



Position: Group Head

Classification: SES Band 1

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: #163_11/25

Group: Various

Salary: \$230,600 - \$264,196 pa plus superannuation

Engagement Type: Ongoing, Non-ongoing | Full time

Advertised: Commonwealth Gazette

Closing Date: 30 November 2025

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

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.



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, Disability and Ageing 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

The AIHW is seeking experienced and inspiring senior leaders to fill current vacancies in our leadership team as Group Heads (SES Band 1). Group Heads will report to the newly established Executive Directors (SES Band 2) roles and provide leadership and expertise to drive the group and institute's work. Group Heads have responsibility for multiple (approximately 7-8) units with a diverse remit.

The AIHW has recently established 3 divisions - the Health Insights Division, Community and First Nations Insights Division and the Corporate Strategy and Performance Division. Currently, Group Head vacancies exist in the Health Insights Division (for the Population Health Group), and the Community and First Nations Insights Division (for the Housing and Specialised Services Group).

Health Insights Division

The Health Insights Division comprises 3 groups: the Primary and Community Care & Information Standards Group, Health Systems & Performance Group and the Population Health Group. The Division's 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.

Opportunity 1: Population Health Group

This group comprises several units covering burden of disease, cancer, chronic conditions, preventive health and injuries. The group collects, compiles, analyses and presents comprehensive data about the health of Australians. The group has a particular role to play in expanding the amount of evidence available, particularly in relation to cancer and linkage across domains such as aged care and disability.

Community and First Nations Insights Division

The Community and First Nations Insights Division comprises 3 groups: the Housing & Specialised Services Group, Community Services Group, and the First Nations Health & Welfare Group. The Division's 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.

Opportunity 2: Housing and Specialised Services Group

The Group collects and analyses data to support reporting and policy decisions on the health and welfare of, and provision of services to, a range of Australians. This includes:

- People experiencing homelessness or needing assistance with housing
- Suicide prevention and wellbeing outcomes for current and ex-serving Australian Defence Force (ADF) members
- People's use of alcohol, tobacco and other drugs, and people seeking treatment for problematic alcohol and other drug use
- Children placed for adoption and their families, and children and young people in contact with the child protection system
- Young people experiencing the youth justice system
- The health and welfare of people who are in prison
- The experience of teachers through the Australian Teacher Workforce Dataset, and other education projects.

As a **Group Head**, you will be responsible to:

- Work with the Executive Director (ED) and other group heads to shape the strategic direction of the division as part of a high functioning cohesive team
- Develop and lead the strategic direction of the Group, including developing annual work plans, establishing expectations and priorities, managing resources and improvement initiatives, and developing capability within the group
- Together with the ED, build and maintain effective partnerships and strong working relationships with Commonwealth and state/territory agencies and relevant non-government organisations 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
- Recruit, develop, maintain and support a high performing team
- Provide professional and technical expertise and experience relevant to the Group's program of work
- Oversee the management of a program of work by teams of specialist staff within the group
- provide expert guidance on the maintenance, production and focus of national data products, collections and systems, including shaping their modernisation and availability
- Build capability and establishing an environment that supports world-class skills and expertise in health and welfare data management, analysis, presentation, interpretation and communication
- Ensure the group's compliance with all legislative and corporate requirements, policies, standards and practices of relevance to the institute's governance and operations
- Work collaboratively across the AIHW to establish strategic perspectives with respect to new and emerging issues, opportunities and capabilities that span the work of the institute
- Participate in committees, working groups and representing the institute in external engagements including presentations, discussions and briefings
- Participate as a member of the leadership team and contributing to the institute's strategic direction and overall management.

Selection Criteria

To be a strong contender for the **Group Head** roles you will demonstrate the following capabilities:

- Proven ability to provide strategic and operational leadership to data management, analytical, reporting and/or statistical functions
- A 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 group and the institute
- Excellent problem-solving skills, including the ability to anticipate and address operational challenges, develop innovative solutions, and implement strategies to enhance organisational performance

- 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 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.

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 these vacancies , you must:

- be an Australian citizen
- undergo any required pre-employment checks, including a police records check
- obtain and maintain a valid Security Clearance
- 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.

