### 3. ORGANISATIONAL MANAGEMENT

- 3.1. Direct the development, implementation and review of transparent and accountable organisational systems to assure the efficiency and effectiveness of the Pilbara Population Health services and programs.
- 3.2. Develop a high level of preparedness and build organisational capacity and sustainability to manage risks and opportunities relating to the health of the community.
- 3.3. Ensure reporting and advice to Population Health Division is within the prescribed framework and meets departmental standards.
- 3.4. Ensure the provision of services complies with legislative and departmental requirements.

### 4. SKILLED AND COMPETENT WORKFORCE

- 4.1. Develop and implement workforce development strategies to ensure that staff numbers, mix and competencies address Population Health priorities.
- 4.2. Ensure appropriate staff recruitment, training and development is supported by systems that create, competent, productive and safe working environments.
- 4.3. Uses a range of strategies to develop evidence-based and responsive multidisciplinary services consistent with primary health care principles and practice.
- 4.4. Ensures population health service design and delivery optimise community and client access and demonstrate equity of access.

### 5. OTHER

- 5.1 Other duties as required.



## Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

### Essential

1. Demonstrated leadership including a proven high level of initiative and capacity to manage organisations, people and agendas.
2. A record of demonstrable achievement in the formulation, implementation and evaluation of high-level population health policy and service delivery.
3. High – level communication skills including extensive experience in developing effective relationships with peak government agencies, Aboriginal Health Services, academic institutions and influential community group to achieve successful population health outcomes.
4. Proven skills in high level financial, operational and human resource management.
5. Experience in the management and delivery of population health programs.
6. Highly developed conceptual and analytical skills.
7. Demonstrated knowledge and understanding of cultural factors and social factors particularly relating to Aboriginal health.
8. Current knowledge and commitment to Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.
9. Current C – C-A Class Drivers Licence
10. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

### Desirable

1. Tertiary qualification in Health, Public Health, Social Science or relevant equivalent.
2. Knowledge and skills in health needs-based planning, epidemiology and evaluation.

## Appointment Pre-requisites

Appointment is subject to:

- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check
- Evidence of a current C or C-A Class driver's licence or other specialised licence class
- Ability to travel within the region as required including overnight stays

**WA Country Health Service  
Pilbara**

**26 February 2022**

**REGISTERED**

