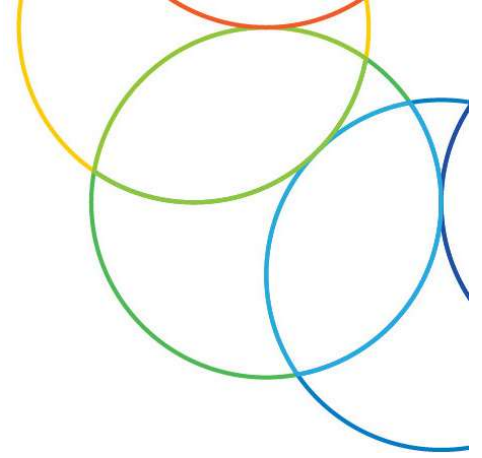


Position description

Director – Alcohol and Other Drugs Reform



Title:	Director, Alcohol and Other Drugs Reform
Classification:	Senior Officer (SO2-3)
Status:	Permanent
Annual remuneration:	\$155,548 - \$162,751 (plus Superannuation)
Location:	Brisbane
Job Ad Reference:	QMHC574057
Closing date:	Tuesday, 9 th of July 2024
Last reviewed	May 2024

Your opportunity

Reporting to the Executive Director, the Director, Alcohol and Other Drugs Reform, leads a small team to progress the AOD reform work of the Queensland Mental Health Commission (the Commission).

The Director works with their team to:

- plan and deliver actions to improve mental health and wellbeing, prevent mental ill-health and harmful alcohol and other drug use and facilitate system reform that encourages early support
- identify barriers, issues and gaps in the mental health, AOD, suicide prevention and related systems
- collaborate to codesign systemic solutions and advocate for reform
- enable, build capacity for, and pilot system change
- monitor, review, and evaluate the impact.

This work is outlined in an annually agreed operational plan to ensure delivery of key strategic outcomes for the Commission. This work will impact policy and service delivery within the sector and will be informed by evidence, contemporary practice and input from those with a lived experience of mental ill- health, problematic AOD use and/or suicidality, and their families and carers. The work will take into account the resources available and will be delivered in-house, through funded partnerships and/or contracted consultants.

You will have experience at a management or leadership level in either a health, community or related area, preferably relating to AOD reform. You will be an experienced program and people leader with a track record in delivering on strategic and operational reform, in partnership with a range of internal and external stakeholders.

About us

The Commission is an independent statutory body established under the *Queensland Mental Health Commission Act 2013*. The role of the Commission is to drive ongoing reform towards a more integrated evidence-based, recovery oriented mental health, alcohol and other drugs and suicide prevention system.

Our vision is Queenslanders working together to improve mental health and wellbeing.



Queensland
Mental Health
Commission

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Our role is to encourage and facilitate systemic change to improve the mental health and wellbeing of all Queenslanders, with a focus on:

- improving the mental health and wellbeing of all Queenslanders
- preventing and reducing the impact of mental illness
- preventing and reducing the impact of problematic alcohol and other drug use
- preventing and reducing the impact of suicide.

This is achieved through the implementation of the second whole-of-government Queensland Mental Health, Alcohol and Other Drugs, and Suicide Prevention Strategic Plan (*Shifting minds*) 2023-28 and its sub-plans *Every life: The Queensland Suicide Prevention Plan (2018-2029)* and *Achieving Balance: The Queensland Alcohol and Other Drugs Plan (2022-2027)*. *Shifting minds* defines three key focus areas — Better lives, Invest to save, and Whole-of-system improvement — which contribute to the Queensland Government's *Unite and Recover: Economic Recovery Plan*.

For more information visit www.qmhc.qld.gov.au

Our values

The public service values are fundamental to all that the Commission undertakes.



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people



Promote wellness

The Commission also has an additional value of Promoting wellness.

Your contribution

As the Director, Alcohol and Other Drugs Reform, you are a contributing member to the Executive Leadership Team (ELT) and as part of the broader leadership team bring a specialist focus in AOD, as well as whole-of-system/whole-of-government and/or service delivery expertise. In this role you will assist with the legislated function of driving system reform.

Using your expertise and knowledge in AOD and mental health, along with your strong professional work ethic you will:

- lead a high performing team of AOD experts to provide advice and support in delivery of specific projects, and develop and deliver a program of work assigned through the Commission's strategic framework and operational plan
- lead the development, monitoring, prioritising, reporting and provision of specialist advice on the Commission's strategic framework and operational plan, subordinate strategies and work programs, including reform development and governance specific to your area of expertise
- ensure the team undertakes environmental scanning, including monitoring research, emerging trends, evolving best practice and hot issues, and develops internal and external discussion pieces to analyse the impact and implications for the Commission and relevant sectors and systems
- plan, implement and manage multiple projects to ensure deliverables are achieved
- build and maintain strategic cross sectoral partnerships to support and align effort and embed reform
- work with and, where necessary, lead collaboration with key stakeholders, cross sector partners, peaks, target group representatives and people with lived experience throughout the lifecycle of the program of work

- analyse the findings of the Commission's work for cross sector implications and impacts on strategic and operational planning; drive the implementation of the findings into practice; and utilise the findings to form the basis of further work, including policy and/or application development
- represent the Commission externally in areas relating to your work or expertise
- write briefings and issues responses for a range of purposes, including literature and research publications, conference presentations, ministerial requests or responses to stakeholder groups
- monitor and report on progress against the program of work to the ELT.

As a contributing member to the ELT you will be required to:

- provide leadership and management of the Commission's vision, goals and values to ensure successful implementation of the Commission's priorities
- provide strategic and integrated organisational performance advice to support the Commission in setting, steering and reviewing the Commission's strategic direction
- provide high quality strategic leadership, advice and support to the Commissioner and Executive Directors in the overall management of the Commission's operations
- provide external leadership representation at key sectoral forums and meetings.

Your experience and skills

Appointments in the public service are based on merit. Your skills for this role will be assessed against the **Program Leader** [Leadership competencies for Queensland](#) by looking at what you've undertaken previously and what knowledge, skills and learned experiences you can bring to the team and the role, including your personal qualities and your potential for development.

People with a lived and living experience of mental health challenges and mental ill-health, problematic alcohol and other drug use, and those affected by suicide and their families and carers, are all strongly encouraged to apply.

Applicant experience in and knowledge of human rights (specifically the *Human Rights Act 2019*) will be viewed as beneficial across all Commission roles.

We also encourage people from a First Nations background to make an application.

The ideal candidate will demonstrate the following competencies as they relate to the key responsibilities of the role:

Vision

- Leads strategically
- Stimulates ideas and innovation
- Leads change in complex environments

Results

- Builds enduring relationships

Accountability

- Pursues continuous growth

The ideal applicant will also demonstrate:

- Your skills and reform experience within either mental health or alcohol and other drugs;
- Experience in leading a team and projects with a forward-focus and an understanding of broader system and operational issues;
- Ability to lead change and facilitate the exchange of ideas, information, and adoption of emerging practices/technologies/tools to deliver reform and enhanced services;

- Proven ability to strengthen partnerships through a proactive and collaborative approach that delivers quality outcomes for internal and external stakeholders; and
- Commitment to continuously improving leadership effectiveness through critical self-reflection, broadening knowledge and experiences, and identifying initiatives that optimise the work environment for others.

In this role you will be valued for managerial expertise and ability to lead others and/or projects in the delivery of work programs.

Qualifications/professional registration/other requirements

While not mandatory, a relevant qualification would be well regarded.

Conditions and benefits

Your employment conditions are set out in the *Public Sector Act 2022*, the *Queensland Public Service Award – State 2012* and the *Queensland Public Health Sector Certified Agreement (No. 10) 2019*. You are required to work within the Commission's policies, guidelines and procedures.

Conditions include:

- 12.75% employer super contributions
- 4 weeks annual leave entitlements
- Potential for flexible working arrangements.

Interested in applying?

To enable us to assess your merit, your application should provide:

- your current resume, including the names and contact details of **two referees** with a thorough knowledge of your competencies for this role. One of the referees should be your current or immediate past supervisor (within the last 2 years)
- a short statement (**no more than two pages**) demonstrating your ability to undertake the responsibilities and the requirements of the role as outlined in '**Your experience and skills**' together with your motivation to join us.

Apply online through the Smart Jobs and Careers website (www.smartjobs.qld.gov.au). You will receive a system-generated acknowledgement that your application has been uploaded correctly.

If you are unable to apply online, please contact CAA Recruitment Services on (07) 3003 2341 or (07) 3003 2336 to enquire about alternative arrangements.

Additional information

- The Commission is committed to the principles and practices of equity in employment and client access, ethical conduct and workplace health and safety.
- Applications will remain current for a period of 12 months.
- Intra- and inter-state travel may be a requirement of this role.
- Occasional work outside normal working hours, including weekends, may be required.
- A non-smoking policy is effective in Queensland Government buildings, offices and vehicles.
- Appointment to the role is subject to the following **pre-employment checks and disclosures**:
 - To be eligible for permanent appointment to the Queensland Public Service, applicants must provide proof of Australian citizenship or permanent residency. To be eligible for temporary appointment, applicants must provide proof that they can legally work in Australia (i.e. to be appointed to a position, you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia). You are required to notify the Commission if your right to work in Australia ceases.

- Employment as a lobbyist: newly appointed employees to the Queensland public sector must disclose within one month of starting duty any previous employment as a lobbyist within the last two years.
- Applicants are advised that the Commission may initiate a criminal history check on the preferred applicant(s) under the *Police Service Administration Act 1990*. External applicants appointed to this position will have their appointment confirmed following satisfactory performance during a three-month probationary period; in accordance with the *Public Sector Act 2022*.
- Applicants may be required to disclose particulars of any previous serious disciplinary action taken against them in accordance with section 179A of the *Public Sector Act 2022*.
- All information submitted by an applicant for this position is subject to the *Right to Information Act 2009* and the *Information Privacy Act 2009* for personal information.