

## Role name: Senior Manager Aboriginal and Torres Strait Islander People Programs

### Role data

<b>Position no.</b>	E12810	<b>Work Area Profile</b>	Aboriginal and Torres Strait Islander People Programs
<b>Work Level Classification</b>	EA L8	<b>Directorate/Business Unit</b>	People and Culture
<b>Reports to (role)</b>	National Director Aboriginal and Torres Strait Islander People and Culture Programs	<b>Location</b>	Any
<b>No. direct reports</b>	2	<b>No. of indirect reports</b>	Nil
<b>Version date</b>	September 2024	<b>Tenure</b>	Permanent Full-time

### Work Area Profile

Ahpra's overall purpose is to protect the public by regulating health practitioners in the public interest to facilitate access to safer healthcare for all the community. The People and Culture directorate plays a critical role in fostering a culturally safe, inclusive, and supportive work environment for all workers across the National Scheme.

The Aboriginal and Torres Strait Islander People Programs team is a new team, responsible for the development, delivery, and continuous improvement of cultural safety training programs and initiatives across Ahpra. These programs aim to enhance the cultural competence of Ahpra staff, board and committee members, ensuring safer and more inclusive environments for Aboriginal and Torres Strait Islander Peoples.

### Commitment to Cultural Safety for Aboriginal and Torres Strait Islander Peoples

Ahpra and the National Scheme, in partnership with the Aboriginal and Torres Strait Islander Health Strategy Group (the Strategy Group), have committed to eliminating racism within healthcare in Australia. We are dedicated to ensuring that patient safety and cultural safety for Aboriginal and Torres Strait Islander Peoples are upheld by all registered health practitioners.

Our commitment is demonstrated through four key strategies:

- National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025,
- Ahpra's People Strategy 2025,
- Aboriginal and Torres Strait Islander Employment Strategy 2020-2025, and
- Aboriginal and Torres Strait Islander Anti-Racism Policy.

### Role Purpose

Reporting to and supported by the National Director Aboriginal and Torres Strait Islander People and Culture Programs, the Senior Manager will lead and be accountable for the development, implementation, evaluation and effective management of Ahpra's Cultural Safety training, support, and advice activities.

The Senior Manager will design, develop, and deliver new foundational cultural safety training programs for Ahpra staff, Executive, and board members, as well as creating and implementing programs aimed at supporting team leaders and managers within Ahpra to drive cultural safety change within their teams.

This role will also support various operations and initiatives across Ahpra, including internal cultural safety activities, external training partners, community presence events, and other internal projects as they develop. The Senior Manager will collaborate with the Learning and Development team to build and enhance training content and work closely with the Aboriginal and Torres Strait Islander Health Strategy Unit (HSU) in the Strategy and Policy directorate to ensure consistency across our strategic goals and services.

The programs of work will interact with organisational capability, business partnering, employee services and health, safety and wellbeing functions to support anti-racism and cultural safety objectives for Aboriginal and Torres Strait Islander workers. The role develops Ahpra's Aboriginal and Torres Strait Islander community to build a culturally safe, positive, engaging workplace free of racism.

Success in this role derives from:

- Your ability to understand the learning and support needs of our people and effectively realise our commitment to cultural safety and eliminating racism through comprehensive training programs.
- Your strong connection to Aboriginal and Torres Strait Islander Peoples, communities, culture and working, knowing and living as an Aboriginal and/or Torres Strait Islander person.

### **Special/Equal Opportunity Measures**

Ahpra considers that being Aboriginal and/or Torres Strait Islander is a genuine occupational requirement for this position. This position is only open to Aboriginal and/or Torres Strait Islander applicants. The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and the following state/territory legislation:

- s25 of the Anti-Discrimination Act 1991 (QLD)
- sub-s56(2) of the Equal Opportunity Act 1984 (SA)
- sub-s26(3) and s28 12 of the Equal Opportunity Act 2010 (VIC)
- s42(d) of the Discrimination Act 1991 (ACT)
- sub-s35(1)(b)(ii) of the Anti-Discrimination Act 1996 (NT)
- s50 Equal Opportunity Act 1984 (WA)
- s14(d) Anti-Discrimination Act 1977 (NSW)

### **Key Accountabilities**

- Lead the development, implementation, facilitation, and continuous improvement of cultural safety training programs.
- Provide strategic advice to senior leadership on cultural safety matters.
- Collaborate with internal and external stakeholders to ensure training programs are culturally appropriate and impactful.
- Oversee the delivery of training sessions, workshops, and seminars on cultural safety.
- Evaluate the effectiveness of training programs and make recommendations for improvement.
- Foster a culturally safe environment within Ahpra by promoting understanding and respect for Aboriginal and Torres Strait Islander cultures.
- Motivate and encourage the development of an efficient and effective team operating ethically and with a clear focus on delivering outcomes while building the capability, capacity and well-being of Ahpra's workforce to create a safe, positive, engaged and inclusive workplace culture.

- Develop and maintain strong relationships with Aboriginal and Torres Strait Islander staff, Board and committee members.
- Monitor and report on the progress of cultural safety initiatives and their impact on Ahpra's operations.
- Contribute to the development of policies and procedures that support cultural safety and anti-racism within Ahpra.
- Collaborate with a team of People and Culture professionals in the development and implementation of cultural safety programs for employees, board and committee members.

### Capabilities for the Role

The Ahpra Capability Framework applies to all Ahpra employees. Below is the complete list of capabilities and proficiency levels required for this position.

Capabilities	Proficiency level
Commits to customer service	Advanced
Displays leadership	Advanced
Generates and delivers the strategic vision	Advanced
Demonstrates an awareness of the National Registration and Accreditation Scheme (the National Scheme) and the National Law	Intermediate
Builds constructive working relationships	Advanced
Communicates effectively	Advanced
Demonstrates accountability in delivering results	Advanced
Uses information and technology systems	Intermediate
Displays personal drive and integrity	Advanced

<b>Qualifications/Experience</b>	<b>Required</b>
<b>Qualifications</b>	A relevant degree in a related field and/or equivalent years of professional experience.
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Extensive experience in developing and delivering cultural safety training programs, tailored to different audiences and stakeholders.</li> <li>• Experience in building influential and collaborative relationships with Aboriginal and Torres Strait Islander staff and stakeholders within complex environments.</li> <li>• Proven ability to engage and build relationships with Aboriginal and Torres Strait Islander communities and organisations.</li> <li>• Demonstrated experience in providing strategic advice to senior leadership.</li> <li>• Excellent interpersonal communication skills.</li> <li>• Experience leading small teams.</li> <li>• Proven ability to work in a demanding environment and manage multiple priorities...</li> </ul>

### **Key Relationships**

<b>Internal Relationships</b>	<b>External Relationships</b>
Aboriginal and Torres Strait Islander Health Strategy Unit (HSU)	External contracted training providers
Learning and Development Team	
Communications and Engagement team	