

Position description

Position	Manager Mental Health Strategy and Partnerships		
Purpose	Responsible for formulating and sustaining the joint regional plan, this role entails offering strategic guidance for policy development to ensure commissioned services are in harmony with government objectives, address the health needs of the community, and contribute to enhancing overall health outcomes in the realms of mental health, suicide prevention, and alcohol and other drugs.		
Approval date	7 December 2023	Approved by	Samantha McGilvery

About the Health Alliance

The Health Alliance was established in 2017 by Brisbane North PHN and Metro North Hospital and Health Service (MNHHS) to address the complex challenges facing the North Brisbane health system.

The Health 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 collaborative 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 MNHHS Board as well as the two CEOs. The Joint Board Committee provides strategic advice and direction to the Health Alliance.

About Brisbane North PHN

Our 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 km² of urban, regional and rural areas, with a population of over one million.

We are one of 31 Primary Health Networks across Australia.

We work with local communities, consumers, carers, health professionals, hospitals and community providers to understand our community and their needs. We then engage stakeholders to design and commission programs and services to meet those needs.

Our PHNs 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
- An accountable, high performing organisation

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 Hospital and Health Service

Delivering outstanding health services is just one of the ways that we care for our 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 our 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. Come and work where people are at the centre of everything we do and your contribution is truly valued.

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

Our Vision

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

Our Values

- Respect
- Teamwork
- Compassion
- High Performance
- Integrity

Key outcome areas

In a joint appointment, Metro North HHS and Brisbane North PHN have invested collaboratively in this role to oversee the development of a comprehensive joint regional planning and commissioning initiative, building upon our existing foundational joint regional plan, "Planning for Wellbeing" (PfW). Operating across the Health Alliance, Priority Communities, and Mental Health Reform teams, the position will be guided by the PfW Strategic Coordination Group, co-chaired by the HHS and PHN.

The Manager - Strategy, Policy, and Planning plays a crucial leadership role within Brisbane North PHN, entrusted with providing strategic policy direction, leading the development of the regional plan, and offering planning expertise to optimise sector collaboration for improved health outcomes. Taking the lead in designing and continually evolving the regional plans strategy and operating model, the incumbent ensures alignment with government objectives and addresses the health needs of the community. As an integral member of the Brisbane North PHN leadership team, this position actively contributes to the ongoing strategic development and management of the organisation.

Role-specific

Regional Strategic Leadership:

- Provide leadership for Brisbane North, developing systemwide strategies to support the implementation of the current joint regional plan, *Planning for Wellbeing* (PfW), including providing high level secretariat support to the Strategic Coordination Group (SCG) and facilitating the internal PfW facilitators group improved efficiency and effectiveness.

- Lead the design and ongoing development of the joint regional plan strategy and operating model.
- Consider multiple perspectives and emerging trends for long-term organisational and societal viability.
- Ensure practical implementation strategies translate high-level objectives into expected outputs.
- Ensure the engagement of people with a lived experience in all aspects of joint regional planning.
- Support the management of the Lived Experience Team and implementation of Lived Experience strategy within Brisbane Borth PHN
- Support the implementation of First Nations Lead and the implementation of First Nations RAP within Brisbane North PHN
- Establish the joint commissioning by Metro North HHS, Brisbane North PHN and potentially other funders, informed by the regional plan
- Provide leadership on strategic advice on key changes to policy or the external environment

Planning and Policy Development:

- Working with PHN and HHS partners, undertake detailed service mapping and demand projection utilising the National Mental Health Services Planning Framework and Drug and Alcohol Services Planning Model, and contribute to the Local Area Needs Assessment;
- Develop and deliver long-term systemwide strategies and plans which align with the 2017 National Mental Health Plan and Bilateral Agreements with the Queensland State Government.
- Lead the implementation of systemwide policies which align with government priorities, directives and community health needs.
- Coordinate the development of a new comprehensive joint regional plan for mental health, suicide prevention, and alcohol and other drugs.
- Actively engage in the sector Crisis Reform work being progressed through contributing to the MN Mental Health (MNMH) and Brisbane North PHN Crisis Reform Steering Committee activities as relevant.
- Support joint commissioning by Metro North HHS, Brisbane North PHN, and potentially other funders.

Strategic Analysis and Reporting:

- Lead strategic analysis, management, and reporting on strategy, policy and planning for the regional plan and contribute to the governance of these.
- Focus on activities supporting organisational strategic goals and drive change where needed.
- Coordinate monitoring, evaluation, and reporting against actions and objectives in PfW.
- Coordinate external communications relating to PfW, including articles, website, reports, and events.
- Undertake detailed service mapping and demand projection for mental health and drug and alcohol services.
- Review activities and outcomes at least once a year formally and on an ongoing basis informally with team members, the Executive Manager, General Manager, and the Joint Board Committee of the Health Alliance.

Leadership and People Management:

- Provide leadership and direction of the regional plan, ensuring key deliverables are achieved.
- Develop, coach, and manage staff, fostering a culture of collaboration, openness, respect, and empowerment.

Liaison and Stakeholder Development:

- Build collaborative partnerships and manage critical relationships across Brisbane North and with internal and external stakeholders.
- Represent Brisbane North PHN in various forums and negotiations, aligning with corporate culture and responding tactically to policies.
- Encourage stakeholders to work together and establish cross-agency approaches.
- Consult broadly to obtain buy-in, recognising when input is required for successful joint planning and commissioning.

- Maintain contact with other PHNs, HHSs and the Queensland and Commonwealth governments around joint regional planning and commissioning, especially the 2022 National Agreement and bilateral agreement.

Personal Integrity and Resilience:

- Operate within organisational processes, legal constraints, and public policy boundaries.

Communication and Influence:

- Demonstrate superior communication skills to effectively represent the organisations and promote understanding of policies and objectives.
- Negotiate persuasively and present a balanced rationale for proposed strategies, policies, and plans.
- Coordinate external communications relating to PFW, including articles, website, reports and events;

General Responsibilities:

- Attend team and staff meetings regularly.
- Promote positive team spirit and organisational values, abiding by the organisation's Code of Conduct and Leadership Capability Framework.
- Communicate effectively and respectfully with all members of the organisation and external stakeholders.
- Record all interactions accurately in relevant databases and comply with reporting requirements.
- Handle sensitive information in a confidential and professional manner.
- Complete other duties and projects as required to meet organisational objectives.

Reporting relationships

Relationships

Reports to: Executive Manager | Mental Health and Wellbeing

Direct reports: 1 (details of who- will need to consult with)

Level of delegation

(Per Delegation Matrix – CEO to staff)

Financial: 1 – all other staff

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 in health services, social science or related discipline is desirable, with postgraduate qualifications highly regarded;
- knowledge of Australia's mental health, suicide prevention and alcohol and other drug treatment systems, including current challenges and reforms;
- experience in undertaking health research, needs assessment and/or developing health service plans;
- experience in the development and maintenance of effective relationships and collaborative mechanisms with a diverse range of stakeholders;
- excellent verbal and written communication skills with the ability to motivate, influence and gain, commitment;
- strong project management skills and ability to develop strategies to meet specified targets and standards;
- demonstrated ability to manage complex and numerous tasks to achieve an outcome.

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. 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.)