

POSITION DESCRIPTION

Aboriginal Cultural Capability Facilitator (Health Manager Level 2)



Sydney
Local Health District

 Patient and Family Centred Care Our patients Our people Our culture OUR VISION <i>Excellence in health and healthcare for all</i> OUR CORE VALUES Collaboration Openness Respect Empowerment	
Organisation	NSW Health
Local Health District / Agency	Sydney Local Health District
Position Classification	Health Mgr Lvl 2
State Award	Health Managers (State) Award
Category	Education and Training Education Management
Vaccination Category	Category B
ANZSCO Code	223311 Training and Development Professional
Website	www.slhd.nsw.gov.au/

PRIMARY PURPOSE

The Aboriginal Cultural Capability Facilitator works with the Aboriginal Cultural Capability Team Leader to promote and champion cultural capability, safety and responsiveness throughout the organisation. The position develops key initiatives and delivers education and training for employees to enhance cultural capability and inclusivity within the workplace.

The position is dedicated to strengthening organisational cultural capability and engaging with local Aboriginal communities to drive meaningful change. The role collaborates with diverse stakeholders to deliver initiatives across NSW Health. It supports staff at all levels to build culturally safe and respectful practices, while also working to empower Aboriginal employees.

The Aboriginal Cultural Capability Facilitator is primarily responsible for the rollout of the Health Agency's Aboriginal cultural training program *Respecting the Difference* and other bespoke cultural training. This includes the coordination, facilitation, evaluation and reporting on learning outcomes for all staff. These initiatives are aimed at enhancing the ability of all staff across the Health Agency to improve service delivery through positive changes to practice, particularly when interacting with Aboriginal people as work colleagues, patients and visitors.

The position works closely with key internal and external stakeholders to support the development of strategies for continuous quality improvement and the overall development of a culturally responsive and safe health service. This position requires a deep understanding of the impact of history impacting on Aboriginal people today, particularly in the health sector.

The Aboriginal Cultural Capability Facilitator will also play a key role in providing cultural mentoring, guidance and support to Aboriginal staff across the District, including trainees and emerging leaders, while strengthening professional development pathways, cultural capability, career progression opportunities, and workforce retention through culturally safe and supportive practices.

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Sydney Local Health District's vision incorporates NSW Health Core Values and a commitment to equity, health improvement, timeliness and efficiency, recognising that evidence-based service delivery requires highly skilled and valued staff supported by research, education and state-of-the-art technologies.

Our strategic priority under this vision is our commitment to excellence in Patient and Family Centre Care. Staff are supported to ensure patients, their families and carers are considered as partners in care to achieve optimal patient outcomes and best possible healthcare experience.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

- This is an identified Aboriginal position. Applicants for this position must be of Aboriginal descent, identify as being Aboriginal and be accepted in the community as such. An applicant's race is a genuine occupational qualification and is authorised under Section 14(d) of the NSW Anti-Discrimination Act, 1977. Applicants selected for an interview will be required to provide "Confirmation of Aboriginality" documentation at interview.
- Current NSW Drivers Licence (P1 and P2 acceptable) and willingness to drive / travel to all sites and services within SLHD.

KEY ACCOUNTABILITIES

- Facilitate the fostering of a culturally affirming and safe workplace through the delivery of Aboriginal cultural training programs.
- Promote, coordinate, develop, deliver, evaluate, and report on cultural training programs such as *Respecting the Difference* to strengthen cultural capability and responsiveness across the organisation.
- Provide Aboriginal staff, including trainees and cadets, with leadership, cultural support, mentoring and guidance to realise their full potential in their chosen careers, contributing to the development and implementation of career pathways and succession planning that nurtures growth and cultivates positive workplace culture within our Aboriginal workforce.
- Build and sustain collaborative relationships with key stakeholders, including Aboriginal communities, to deliver tailored cultural learning solutions for all staff.
- Manage competing priorities effectively to deliver training across all sites and services within SLHD ensuring equitable access for all staff.
- Actively participate in internal and external committees focused on embedding culturally safe best practices, including those led by Health Education and Training Institute, Ministry of Health, Aboriginal Health, Sydney Education and People & Culture teams.
- Support the development and implementation of culturally informed policies and practices, ensuring alignment with NSW Health standards and incorporating Aboriginal perspectives, cultural governance, and community input.
- Foster a culturally safe and respectful workplace culture by role-modelling effective collaboration,

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respectful communication and interpersonal skills that reflect local Aboriginal cultural values and NSW Health CORE Values.

- Develop and implement surveys, community feedback, training outcomes and analyse workforce data to evaluate cultural safety initiatives and inform ongoing improvements that meet organisational and community expectations.
- Contribute to the development, implementation and evaluation of culturally informed workforce initiatives, programs and resources that supports Aboriginal workforce development and organisational capability.
- Build and maintain strong partnerships with Aboriginal staff, executive, managers, Sydney Education, Aboriginal Health Unit, community representatives and key stakeholders to support culturally responsive workforce initiatives.
- Produce high quality written materials including briefs, reports and submissions to support and communicate Aboriginal cultural capability initiatives.

KEY CHALLENGES

- Building cultural capability across teams, enabling all staff member to recognise that diversity and cultural differences also exist across Aboriginal communities, groups and individuals.
- Managing colonial load and cultural responsibility, balancing personal experiences, community responsibilities and expectations when supporting the Team to deliver cultural training and mentoring to staff with diverse perspectives. Being flexible and adaptable in delivering training and other initiatives across multiple facilities and services with competing demands to build the capability of staff to provide culturally safe and responsive health services.
- With guidance from the Team Leader and Associate Director, embed and align Aboriginal specific strategies, objectives and actions into organisation planning.

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KEY RELATIONSHIPS

Who	Why
People & Strategy portfolio. Associate Director, Aboriginal Workforce and Aboriginal Cultural Capability Team Leader	Reports to the Aboriginal Cultural Capability Team Leader.
Aboriginal Health team	Professional support, cultural expertise. Collaboration and consultation in the relation to Aboriginal health policies, strategies and services. Collaboration with Aboriginal Controlled Organisations.
People & Culture teams including Sydney Education	Professional support and guidance. Planning and context setting to ensure accountability of training and Aboriginal workforce initiatives.
NSW Ministry of Health Aboriginal Workforce and Health Education and Training Institute (HETI)	Provisions of updates and recommendations consistently across NSW Health. To ensure the provision of Aboriginal and Torres Strait Islander Culturally appropriate education strategies to NSW Health Pathology staff.
Local Aboriginal community representatives such as Aboriginal Elders	Cultural knowledge, cultural connections and understanding of local Aboriginal communities. Collaboration, partnership and support to the delivery of Respecting the Difference training and initiatives.

SELECTION CRITERIA

1. This is an identified Aboriginal position. Applicants for this position must be of Aboriginal descent, identify as being Aboriginal and be accepted in the community as such. An applicant's race is a genuine occupational qualification and is authorised under Section 14(d) of the NSW Anti-Discrimination Act, 1977. Applicants selected for an interview will be required to provide "Confirmation of Aboriginality" documentation at interview. Relevant tertiary qualifications, or equivalent experience in developing and delivering training and development programs in the Aboriginal cultural capability and/or Aboriginal workforce development space. Current NSW Drivers Licence (P1 and P2 acceptable) and willingness to drive / travel to all sites and services within SLHD.
2. Demonstrated ability to address challenges related to cultural capability, inclusion and systemic barriers in diverse and complex workplace settings.
3. Demonstrated experience in training and group facilitation and presentation, particularly in cultural capability training.
4. Demonstrated stakeholder engagement skills, including the ability to collaborate with and be guided by Aboriginal communities around the development and delivery of the Respecting the Difference program with local content.
5. Demonstrated high level interpersonal, negotiation, consultation and communication skills to effectively influence change and foster inclusion.
6. Effective written and verbal communication skills, and the ability to lead discussion on complex and sensitive topics and respond appropriately to challenging situations and diverse opinions.
7. Experience embedding culturally safe, inclusive workforce initiatives that support the attraction, retention and development of Aboriginal staff across diverse roles and classification levels, aligned with broader

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NSW Health priorities.

8. Demonstrated project and program management capabilities, including familiarity with relevant government policies, frameworks, and legislation related specifically to Aboriginal people.

OTHER REQUIREMENTS

The role and its responsibilities are to be carried out in a manner that is consistent with all relevant delegations, policies, and procedures at both SLHD and NSW Health.

Consistent with this all employees (both clinical and non-clinical) are:

1. Expected to model the NSW Health Core Values and ensure all workplace conduct aligns with these values and the NSW Health Code of Conduct.
2. Required to identify, assess, eliminate/control, and monitor hazards and risks within the workplace to the extent of the delegated authority for the role, as per Work Health Safety policy.
3. Required to support and contribute to the Patient and Family Centred Care approach to healthcare delivery.