



Duty Statement

Position:	Academy Partnership Director
Location:	Can be based in Sydney, Canberra, Darwin, or Brisbane
Status:	Fixed-term contract until to 2026
Salary:	\$106,654 - \$121,649 (Full-time) plus superannuation
Reports to:	Chief Executive Officer

*These roles are **identified positions** open to Aboriginal and Torres Strait Islander candidates only. This is intended to constitute a special measure in line with the Discrimination Act 1991 (ACT) subsection 27 (1)(b) and the Racial Discrimination Act 1977 (Cth) subsection 8(1).*

Organisational Environment

Indigenous Allied Health Australia Ltd. (IAHA) is a national not-for-profit, member based Aboriginal and Torres Strait Islander allied health organisation. IAHA was established in 2009, from a network of committed allied health professionals and is now a registered company limited by guarantee. IAHA is a vibrant organisation, with total membership growing at around 20 per cent pa, with a wide range of active partnerships and whose input and collaboration is being sought from an increasing array of professional, government and community stakeholders.

IAHA appreciates all people working in Indigenous health and values the holistic approach to health care and education, in respect of Aboriginal and Torres Strait Islander people, their culture, spirituality, traditional healing, inspiring us to work collegiately in following IAHA's vision that:

This approach inspires us to work collegiately. In line with this, IAHA's vision is that: All Aboriginal and Torres Strait Islander people and future generations are healthy, strong, thriving and self-determined.

IAHA focuses on five strategic areas of work:

- **Strengthen** and engaging our IAHA membership.
- **Growing** the Aboriginal and Torres Strait Islander allied health workforce through access and entry, effective pathways, promoting and support for allied health careers, skills development and retention.
- **Transforming** the allied health and wider workforce by building culturally safe and responsive health and education systems.
- **Leading** in the Indigenous health and allied health sectors to ensure Aboriginal and Torres Strait Islander led solutions and approaches to policy and program development.
- **Connect** with and promoting connectedness with IAHA members, Aboriginal and Torres Strait Islander people, families, communities and cultures.



IAHA has a small Secretariat based in Canberra, with remote offices in Katherine, Darwin and NSW, supporting a Board of Directors and over 2000 members nationally. Out membership includes representation from 29 allied health professions.

IAHA supports Aboriginal and/or Torres Strait Islander people who have graduated from or are studying an allied health degree and other individuals or organisations who share IAHA's vision and support our allied health activities. Aboriginal and Torres Strait Islander people make up around 65 per cent of our total membership.

Further information on IAHA, our membership, activities and projects can be found on our website www.iaha.com.au

Salary Packaging

As IAHA is recognised by the Australian Tax Office as a Health Promotions Charity, salary packaging is available to all employees. This is of benefit to the employee in terms of increased disposable income because of reduced taxation payments. In line with Indigenous Allied Health Australia (IAHA) Salary Sacrifice Policy, the option to salary package will be provided while IAHA retains our public benevolent institution (PBI) status.

Benefits

IAHA provides all employees access to an Employee Assistance Program (EAP) including access to Aboriginal and Torres Strait Islander providers. IAHA also provides Social Emotional and Wellbeing (SEWB) entitlements and Natural Disaster/Emergency entitlements to staff.

IAHA provides a diverse range of leave entitlements such as Cultural Leave, Bereavement/Compassionate Leave, Emergency Services Leave, Special Leave, Paid Parental and Pandemic Leave.

IAHA is committed to supporting Personal and Professional Development opportunities for employees.

Where working remotely is approved, IAHA commits to ensure all employees are provided with the best supports. This includes provision of an office IT set up – monitor, laptop, internet dongle and other necessary equipment's to best support the role. The same provision of support is also provided when employees are required to work from home due to unprecedented pandemic situation(s) aligning with each state rules and regulations.

Working Conditions

Whilst the hours of work are normally 37.5 hours a week, a flexible approach is expected due to the nature of this position, as working additional time to fulfil your responsibilities as a member of the executive team may be required on occasions, including some weekend hours as agreed with management prior. In line with the IAHA Leave Policy, employees are entitled to time in lieu as agreed and approved by the Chief Executive Office.

Location

Negotiable as above.

Purpose of Position

The Academy Partnership Director holds a senior position within IAHA' leadership team and provides support to the Chief Executive Officer and the Board of Directors. This position is responsible for providing strategic direction, guidance and delivering in key areas of stakeholder and community engagement, education and training partnerships, major policy, research and national program management.

Identified Position

These roles are identified positions open to Aboriginal and Torres Strait Islander candidates only. This is intended to constitute a special measure in line with the Discrimination Act 1991 (ACT) subsection 27 (1)(b) and the Racial Discrimination Act 1977 (Cth) subsection 8(1).

Please only apply if you are an Aboriginal and/or Torres Strait Islander person.



Key Responsibilities and Duties

Working with the CEO, other senior IAHA members and staff, the primary duties and responsibilities of the Academy Partnership Director will, but without limitation:

- Manage coordination, implementation and delivery of projects within an allocated budget primarily the rollout of the IAHA National Aboriginal and Torres Strait Islander Health Academies.
- Work closely with the IAHA National Aboriginal and Torres Strait Islander Health Academy teams across Australia on VET pathways, student support, curricula development and delivery and Group Training provisions.
- Represent IAHA at high level meetings, conferences, forums and seminars.
- Manage and lead IAHA evaluation processes including data collation, analysis and reporting related to the National Academy and other projects as required.
- Manage partnerships that foster, engage with and promote IAHA's strategic priorities including formal and informal agreements and relationships across the health, education and related sectors.
- Develop policy, projects and resources that enable the development and application of culturally safe and responsive health and related education curricula, that facilitates and supports growth and retention in the Aboriginal and Torres Strait Islander allied health workforce.
- Provide high quality reports, briefs, papers and presentations to the CEO and Board of Directors as required.
- Contribute to and implement strategic and business planning, evaluation and quality improvement processes to achieve IAHA priorities.
- Undertake a facilitation role in IAHA training and development activities including cultural responsiveness workshops, mentoring and other professional development as required.
- Seek and implement funding opportunities and relationships to build on IAHA projects and activities.
- Ensure and uphold IAHA values, principles and leadership commitment.

Selection Criteria

- Extensive demonstrated aptitude for communicating effectively and sensitively with Aboriginal and Torres Strait Islander people, stakeholders and communities in health or a related sector.
- Highly developed understanding of social, emotional, cultural and other determinants of health and the implications and impacts of these for Aboriginal and Torres Strait Islander people and communities.
- Extensive experience in senior roles/s particularly in one or more of the following: policy, program management, vocational education and training, Indigenous education, partnership management and/or community development.
- Highly developed conceptual, analytical and research skills.
- Highly developed interpersonal, communication and negotiation skills.
- Demonstrated experience in team management and leadership to drive quality outputs and meet competing priorities in a fast-paced high achieving environment.



Desirable Criteria

- Tertiary qualifications in health, education, social sciences, related field or equivalent work experience.
- VET Trainer and Assessor qualifications
- Ability to travel extensively when required including rural and remote locations.

How to apply

Please forward your cover letter explaining why you would suit the role and how you meet the necessary requirements along with your current CV to Paul Gibson paul@iaha.com.au before 5pm AEDT Wednesday April 30th 2022.