

POSITION DESCRIPTION

Medico-Cultural Lead

Position Title	Medico-Cultural Lead (Identified position) ¹
Reporting to	Director of Policy and Impact
Location	Flexible
Job type	Part-time
Contract length	12 months with possibility of extension
Salary	Negotiable + 15% super

The Australian Indigenous Doctors' Association (AIDA) is the national body representing Aboriginal and Torres Strait Islander doctors and medical students, focused on equitable health and life outcomes for Indigenous people. We do this by working towards reaching population parity of Indigenous medical students and doctors, and supporting a culturally safe healthcare system.

Summary of Role

The Medico-Cultural Lead is a senior position within AIDA for an Aboriginal and/or Torres Strait Islander doctor who brings their unique medico-cultural perspective to provide high-level advice and guidance to AIDA.

The Medico-Cultural Lead works directly with AIDA's leadership team, the CEO and across all of AIDA's portfolios to strengthen AIDA's position and influence. In addition to working with AIDA staff, the position will participate in high-level engagement and advocacy with external stakeholders, including the Commonwealth Government, Presidents of colleges and others. The position also requires travel interstate on occasion to support team engagement and role-specific activities.

The scope of responsibilities is intended to describe the general nature and level of work being performed, they are not intended to represent an exhaustive list of all responsibilities, duties and skills required.

Key Responsibilities

Working independently and in collaboration with AIDA teams, the Medico-Cultural Lead will:

- Share knowledge and expertise as an Aboriginal and Torres Strait Islander doctor and/or Fellow to inform AIDA's business to grow the Aboriginal and Torres Strait Islander medical workforce and improve cultural safety across the health sector.
- Build and maintain excellent working relationships across AIDA, Specialty Medical Colleges, the Commonwealth Government and other key stakeholders to influence change.

¹ This is an identified position, we are seeking Aboriginal and Torres Strait Islander applicants. The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and from: s27 of the Discrimination Act 1991 (ACT)

- Provide medico-political advice and advocacy within AIDA and with external stakeholders when required.
- Advocate for sensitive trainee matters to support improved selection, recruitment and retention of Aboriginal and Torres Strait Islander trainees in non-GP specialty training.
- Represent AIDA through participation in advisory groups and committees that have high impact and influence on health workforce sector and AIDA's key policy areas.
- Seek advice and input from Aboriginal and Torres Strait Islander Fellows through leaders of specialty colleges by chairing the AIDA's Fellows Reference Group.
- Inform AIDA Board and other reporting.

Essential Skills

- Proven commitment to culturally safe practice and improving self-determination and health outcomes for Aboriginal and Torres Strait Islander peoples.
- A thorough understanding of the specialist medical training environment and the barriers and enablers for Aboriginal and Torres Strait Islander students and doctors.
- Experience advocating for system change to grow the Aboriginal and Torres Strait Islander medical workforce and improve cultural safety.
- Strong communication skills with the ability to influence change and negotiate at senior levels.
- Demonstrated ability to think strategically and manage competing demands and priorities.
- Medical professional with APHRA registration.

Desirable Skills

- Fellowship with a specialist medical college.

Personal Attributes

- Culturally aware, inclusive in approach and respectful of all others at all times.
- Calm and highly organised, with a structured yet flexible working style and adept at reprioritising workflows to meet tight deadlines in a fast-paced environment.
- Commitment to actively nurture collaborative working relationships and demonstrates initiative and drive to improve workplace processes.
- Exceptional standards of personal integrity and who ensures that sensitive matters are handled discreetly and diplomatically.
- Effective communicator, including written and verbal, and with both individuals and groups.
- Strategic thinker, able to make connections and plan for the future.
- Demonstrated ability to work with minimal guidance.
- Flexible and adaptive team player.

What we offer:

- A flexible working environment, working from home.
- A competitive salary.
- Salary packaging.
- 15% superannuation.
- 20 days of annual leave, in addition to complimentary leave during the Christmas/New Year shutdown period.
- Ongoing training and development opportunities.
- The opportunity to join a forward-thinking not-for-profit with a desirable workplace culture where you will be a valued team member.

How to apply

To express your interest in this role, please:

- Submit a current CV.
- Provide a written pitch (maximum two pages) outlining why you are suited to the position, addressing the responsibilities detailed in the Position Description.
- Direct any questions or requests for further information to Paula Myott at paula.myott@aida.org.au.
- Send your complete application to HR@aida.org.au.

Please note: The position will remain open until a suitable candidate is appointed. Early applications are encouraged.