

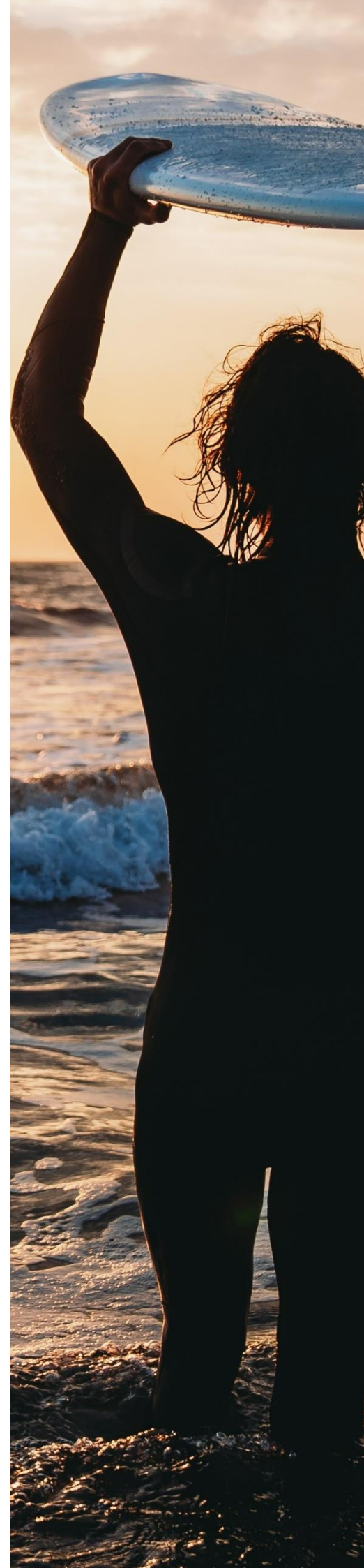
# **WATERMARK SEARCH INTERNATIONAL CANDIDATE BRIEF**

**Chief Allied Health Officer  
Department of Health and Aged Care  
April 2024**



**Australian Government**  
**Department of Health  
and Aged Care**

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| <b>Job Reference Number</b>                              | <b>23-PCDIV-24078</b>   |
| <b>Classification</b>                                    | SES Band 1  |
| <b>Job Title</b>   | Chief Allied Health Officer   |
| <b>Division</b>  | Primary Care Division   |
| <b>Branch</b>  | Office of the Chief Allied Health Officer   |
| <b>Location</b>  | All; travel to Canberra, ACT, will be required  |
| <b>Status</b>  | Ongoing   |
| <b>Employment type</b>                                   | 0.6 FTE. The Chief Allied Health Officer can maintain their clinical work 1-2 days per week.  |
| <b>Security Clearance</b>                                | Baseline (Protected, Highly Protected, Restricted, Confidential)  |
| <b>Working with Children and Vulnerable People Check</b> | Yes   |
| <b>Mandatory Qualifications and Experience</b>           | <ul style="list-style-type: none"> <li>• University qualification in an allied health profession</li> <li>• Current unconditional registration with AHPRA or an Australian self-regulating allied health peak professional body</li> <li>• Significant clinical experience in the provision of allied health care, particularly within multidisciplinary teams and/or different workforce settings and environments</li> <li>• Significant experience and understanding of issues affecting the broader allied health workforce</li> <li>• Experience working in health policy at senior levels of government, or equivalent</li> </ul> |
| <b>Desirable Qualifications and Experience</b>           | <ul style="list-style-type: none"> <li>• Post-graduate clinical or research qualifications relevant to the role such as health policy, public or population health, primary care, government administration</li> </ul>  |
| <b>Contact</b>   | <p><b>Name:</b> Jocelyn Santosa – Partner, Watermark Search International</p> <hr/> <p><b>Phone:</b> 0438 124 217 or 02 9233 1203</p> <hr/> <p><b>Email:</b> <a href="mailto:search@watermarksearch.com.au">search@watermarksearch.com.au</a></p> <p>Please quote reference: 23-PCDIV-24078</p>   |

## Position Overview

The role of the Chief Allied Health Officer is to:

- Raise awareness of the role and value of allied health care in Australia.
- Build and strengthen engagement with the allied health sector.
- Promote inclusion of allied health in relevant policies, programs, and reforms across the health portfolio, and where appropriate, across Government.
- Support the development and implementation of allied health policy within the primary care sector and health system more broadly.
- Provide timely and accurate advice to Ministers and Senior Executive on matters relating to allied health.
- Complement the work of the Chief Medical Officer, the Chief Nursing and Midwifery Officer, and the National Rural Health Commissioner.

## Key Responsibilities

Responsibilities as the Chief Allied Health Officer include to:

- Lead the Office of the Chief Allied Health Officer to deliver a varied program of work.
- Work with other Divisions and Groups within the Department of Health and Aged Care to identify synergies and ensure alignment of policies and programs that relate to allied health. This includes providing leadership and advice on the role of allied health professionals in the health system to improve clinical care and maximise workforce efficiencies.
- Provide strategic, operational and technical advice, particularly relating to primary care policy and reform initiatives arising from the Strengthening Medicare Taskforce, Australia's Primary Health Care 10-year plan, and the Independent Review of Australia's Regulatory Settings Relating to Overseas Health Practitioners. This includes providing leadership and successful stakeholder engagement in the development of a National Allied Health Workforce Strategy.
- Establish and maintain collaborative and productive relationships with relevant external stakeholders, including professional organisations, state/territory health departments, universities, allied health organisations and Primary Health Networks.
- Represent the Department of Health and Aged Care on committees, advisory or working groups, and at conferences and allied health sector meetings (such as the National Allied Health Advisors and Chief Officers meeting, the Allied Health Industry Reference Group, and the National Collaborative Forum of Primary Health Networks and Allied Health Peaks).

## Key Capabilities

For this important and rewarding role, we are seeking an enthusiastic and motivated senior executive who is forward thinking and innovative, and who can build relationships within a large, complex organisation; with state and territory jurisdictional counterparts; and among a range of sectors, including acute and hospital care, disability, education, aged care and veteran affairs.

You will have a strong background in the delivery of allied health care and highly developed senior leadership, health policy, advisory and negotiation skills. You will have well-developed understanding and knowledge of the allied health sector, including allied health workforce issues and the challenges facing individual allied health professions.

The capabilities required for this role are:

- Comprehensive knowledge of the Australian health system and how it impacts the allied health care sector.
- Significant experience in the provision of allied health care and a deep understanding of issues facing allied health professionals as they operate across diverse settings and populations.
- Knowledge and understanding of health policy development, program delivery and evaluation within the Australian health system.
- Knowledge of best-practice evidence and health data relating to allied health and health workforce policy.
- High level written and verbal communication skills and demonstrated ability to provide sound and balanced policy advice at a senior government and/or national level.
- Outstanding stakeholder engagement, strategic management and leadership skills that enables collaborative achievement of goals.
- Ability to develop productive internal and external working relationships, including with diverse interest groups.
- Ability to problem solve and to respond positively and flexibly in a pressured and dynamic environment.

## Desirable Experience

- Post-graduate clinical or research qualifications relevant to the role, including in allied health and/or health policy, public or population health, primary care, government administration.

## RecruitAbility Minimum Requirements

Minimum requirements for this role include:

- University qualification in an allied health profession.
- Current or recent unconditional registration with Ahpra or an Australian self-regulating allied health peak professional body.
- Clinical experience in the provision of allied health care.
- Experience working in health policy at senior levels of government or at a national level.

RecruitAbility is a scheme which aims to attract and develop applicants with disability and also facilitate cultural changes in selection panels and agency recruitment. All vacancies for the Department of Health and Aged Care are advertised under the RecruitAbility Scheme.

Job applicants with a disability who:

- opt into the scheme
- declare they have disability, and
- meet the minimum requirements of a vacancy advertised under the scheme are advanced to a further stage in the selection process.

More information on RecruitAbility can be found here: [RecruitAbility scheme: A guide for applicants](#)

## Additional Information

Employees perform their duties at one of the Department of Health and Aged Care (DoHAC) offices, in the locations specified in this advertisement. Remote working is possible and is negotiated with your manager on commencement. This role will be required to travel to Canberra.

## Application Response (Single page application)

Your application will be assessed on your ability to demonstrate that you possess, or have the real potential to develop, the required skills, knowledge, experience, and qualifications to perform the role. These requirements are based on the information provided to you as part of the job advertisement, in line with the [APS Work Level Standards](#).

Applicants are required to provide a statement of claims framed around the key duties and key capabilities. **Your statement of claims should be no more than one page.**

**Applications close 11.59PM AEST on Thursday, 2 May 2024.**

## Eligibility

To be eligible for employment with the Department of Health and Aged Care applicants must be an Australian citizen at the time an offer of employment is made.

An applicant's suitability for employment with Health will also be assessed through a variety of pre-employment check processes, such as:

- Satisfactory completion of an Australian Federal Police criminal history check, and where relevant a Working with Children and Vulnerable People Check.

A vulnerable person means:

- a child, being an individual under the age of 18, or
- an individual aged 18 years and above who may be unable to take care of themselves against harm or exploitation by reason of:
  - illness,
  - trauma,
  - disability, or
  - any other reason.

Further information on working with vulnerable people (WWVP) can be found on [The Australian Institute of Family Studies](#) website.

- Completion of a medical declaration and pre-employment medical (where required).
- Providing evidence of qualifications.

## Division Responsibilities

The Primary Care Division leads and delivers policy reform and programs to support equitable access to quality, coordinated and culturally appropriate primary health care services. Primary Care operates at the centre of the health system to improve the health and wellbeing of all Australians across the life course.

## Branch Responsibilities

The Office of the Chief Allied Health Officer supports the Chief Allied Health Officer, whose objectives are to:

- Raise awareness of the role and value of allied health care in Australia.
- Build and strengthen engagement with the allied health sector.
- Promote inclusion of allied health in relevant policies, programs, and reforms across the portfolio, and where appropriate, across government.

The Office also supports the development and implementation of allied health policy within the primary care sector and health system more broadly.

## Work Environment Description

Responsibilities – As detailed in Section 28 of the Work Health and Safety Act 2011 while at work, a worker must:

- Take reasonable care for his or her own health and safety
- Take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons
- Comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act
- Cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers
- Complete all WHS related induction and training
- Report all work related incidents and/or illnesses to the WHS Section.

# How to Apply

An executive search is being undertaken by Watermark alongside the public advertisement.

Applications for the position will need to include the following:

## Candidate Statement

Applicants are required to provide a statement of claims framed around the key duties and key capabilities.

**Your statement of claims should be no more than one page.**

## Curriculum Vitae

Covering positions held, dates, key achievements and details of present position.

Details of education, professional training and qualifications including dates of degree completion.

For a confidential discussion please call Jocelyn Santosa or Alison Myatt of Watermark Search International who are leading the search on behalf of the Department of Health and Aged Care.

### Jocelyn Santosa

Partner, Executive Search  
0438 124 217

### Alison Myatt

Head of Research  
0412 630 817

### Erin Gillan

Project Administrator  
02 9239 1215

Applications should be submitted via the link below:

<https://www.apsjobs.gov.au/s/job-details?title=ses-band-1-chief-allied-health-officer&Id=a05OY000003WBOPYA4>

**Closing date: 11:59PM AEST on Thursday, 2 May 2024**



## Contact Us

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