

## Position description

<b>Position</b>	General Manager   Health Alliance		
<b>Purpose</b>	Reporting to the Chief Executives of Metro North Health (MNH) and Brisbane North PHN, this role provides strategic leadership for the innovative Health Alliance between the two agencies, secures funding opportunities and engages relevant stakeholders to achieve the strategic goals of the Alliance.  Whilst this role will be employed through the Brisbane North PHN, it will have equal reporting relationships to both agencies. This role receives guidance from the Joint Board Committee of the two agencies.		
<b>Approval date</b>	27 January 2022	<b>Approved by</b>	Libby Dunstan

### About the Health Alliance

The Health Alliance was established in 2017 by Brisbane North PHN and Metro North Health (MNH) to identify health system reform opportunities to jointly address complex challenges facing the North Brisbane health system.

The Alliance facilitates the relevant parts of the health sector in North Brisbane to work together to address issues that transcend the mandate of any one organisation or part of the sector.

The Health Alliance uses a collective impact approach where participants develop a common agenda for change including a shared understanding of the problem and a joint approach to solving it through agreed upon actions.

Governance oversight is provided by a Joint Board Committee, drawing members from both the Brisbane North PHN and MNH Boards as well as the two Chief Executives. The Joint Board Committee provides strategic advice and direction to the Health Alliance.

### About Brisbane North PHN

The PHN's vision is a community where good health is available for everyone.

Brisbane North PHN supports clinicians and communities in Brisbane's northern suburbs, Moreton Bay Regional Council and parts of Somerset Regional Council. It covers approximately 4,100 km<sup>2</sup> of urban, regional and rural areas, with a population of over one million.

Brisbane North is one of 31 Primary Health Networks across Australia.

The PHN works with local communities, consumers, carers, health professionals, hospitals and community providers to understand the local community and its needs. The PHN then engages stakeholders to design and commission programs and services to meet those needs.

The PHN's goals:

- Be informed and led by community voice.
- Re-orient the health system toward care close to home.
- Build capacity of providers to meet health needs of our region



The PHN's values:

- Collaboration: We build strong and enduring relationships to achieve our shared goals.
- Diversity: We are inclusive, fair and responsive to different needs.
- Integrity: We are transparent, respectful and work to the highest standards.
- Courage: We lead new approaches, learn and improve.
- Impact: We deliver outcomes for our community.

## About Metro North Health

Delivering outstanding health services is just one of the ways that MNH cares for the community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so that they can provide quality value based care to patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients with a focus on putting people first.

Please visit the MNH website for additional information about Metro North. <http://metronorth.health.qld.gov.au/>

### **MNH Vision**

Changing the face of health care through compassion, commitment, innovation and connection

### **MNH Values**

- Respect
- Teamwork
- Compassion
- High Performance
- Integrity

## Key outcome areas

To ensure the Alliance works effectively to achieve its goals, the General Manager has responsibility for a range of activities and outcomes. These activities and outcomes are reviewed once a year formally and on an ongoing basis informally with team members, stakeholders and managers.

Key outcomes areas for the Health Alliance General Manager include:

- Build strong rapport and trust with all key stakeholders and team members;
- Monitor the external environment to identify opportunities of strategic importance that can only be achieved through the cooperation of the PHN and MNH +/- other stakeholders;
- Analyse health needs and service provision data to determine health system reform opportunities of greatest impact to the community in the North Brisbane catchment;
- Provide the Joint Board Committee with relevant information to set the strategic direction and annual operational plan of the Alliance;

- Work with the PHN and MNH Chief Executives to ensure adequate funding is secured on an annual basis to cover the running costs of the Alliance and to complete activities designed to fulfil the annual operational plan;
- Manage the Alliance budget;
- Identify partner organisations/key stakeholders including consumers and carers to ensure a community led approach to all activities;
- Build capacity of partner organisations to deliver activities to fulfil the annual operational plan, including aiming for sustainability post Alliance investment;
- Where relevant, enter into contractual arrangements with partner organisations to complete agreed activities;
- Monitor project implementation and bring together stakeholders as necessary to identify and resolve blockages;
- Enable replication and expansion of projects by ensuring all lessons, processes and solutions are documented;
- Maintain and manage a Health Alliance team as necessary;
- Provide a high degree of communication to stakeholders, team members, relevant MNH staff, PHN staff, government funders and others as required;
- Build robust evaluation into all activities of the Alliance;
- Report on Health Alliance outcomes, fulfilling Queensland Health/Government and Australian Government reporting requirements and reporting to respective boards and executives.

## Reporting relationships

### Relationships

Reports to: CE Metro North Health and CEO Brisbane North PHN

Direct reports: Project Officer | Health Alliance

### Level of delegation

(Per Delegation Matrix – CEO to staff)

Financial: 2 – Executive

Staffing: Nil

## Key selection criteria


Within the context of the key outcome areas described above, the ideal applicant will demonstrate the following:

### Qualifications and experience

- Tertiary qualifications and/or professional experience in a field of direct relevance to the position
- Proven experience in the analysis, development, implementation and evaluation of systems and programs
- Proven experience in leading organisational change in large complex organisations would be highly desirable.

### Skills and attributes

- A “systems thinking” approach to health sector performance challenges
- Knowledge and/or experiences across key public health business domains – funding, clinical models of care, policy and planning, hospital and primary/community interfaces, workforce development, reporting to government, operational/project oversight.

- 
- Proven ability and experience in transformational change – including working with executives across agencies to bring about innovations and major reforms in areas such as funding, commissioning, performance, service models.
  - Strong skills and relationship building across services and agencies including executives and leaders across agencies.
  - An “implementation science” view of bringing about health service and system improvements.

### **Capabilities**

The Brisbane North PHN Leadership Capability Framework applies to all roles within the organisation. Applicants must address these capabilities.

- leads self - self-aware, proactive and adaptable; takes personal development opportunities and is resilient
- engages others at all levels with respect, collaboration and cultural sensitivity
- achieves outcomes in a high demand work environment with judgment and initiative
- drives innovation - contributes to our culture of continuous quality improvement
- shapes systems - works productively within internal and external systems and networks
- bases decisions on available evidence.

### **Other**

A current driver's licence is desirable and use of a personal vehicle may be required, including travel between the PHN offices. Work-related mileage will be reimbursed at relevant rates.

You may be required to work flexible hours. The role may include evening/weekend commitments for which time off in lieu is provided.

(Please note: This position description is subject to adjustment within reason and in consultation with your manager to meet the deliverables of the organisation.)