

## Position description

<b>Position</b>	Manager - Commissioning		
<b>Purpose</b>	Lead the PHN's end-to-end commissioning lifecycle, embedding co-design (consumer and provider voice) and strengthening partnerships with communities, providers and Program teams to deliver equitable, evidence-led impact.		
<b>Band</b>	2		
<b>Approval date</b>	April 2026	<b>Approved by</b>	Lisa Smith, Executive Manager Strategy, Operations and Commissioning

### 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, parts of Somerset Regional Council and Norfolk Island. It covers approximately 4,100 km<sup>2</sup> 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 PHN's goals:

- Be informed and led by community
- Facilitate care closer to home
- Address health gaps and inequities
- Transform and connect primary healthcare
- Drive organisational excellence.

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.



## Key outcome areas

To ensure the organisation works effectively to achieve its annual business plan, each team member 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 and managers.

### Role-specific

- provide leadership and expert advice, including assisting with informing strategic approaches on and implementation of, commissioning approaches, priorities and risks to senior leaders and executives, embedding co-design and/or human-centred design approaches end-to-end across the commissioning lifecycle.
- lead and manage the implementation of the PHN's commissioning cycle including organisational capability uplifts
- develop and oversee the implementation of frameworks for monitoring, performance management, and evaluation of commissioning activities
- maintain accountability for meeting the PHNs contractual obligations and lead and manage the PHN's annual activity and operational planning
- oversee and provide guidance to the PHN to ensure probity and a consistent and robust procurement process across the organization
- lead the development and delivery of high-quality commissioning, performance and organisational reports for Executive, Board and external stakeholders

### Management

- develop and lead the Commissioning, team by providing effective coaching, mentoring and professional development opportunities; and applying appropriate recruitment, induction and performance management principles which comply with our policies and procedures
- provide thought leadership for policy, advocacy and system improvement and identify new opportunities that support the PHN's strategic vision
- develop strong collaborative relationships and support strategic linkages with key stakeholders and partner organisations at the community, state and national levels, including health service providers, peak bodies, policy makers, potential funders and governments
- represent the organisation on relevant committees, advisory groups, and at events as they relate to the role and organisational objectives.
- as part of the leadership group, actively contribute to a positive, supportive and high-performing organisational culture.

### General

- Contribute to the pursuit of excellence through promoting and maintaining positive team spirit and organisational values, abiding by the organisation's Code of Conduct and Leadership Capability Framework, implementing all policies and procedures correctly and recommending quality improvements
- Communicate effectively and respectfully with all members of the organisation and external stakeholders
- Comply with reporting requirements as directed by your manager
- Deal with sensitive information in a confidential and professional manner
- Regularly attend team and staff meetings
- Complete other reasonable duties and projects as required to meet organisational objectives

## Role related details

### Relationships

Reports to: Executive Manager - Strategy, Operations and Commissioning

Direct reports: Lead – Evidence and Evaluation



Lead – Procurement and Probity  
Coordinator – Planning and Reporting

Dotted line: Coordinator – Community Engagement

### Level of delegation

(Per Delegation Matrix – CEO to staff)

Level 2 – Managers

### Award alignment

Award: NA, Common Law Contract

Level: NA

## Key selection criteria

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

### Qualifications and experience

- Demonstrated experience leading end-to-end commissioning (needs assessment, market shaping/service design, procurement, contracting and performance management), including managing probity, risk and stakeholder engagement in a complex, funded environment.
- Demonstrated experience applying co-design and/or human-centred design methods to embed consumer and provider voice across the commissioning lifecycle (discovery/insight, service design, procurement/specification and continuous improvement), translating insights into evidence-led decisions and measurable outcomes.
- skills, knowledge or experience in successfully leading and developing a high-performing team
- Tertiary qualification in public health, population health, service design, planning, evaluation or similar
- proven experience in the development and implementation of plans aligned to the organisation's strategic goals
- experience in the development and maintenance of strategic, effective relationships and collaborative mechanisms with diverse stakeholders
- excellent verbal and written communication skills with the ability to motivate, influence and gain commitment
- experience or knowledge of managing complexity in a changing and often challenging environment

### Capabilities

The Brisbane North PHN Leadership and Commissioning Capability Framework applies to all roles within the organisation. Please refer to the Framework document found on our Careers page. Applicants are encouraged to address these.

Leadership		Commissioning	
Capability domain	Level /Proficiency	Capability domain	Level /Proficiency
Leads self	Level 1	Commissioning & Service Delivery	Band 2 - expected
Engages other	Level 3	Contract & Performance Management	Band 2 - expected
Achieves Outcomes	Level 3	Collaboration & Stakeholder Engagement	Band 2 - expected
Drives innovation	Level 3	Project Management &	Band 2 - expected



		Governance	
Shapes systems	Level 3	Probity, Compliance & Risk Management	Band 2 - expected
Bases decisions on available evidence	Level 3	Continuous Improvement & Evaluation	Band 2 - expected

**Other**

A current driver's licence is desirable and use of a personal vehicle may be required, including travel between workplaces. 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.)

