

Role Description

Chief Nurse Officer

Status	Executive Contract	Job ad reference	
Branch and Division	Office of the Chief Nurse Officer Health Workforce Division	Contact details	
Classification	HES 3(L)	Salary range	
Location	Brisbane	Closing date	

Your opportunity

The Department of Health (the Department) has a diverse set of responsibilities, and a common purpose of providing highly effective health system leadership. The Department is responsible for the overall strategic leadership and direction of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace.

About Health Workforce Division

The Division leads the growth, support, and retention of a skilled, diverse, and responsive health workforce through driving innovative statewide workforce policy, planning, regulation, and leadership development to meet the needs of communities and our health system—now and into the future.

The Division builds and sustains the people behind Queensland health system with a focus on rural, remote, and priority communities. Strategically shaping and strengthening the capability, sustainability, and cultural safety of Queensland's health workforce, ensures every role, profession, and community has the right people with the right skills in the right place.

Our values

Our values are those of the Queensland public service.



**Customers
First**



**Ideas into
action**



**Unleash
potential**



**Be
courageous**



**Empower
people**

These five values underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.

About the role

Purpose

The Office of the Chief Nurse Officer within the Department of Health is responsible for the delivery of state-wide support and coordination functions to assist the Hospital and Health services with nursing matters that have whole-of-systems implications. The Office is the authority for Government and the Director-General on nursing and provides professional leadership for Queensland nurses. This includes determining the appropriate professional representation to a number of clinical networks and providing strategic advice and guidance to support the delivery of state-wide health priorities.

The Chief Nurse Officer is responsible for the provision of expert professional, authoritative and strategic advice to Government, the Minister for Health and Ambulance Services and the Director-General on state-wide, national and international issues impacting on Queensland, the nursing workforce, nursing models of care, and drive reform for contemporary nursing practice. The position also has a key role in leading and supporting the delivery of state-wide health priorities relating to nursing services and undertakes high-level monitoring of key performance indicators relating to service delivery and reform.

In delivering government commitment and public expectations, the role is required to progress the broad interests and values of the profession and establish strong collaborative relationships within the Department of Health and with Health Service Chief Executives, the Chief Midwife Officer, Executive Directors of Nursing and Midwifery, and professional nursing networks.

Your key responsibilities

- Adhere to defined service quality standards, health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.
- Fulfil the responsibilities of the role in accordance with the Queensland Public Service values outlined above.
- Provide leadership and authoritative advice on nursing issues, patient advocacy and standards of care by remaining abreast of current nursing practice and professional issues state-wide, nationally and internationally. The role is the central reference point for the nursing profession across the state and provides advice on creating and maintaining an appropriately resourced, qualified and competent nursing workforce and models of nursing care to meet the health service delivery needs of Queensland.
- Lead initiatives that ensure Queensland Health has an adequate nursing workforce in terms of numbers, quality and capacity to meet policy and service delivery needs.
- Lead strategic, state-wide nursing initiatives that build capacity through innovation and inform operational policies and practices at a service level. This is to occur in collaboration with the Hospital and Health Services.
- Monitor and measure the impact of workforce reforms and other strategic nursing service initiatives to guide future action and decisions.
- Build and maintain relationships with key industry groups, academic institutions, professional and industrial associations and other internal and external groups to achieve a collaborative, coordinated and professional approach to the nursing workforce. The role is the professional

link between the Department of Health and the public, private and education sectors of the nursing professions in Queensland.

- Work with the other clinical professional leads in relation to the role and value of nursing in the clinical services continuum from the perspective of the System Manager and drive continuous improvement in patient-centred care through the development and implementation of international best practice models of care that align with the strategic intent of the system.
- Represent Queensland Health on whole of government and national committees and forums.
- Develop and manage links with academic institutions to foster research opportunities and evidence-based practice.
- Actively contribute to the executive leadership of the Health Workforce Division, and model collaborative team behaviours.
- Lead and be accountable for the efficient and effective operations of the Office of the Chief Nurse Officer.

Reporting/work relationships

The position reports to the Deputy Director-General, Health Workforce Division.

The position oversees and supports the nursing program for the Queensland Health nursing workforce.

The position has seven direct reports and oversees a staff establishment of 19 full-time equivalent employees. At times additional temporary employees are engaged for specific initiatives.

Mandatory qualifications, registrations and other requirements

- This position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Nurse appearing on the Ahpra register of practitioners. Certified copies of the required information must be provided as part of the recruitment process for the successful applicant and will be verified by the appropriate supervisor/manager prior to the commencement of duties.
- Possession of post graduate qualifications public sector management or other related disciplines would be highly regarded.
- Travel across Queensland and interstate may be required as part of this position.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - measles, mumps, rubella (MMR)
 - varicella (chicken pox)
 - pertussis (whooping cough)
 - hepatitis B
 - tuberculosis

Role fit

The essential requirements for this role are:

- Knowledge of the role of the Department of Health as the System Manager in the broader context of the health system.

- Demonstrated understanding of the professional obligations and practices along with the ability to provide contemporary leadership to the state-wide nursing workforce. This includes the ability to engage the workforce in the development, implementation, monitoring and review of policy which affects the nursing professions in a complex, dynamic and sensitive environment.
- Ability to provide authoritative advice to Government, the Minister for Health and Ambulance Services, Director-General, Deputy Director-General and senior Hospital and Health Service Executives on emerging nursing issues at the local, state, national and international levels.
- Well-developed analytical skills to evaluate clinical evidence and international best practice to conceptualise opportunities to modernise practices and services in the context of the Queensland health system.

Behavioural Competencies Required

We are all leaders in the Department of Health, regardless of role or classification level. The department is committed to leadership at all levels of our organisation, and in this role you will be required to display the following leadership behaviours:

- Leads change in complex environments – Embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Drives accountability and outcomes – Demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency.
- Leads strategically – Thinks critically and acts on the broader purpose of the system.
- Stimulates ideas and innovation – Gathers insights and embraces new ideas and innovation to inform future practice.

How to apply

Please provide the following information to the panel to assess your suitability:

- A short-written response (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the skill requirements of the role.
- Your current CV or resume, including two referees who have a thorough knowledge of your capabilities, work performance and conduct within the previous two years. It is preferable to include your current, immediate or past supervisor.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.

Additional information

Discover more about working at the Department [here](#). Of note:

- The information you provide as an applicant is used in adherence with the *Information Privacy Act 2009*

- All roles within the Department are subject to employment screening.
- The nominated applicant will be required to disclose any serious disciplinary action taken against them in the Queensland public sector.
- To be appointed permanently, you must be an Australian citizen, have permanent residency status or have a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa permitting you to work for the length of the temporary appointment.
- The Department aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.
- Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role. Details are available in section 571 of the Workers' Compensation and Rehabilitation Act 2003 (<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1>)
- Queensland Health is committed to equity, diversity and inclusion, building a culture of respect that promotes [human rights](#) and creating a workforce that reflects the communities we serve.
- We encourage everyone to apply for our advertised roles, irrespective of gender, ethnicity, age, language, sexual orientation, ability or family responsibilities. We recognise the value of diverse backgrounds, experiences and perspectives. If you have any support or access requirements, please advise us at the time of application.
- Queensland Health values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of the department must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. Queensland Health is an equal-opportunity employer.
- The Department acknowledges the challenge for its staff in balancing work, family and community life successfully. To help them achieve this, we encourage conversations between managers and staff about implementing [flexible working arrangements](#) to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements, there is an opportunity to match the individual's requirements with those of the workplace to achieve agreed work goals and objectives.

