



Stronger evidence,
better decisions,
improved health and welfare



Position: Executive Director – Health Insights
Executive Director – Community and First Nations Insights

Classification: SES Band 2

Location: Canberra ACT (consideration by exception for the preferred candidate to be based in Sydney with an expectation of regular travel to Canberra)

Job Reference: 103_08/25

Division: Health Insights
Community and First Nations Insights

Salary \$289,269 – \$316,331

Engagement Type: Ongoing | Full-time

Advertised: Commonwealth Gazette (20 August 2025)

Closing Date: 11:30pm, Wednesday 3 September 2025

Contact Officer: Karina Duffey, Executive Intelligence Group, admin@execintell.com.au, 02 6232 2200

More information: Visit our [Careers Page](#) and the [AIHW Enterprise Agreement](#)

A merit pool may be established from this recruitment exercise and used to fill similar positions within the Institute over the coming 18 months.



Australian Government
**Australian Institute of
Health and Welfare**

apply here via our
careers portal



About the AIHW

With more than 38 years' experience, the Australian Institute of Health and Welfare (AIHW) is Australia's authoritative source of health and welfare data and analysis. As an independent national information and statistics agency within the Commonwealth's Health portfolio, the AIHW publishes more than 400 data products each year, maintains and administers specialised national data standards and classifications, and supports high quality research.

The AIHW's vision of *'stronger evidence, better decisions, improved health and welfare for all Australians'* signifies our organisation's commitment to providing high quality, national data and analysis across the health, housing and community services sectors. This covers a wide range of areas, from health and welfare expenditure, hospital services, disease and injury, disability and mental health, to ageing, disadvantaged and vulnerable populations, homelessness, and First Nations health and wellbeing.

Building on its strong reputation and successful track record, the AIHW has recently refreshed its strategic direction and has embarked on a process of modernisation and enhancement of its processes, technology, communications and stakeholder engagement to better meet the changing needs of its diverse stakeholders and the wider community. This is an exciting opportunity to join and shape the future of our high performing organisation with its focus on embracing innovation, introducing new technologies and deepening its partnerships across health and welfare systems at national and jurisdictional levels.

The AIHW Difference

The AIHW's [APS employee census results](#) attest to our positive and supportive workplace culture. We are an inclusive, flexible, and productive workplace where people are treated with respect and courtesy, and diverse and unique attributes are recognised and valued. Our results also show that we achieved top ten rankings in staff engagement, communication, wellbeing and SES manager scales out of 107 APS agencies.

We offer a range of benefits including:

- access to flexible working arrangements to support your work/life balance
- attractive remuneration packages including generous superannuation and leave provisions
- challenging and fulfilling work where you can use your skills and expertise
- opportunities for professional development.

We are committed to creating genuine opportunities for everyone and we welcome applications from First Nations people, people with disability, LGBTIQ+, neurodiverse people and people from diverse cultural and linguistic backgrounds.

For more information, visit the [Benefits of working for the AIHW](#) page of our website.

Position Summary

Within the context of the Institute's new strategic direction and a dynamic modernisation agenda, the AIHW is establishing two new Executive Director (SES2) positions that will be responsible for our statistical product and service lines.

The Executive Director – Health Insights

The Executive Director – Health Insights reports to the Chief Executive Officer (CEO) and leads and oversees the work of the Health Insights Division, comprising three of the AIHW's Groups, namely the Primary and Community Care & Information Standards Group, Health Systems & Performance Group and the Population Health Group.

The Division's three Groups play a critical role in providing governments, stakeholders and the broader community with valuable evidence and insights into key issues affecting the health of Australians. With a focus on a broad range of health matters of relevance to the community, the Division collects health data, including data on Australians' engagement with and use of health services, and turns it into authoritative evidence. The evidence and insights provided by the AIHW support better policy and service delivery decisions made by policymakers, government agencies, service providers, researchers, and the community, leading to better health and wellbeing for all Australians.

The Executive Director – Community and First Nations Insights

The Executive Director – Community and First Nations Insights reports to the CEO and leads and oversees the work of the Community and First Nations Division. The Division comprises three of the AIHW's Groups, namely the Housing & Specialised Services Group, Community Services Group, and the First Nations Health & Welfare Group.

The Division's three Groups play a critical role in providing governments, stakeholders and the broader community with valuable evidence and insights about key issues affecting the health and welfare of Australians. With a focus on a broad range of health and welfare matters of relevance to the community, the Division collects health and welfare data and turns it into authoritative evidence. The evidence and insights provided by the AIHW support better policy and service delivery decisions made by policymakers, government agencies, service providers, researchers, and the community, leading to better health and wellbeing for all Australians.

As the **Executive Director** of either **Health Insights** or **Community and First Nations Insights** you will be responsible to:

- Work with the CEO to shape the strategic direction of the AIHW as a whole and, as a member of the Executive Leadership Team, support effective decision making and contribute to the efficient functioning of the Institute as well as its strategic positioning
- Provide effective executive leadership to the Division and build a coherent, high functioning team in partnership with the Group Heads
- Provide strategic leadership in overseeing the work of the Division including developing annual work plans, establishing expectations and priorities, managing resources and improvement initiatives and developing capability within the Division
- Oversee and provide leadership to guide analytical and statistical work conducted within the Division and ensure consistency of practice and quality across the Division, including the maintenance of robust data governance arrangements and protocols
- Ensure the Division's compliance with all legislative and corporate requirements, policies, standards and practices of relevance to the Institute's governance and operations

- Across the Division and the Institute, build capability and establish conditions to support world-class skills and expertise in health data management, analysis, presentation, interpretation and communication
- Identify and pursue opportunities and approaches across the Division to proactively develop new products and services which will add value to the Institute's stakeholders
- Work across the AIHW to establish a unifying strategic perspective with respect to new and emerging issues, opportunities and capabilities that span the work of the Institute
- Support Group Heads to work with external partners to initiate and capitalise on opportunities to develop data, improve access and strengthen analytical capabilities in areas of strategic importance to the Institute, its partners and funders, as well as the Australian community
- Participate in media appearances, as required, to represent the Institute and to educate the community about important insights related to Australia's health systems, policies and outcomes and issues derived from the work of the Institute
- Support the CEO and participate in Senate Estimates, Select Committees, public hearings and reviews
- Support the CEO in relevant presentations, discussions, briefings and reports to the AIHW Board
- Deputise for the CEO as required in relation to stakeholder engagement and decision making, and represent the AIHW in relation to significant programs and initiatives
- Chair or participate in internal committees and represent the Institute in critical, high profile national committees and external fora.

Additionally for the **Executive Director – Health Insights** role you will also be responsible to:

- Establish, enhance and maintain key strategic alliances with external stakeholders in the health sector and guide stakeholder engagement to support the AIHW's pursuit of its strategic goals, with particular focus on the Commonwealth, State and Territory partners, funders and data suppliers
- Provide expertise and professional leadership to inform the Health Insights Division's work spanning the collection, analysis and dissemination of data with a focus on primary and community healthcare, public and private hospital services, mental health, cancer services, maternal, perinatal and child health, preventive and population health, chronic health conditions, and other key health topics
- Oversee and facilitate the establishment of a new health system performance assessment framework and associated reporting arrangements to support the 2025-30 National Health Reform Agreement
- Oversee and provide expert guidance on the maintenance, production and focus of national health data products, collections and systems, including shaping their modernisation and availability.

Additionally for the **Executive Director Community and First Nations Insights** role you will also be responsible to:

- Establish, enhance and maintain key strategic alliances with external stakeholders in the community sector and amongst First Nation people and communities to guide stakeholder engagement to support the AIHW's pursuit of its strategic goals, with particular focus on the Commonwealth, State and Territory partners, funders and data suppliers
- Provide expertise and professional leadership to inform the Community and First Nations Insights Division's work spanning the collection, analysis and dissemination of data with a focus on child welfare, First Nations health and welfare, housing and homelessness, justice and education, defence and veterans, ageing and aged care, disability, dementia, and family, domestic and sexual violence
- Oversee and provide expert guidance on the maintenance, production and focus of national data products, collections and systems relating to First Nations people and communities including shaping the modernisation and availability of these data products, assets and systems.

Ideal Candidate

To be a strong contender for the **Executive Director Health Insights** or **Executive Director Community and First Nations Insights** role you will demonstrate the following capabilities:

- Proven ability to provide strategic and operational leadership to data management, analytical, reporting and/or statistical functions, being personally accountable for high quality outcomes
- Strong working understanding of the Australian health and welfare landscape, and the role of data, analytics and evidence-based decision making within this landscape
- Ability to effectively analyse and interpret complex information from various sources to identify and communicate trends, patterns, and insights of greatest relevance to stakeholders
- The ability to formulate and communicate strategic advice that reflects consideration of organisation-wide implications, diverse stakeholder perspectives, and political and policy contexts
- Ability to critically evaluate business information, challenge assumptions, and develop well-reasoned conclusions and strategies based on evidence and analysis to inform strategic decisions and long-term planning for the Division and the Institute
- Ability to apply judgment, and make informed and timely decisions that align with organisational goals and objectives, and develop and articulate a clear vision for the future to inspire and motivate teams and drive strategic initiatives forward
- Strong communication skills, including the ability to clearly and effectively present research findings, articulate insights, prepare policy and funding proposals, and strategic recommendations to stakeholders at all levels within and outside the organisation
- Ability to engage with and influence high-level external stakeholders, including the ability to understand their needs and build ongoing strategic relationships
- Ability to adapt to changing circumstances and environments, including revising strategies and plans as needed to respond to new challenges and opportunities in research and analysis
- Highly developed leadership and people management skills, including the ability to lead a diverse team in a dynamic environment, encourage innovative ideas, build trust, provide support, coach, mentor and guide teams and emerging leaders, and foster a positive and inclusive team culture.

Additionally for the **Executive Director Community and First Nations Insights** role you will:

- Demonstrate understanding of the matters impacting Aboriginal and/or Torres Strait Islander peoples and a high-level ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander peoples.

Relevant tertiary qualifications are desirable. In addition, membership of relevant professional associations or institutes will be well regarded.

Eligibility

To be eligible to apply for this vacancy, you must:

- be an Australian citizen
- undergo any required pre-employment checks, including a police records check
- obtain and maintain a valid Security Clearance if required by the Institute
- a probationary period of six (6) months will apply to any new engagement to the APS.

How to apply

Please submit your application online via the AIHW [e-Recruit](#) system. When applying online for the first time, you will need to register and provide a valid email address.

On the application form, you will be asked to indicate which role you are most interested in and you should tailor your application accordingly.

Your application should include a **CV, two referees, and a statement of claims** (a short 'pitch' of no more than 1000 words) drawing out why you are interested in the role, what you offer the agency, your skill set, relevant career history and achievements, and your leadership attributes. In preparing your application, we suggest you take account of the following alongside the role specific responsibilities and capabilities:

- [SES Performance Leadership Framework](#). This sets the expectations for all APS SES employees.
- [Secretaries Charter of Leadership Behaviours](#). This sets out the behaviours Secretaries expect of themselves, the SES and across all levels of the APS. The Charter focuses on behaviours that support modern systems of leadership within the construct of the APS Values and Code of Conduct.
- [Integrated Leadership System upon which the above behaviours are built](#).

For more information, please [visit the Australian Public Service Commission's page on Senior Executive Service \(SES\) recruitment](#).

Reasonable Adjustment

The AIHW is committed to providing accessible, inclusive and equitable recruitment processes for all candidates. If you require a reasonable adjustment (at any stage of the recruitment process), you can note this in your application and provide details of any adjustments required. All efforts will be made to meet your requirements.

Reasonable adjustments may include but are not limited to additional interview time, being interviewed at a particular time of day, interview material printed in large font, making allowances for varying communication styles.

RecruitAbility

The AIHW is committed to supporting the employment and career development of people with disability. Our participation in [APS RecruitAbility](#) means we will progress an applicant who declares that they have disability to a further stage in the recruitment process, where they opt into RecruitAbility on the application form and meet the minimum requirements for the role.

