



# Job Description Form



GOLDFIELDS

Landscape Photos: Tourism Western Australia

**Position Title**

**Position number: 601201**

**Director Population Health**

## Regional Overview

The Goldfields region of the WA Country Health Service covers the Goldfields-Esperance Region of Western Australia. The region is located in the south eastern corner of Western Australia and covers 770,488 sq km (including offshore islands). The WA Country Health Service Goldfields consists of two main health campuses located in Kalgoorlie & Esperance, and three smaller hospitals located in Laverton, Leonora and Norseman. The Goldfields is a culturally rich region with a number of Aboriginal communities spread out across the region, 16 distinct Aboriginal language groups and an Aboriginal population that represents 12.3 per cent of our total population, with 1 in 10 people, on average, identifying as Aboriginal – this in comparison to the state average of 3.6 per cent. The region supports a wide range of industry, including mining, agriculture, aquaculture and tourism. Mining is the predominant sector in the central and northern parts of the region, with a well-established agricultural sector in the south.

## 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

Provides a range of community-based health services across the region. This multidisciplinary service includes: Allied Health, Community Health, Health Promotion and Public Health teams. These teams work in partnership with other WACHS departments and external service providers to deliver services across the entire continuum of care that aim to improve equity and access to health.

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)

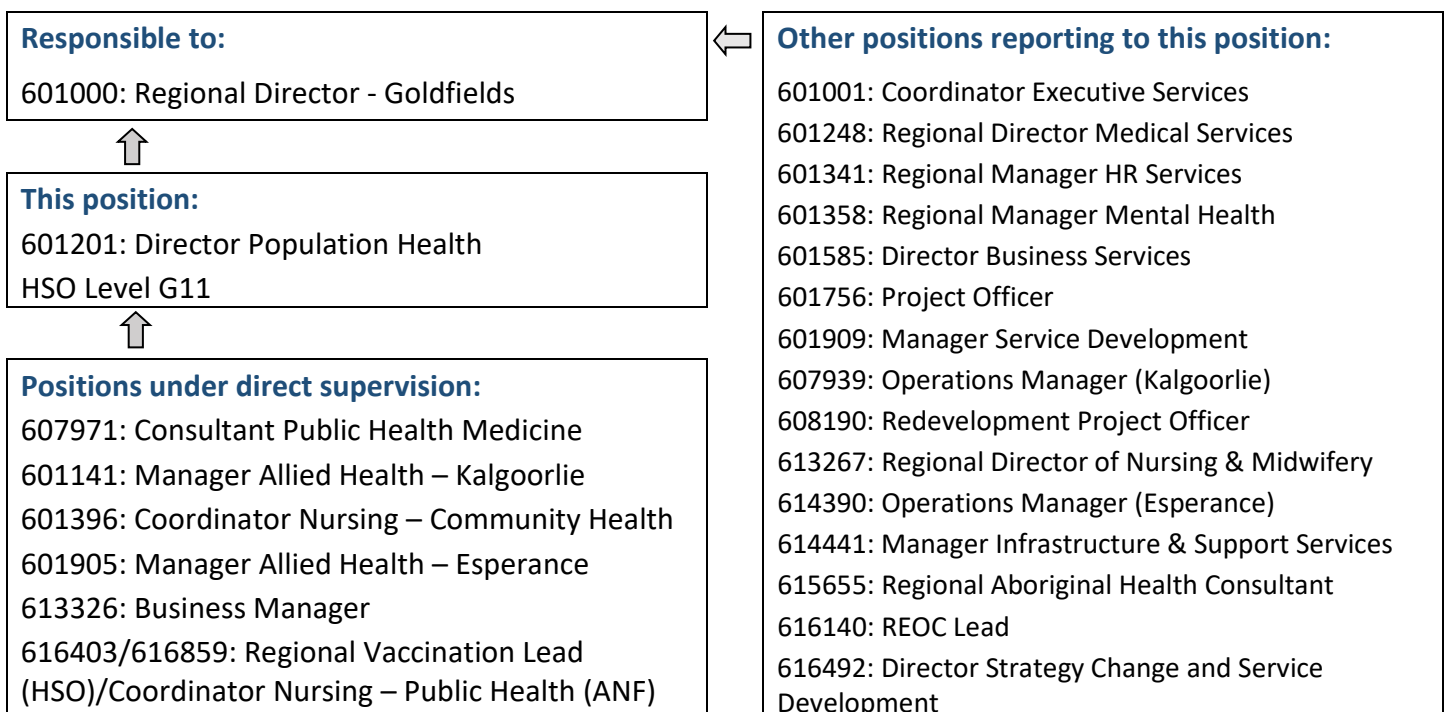
## Position Details

Position Number:	601201	Registration Date:	May 2022
Classification:	HSO Level G11	Location:	Goldfields Region
Award / Agreement:	Health Salaried Officers Agreement		
Organisational Context:	Regional		

## Position Overview

At regional level demonstrate strong strategic population health leadership, create well-organised, transparent and accountable management systems; promote population health advocacy to a diverse range of stakeholders; initiate population health programs that are well coordinated, resources and relevant to demographic need and build a skilled and competent workforce to ensure a high standard of population health service delivery is achieved.

## Reporting Relationships



## Key Duties/Responsibilities

### 1. POPULATION HEALTH LEADERSHIP AND COMMUNICATIONS

- 1.1. Communicate a clear direction for Population Health; strategically lead in the delivery of population health programs, based as far as possible on evidence based best practice and/or expert opinion.
- 1.2. Demonstrate a high level of communication skills to actively lead and promote population health community advocacy.
- 1.3. Establish strong intellectual links with peak government and non-government agencies, build productive partnerships with health services and maintain constructive relationships with community groups.
- 1.4. Participate on the Health Region Executive Committee, and sub-committees as required.
- 1.5. Provide specialist advice and assistance to the Regional Director on population health issues.

### 2. ORGANISATIONAL MANAGEMENT

- 2.1. Direct the development, implementation and review of transparent and accountable organisational systems to improve Population Health efficiency and effectiveness.
- 2.2. Develop a high level of preparedness; build organisational capacity and sustainability to manage potential threats and opportunities in the health of the community.
- 2.3. Ensure reporting and advice is within the prescribed framework and meets regional and WACHS standards.
- 2.4. Ensure provision of services comply with the legislative and departmental requirements.

### 3. PROGRAM DEVELOPMENT

- 3.1. Facilitate integration of Public, Community Health, Allied Health, Health Promotion and administrative services under a Population Health Unit; ensure the integrity of each unit without compromising the traditional suite of services provided by community nursing, allied health, health promotion and public health.
- 3.2. Ensure Population Health planning is done in consultation with state-wide branches and key stakeholders and programs (outputs) remain relevant and meet regional demographic need.
- 3.3. Ensure regional strategic plans and policies are consistent with National and State initiatives.
- 3.4. Negotiate service provision contracts on behalf of Population Health.

### 4. SKILLED AND COMPETENT WORKFORCE

- 4.1. Lead the development and implementation of change management strategies to align employee activity to new population health priorities.
- 4.2. Ensure appropriate staff recruitment, training and development is supported by systems that create competent, productive and safe working environments.

### 5. DISEASE CONTROL

- 5.1. In consultation with Public Health Physician, ensure the management of communicable disease outbreaks in partnership with other health care providers and local governments.
- 5.2. Ensure provision of clinical consultancy and advice on communicable disease control and management.
- 5.3. Ensure that measures to address non-communicable diseases are maximised.
- 5.4. Ensure that Goldfields maintains its readiness in the event of a human epidemic.

### 6. OTHER

- 6.1. Complies with Legislative requirements and procedures in relation to; Occupational Safety and Health, Risk Management; Equal Opportunity, Public Sector Standards and all other legislation/policy relevant to the health industry and or position.
- 6.2. Other duties as directed by the Regional Director.



## 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. Tertiary qualification in Health, Social Sciences or equivalent.
2. Demonstrated leadership including a proven high level of initiative and capacity to lead and manage people.
3. A record of demonstrable achievement in the formulation, implementation and evaluation of high-level population health programs and policy, including public health.
4. High-level communication skills including extensive experience in consulting with peak government agencies, academic institutes and influential community groups for successful population health outcomes.
5. Proven high-level financial and operational performance with demonstrated capacity in emergency and crisis management.
6. Knowledge and understanding of systems that support accountability and transparency with particular emphasis on financial management, population health planning, reporting and organisational management.
7. Highly developed conceptual and analytical skills.
8. Demonstrated knowledge of and commitment to Equal Employment Opportunity and Occupational Safety & Health in all aspects of employment and service delivery.
9. Possession of a current WA C Class driver's licence and ability to travel throughout the region.

### Desirable

1. Post Graduate Qualification relevant to Public or Population Health.
2. Knowledge and experience in the utilisation of computer based information systems.

## Appointment Pre-requisites

Appointment is subject to:

- Evidence of tertiary qualification in Health, Social Sciences or equivalent must be provided prior to commencement
- 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

WA Country Health Service –  
GOLDFIELDS

17 May 2022

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