



ACT
Government

ACT Health



Candidate Information Pack

Chief Medical Officer

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ACT Health Directorate

The ACT Health Directorate (ACTHD) is responsible for strategic direction and leadership of the ACT health system. ACTHD provides a strong policy and population health capability based on a foundation of world-leading health and medical research.

ACTHD develops strategies and sets the direction to ensure that services meet community needs and expectations, deliver improved health outcomes, and that the health system is innovative, effective, and sustainable now and in the future.

Division Overview

The Office of Professional Leadership (OPLE) strives to inspire the whole health system toward excellence. They do this by leading teams to collaborate across the ACT and region to improve health care, advocating for the clinical workforce into the future and delivering reform and improvement in the system that no one else can do.

OPLE consistently provides professional advice and leadership across the ACT health system to help achieve safe, appropriate and effective health care for the ACT community.

The following profession leads are the executive within OPLE – the Chief Allied Health Officer, the Chief Medical Officer and Chief Psychiatrist (CP), the Chief Nursing and Midwifery Officer, and the Chief GP and Primary Care Advisor.

OPLE's key roles are to:

- Provide strategic professional leadership and policy direction for the ACT health system in the areas of allied health, general practice, medicine, nursing and midwifery and psychiatry,
- Undertake workforce planning and drive workforce reforms,
- Contribute professional and clinical expertise to support the achievement and maintenance of a safe, high quality health system for the ACT,
- Support excellence in professional development, training and education of health professional staff,
- Represent the ACT Government on national and international forums relevant to professional areas and clinical expertise, and
- Strengthen and develop health care services through supporting innovative models of care and driving continuous improvement across the health system.



Business Unit Overview

The Office of the Chief Medical Officer is within OPLE and reports to the Deputy Director-General, Policy and Transformation, ACT Health Directorate. The Office works closely with state and territory jurisdictional counterparts on strategic issues affecting the health care workforce with specific reference to medical professions and has strong partnerships with a range of internal and external stakeholders. The Office is responsible for providing professional and strategic leadership and high-level advice on a broad range of issues including clinical governance and professional practice, regulation of practice, policy, workforce development, reform and innovation, continuous quality improvement, and education.



Position Overview

The Chief Medical Officer (CMO) is responsible for the provision of professional and strategic leadership for medical professions across the whole ACT health system. They act as the principal reference point for informed advice on strategic policy issues pertaining to the medical profession within the ACT. The CMO is an expert in their field and is a catalyst for leadership and continuous improvement for the professions and the role of clinicians with the complex health environment locally and nationally. As CMO for the ACT, you will provide advice and support to Ministers, the Director-General, ACT Health and key stakeholders across the full range of health issues confronting the communities in the ACT and surrounding regions.

As a leader within OPLE, the CMO has responsibility and lead areas of common interest with clinicians across the whole region such as in integrated care, national workforce initiatives and that maximise progress towards desired health outcomes. Working with colleagues in OPLE, the CMO will demonstrate interdisciplinary working with an eye on the needs of the future health system. The position is responsible for overseeing the Directorate's Clinical Governance agenda (inclusive of quality and safety).

The successful applicant will model our values of respect, integrity, collaboration and innovation.

What you will do



Under the broad direction of Deputy Director General, Policy and Transformation this role will have the following responsibilities:

- Provide leadership and continuous improvement for medical professionals across the ACT health system in public, private and non-government providers, in clinical practice and models of care, professional development, education, teaching, and quality improvement activities to facilitate safe patient care.
- Provide strategic advice and direction within the medical profession, including, workforce planning and reform, recruitment and retention, regulation, quality and best practice, education and training, research priorities and policy across the health and community care system.
- Represent ACTHD within the medical profession with an interdisciplinary mindset at local and national forums, including:
 - Pursuing cross-jurisdictional opportunities for collaboration or reform
 - Translating emerging national or 'big picture' issues back into an ACT context
 - Identifying initiatives being pursued in other jurisdictions that have application within the ACT health system.
- Champion the delivery of clinical and quality initiatives that support the provision of exemplary clinical performance and practice standards across ACT Health and that will have a community and/or cross-agency impact.
- Oversee the Directorate's Clinical Governance agenda (inclusive of quality and safety), including the creation and maintenance of effective clinical governance policy in accordance with professional standards, codes of conduct, legislative requirements, and cultural responsiveness.

What you will do (cont).

- Act as an authoritative escalation point for professional/technical matters related to medical professionals.
- Act as the principal and authoritative source of advice related to the area of professional practice, including representing the Department in the media or to government in relation to complex clinical issues as required.
- Operate collaboratively with clinicians and consumers to continuously improve the care provided to people in the ACT.
- Provide high level, informed and timely advice to the Deputy Director-General, Director-General and Minister for Health.
- Maintain knowledge of current and emerging issues at local, state, national and international levels to successfully apply contemporary reform and innovation.
- Work in partnership with the OPLE professional leads and across the ACT Health Directorate to ensure that there is a consistent and a whole of system approach to patient centred health care.
- Provide proactive and innovative policy advice, including coordinating, developing, implementing and evaluating policy within the ACT health system.
- Develop and maintain strong partnerships with the national and state chief medical officers and other medical leaders to ensure ACT Health is contemporary with national and international evidence based and best practice trends.
- Proactively identify and pursue approaches and opportunities to engage health service stakeholders/clients, resolve issues and facilitate improved service delivery outcomes.
- Deliver effective outcomes in a complex, cross-cultural and politically sensitive environment regarding the relevant legislative obligations.
- Lead positive team culture and maintain initiative, curiosity, shared team vision, to deliver outcomes in a complex and variable work environment.
- Shape strategic thinking in connection to the whole health system.
- Undertake other duties appropriate to this level of classification that contribute to the Directorate.

What you require

The information below describes the capabilities that are required to perform the duties and responsibilities of the position.

1. Leads and values people

Relevant capabilities:

- Motivates and develops people
- Values diversity and respects individuals
- Builds a culture of improving practice

2. Shapes strategic thinking

Relevant capabilities:

- Inspires a sense of purpose and direction
- Encourages innovation and engages with risk
- Thinks broadly and develops solutions

3. Achieves results with integrity

Relevant capabilities:

- Develops organisational capability to deliver results
- Manages resources wisely and with probity
- Progresses evidence-based policies and procedures
- Shows sound judgement, is responsive and ethical

4. Fosters collaboration

Relevant capabilities:

- Listens and communicates with influence
- Engages effectively across government
- Builds and maintains key relationships

5. Exemplifies citizen, community and service focus

Relevant capabilities:

- Understands, anticipates and evaluates client needs
- Creates partnerships and co-operation
- Works to improve outcomes

Executive Capabilities are a way of describing the behaviours that characterise successful ACT Public Service executives and the values and personal attributes that support these behaviours. They also provide an integrated and consistent means of assisting executives to identify developmental needs and achieve significant and measurable growth in areas such as leadership, strategic vision and effective management.

Information on Executive Capabilities for the ACTPS is available at:

<https://www.cmtedd.act.gov.au/employment-framework/for-executives/actps-executiveemployment-conditions>



Qualifications & Experience

Compliance Requirements/Qualifications

- Prior to commencement, the successful candidate will be required to undergo a pre-employment National Police Check.
- Relevant qualification within the profession and unconditional registration with the Australian Health Practitioner Regulation Agency (AHPRA) are a mandatory requirement.

Highly Desirable

- Understanding of relevant public health legislation.
- Extensive knowledge and experience in best-practice and contemporary leadership and management.
- A strong focus on results and experience in maintaining effective working relationships with stakeholders.
- A postgraduate qualification in a related field.
- Demonstrated whole system leadership skills and understanding, with senior leadership reputation within the profession.



Application Instructions

To apply, please visit **fisherleadership.com** and choose 'APPLY ONLINE' from the menu. Submit your application quoting Fisher Leadership reference ACTcmo1223 and address your cover letter and resume to Liz Jones or Larissa Langley, of Fisher Leadership.

Your application should include:

1. A brief covering letter clearly quoting ACTcmo1223
2. A complete and current CV.
3. A statement detailing your experience relevant to the position and in line with the requirements of the position outlined, citing evidence to support your claims.

Please ensure that you receive an email acknowledgement confirming receipt of your application.

The closing date for applications is **21 January 2024**

Please direct enquiries to Liz Jones or Larissa Langley on 1300 347 437.

For more information on the organisation visit:

<https://www.health.act.gov.au/>

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*"Your value will
be not what
you know, it
will be what
you share."*

– Ginni Romitty, CEO IBM –

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