

	POSITION TITLE	Population Health Advisor		
	DIRECTORATE	Te Puni Tūmatawhānui Health Improvement & Equity	DEPARTMENT	Population Health
	REPORTING TO (operationally)	Team Leader - Health Promotion	REPORTING TO (professionally)	n/a
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<p>This role is responsible to lead and influence equity and population health improvement for our whānau and communities in Hawke's Bay.</p> <p>Direct Reports - Nil</p>			
PURPOSE OF THE POSITION	<p>Lead population health improvement and equity projects/programmes and strategy.</p> <p>Build strong, collaborative and high trust relationships across the community, health system and intersector agencies.</p> <p>Inform and influence commissioning and investment decisions to reorient services to address health and social inequities.</p> <p>Develop health and equity promoting policy in both public and private sectors.</p> <p>Build capacity and capability of internal and external stakeholders that addresses population health and health inequity issues.</p> <p>Utilise population health intelligence, epidemiology and community voice to apply and inform critical thinking and decision-making for health improvement.</p>			
KEY DELIVERABLES	<p>Leadership & Strategic Planning</p> <p>Contribute to, and influence, strategic direction (i.e. contribute to steering groups, project groups and planning).</p> <ul style="list-style-type: none"> • Develop and review evidence-based strategies and policies. • Contribute to the development, implementation, monitoring and reporting of HBDHB and intersector plans and strategies. • Provide communication expertise linked to projects and programmes that effectively disseminate key messages to the organisation, intersector agencies and communities. <p>Evidence-Based Practice</p> <ul style="list-style-type: none"> • Inform and lead planning, funding/commissioning and contract development related to allocated portfolios. • Provide data and evidence to inform planning, funding/commissioning decisions. • Ensure whānau voice and place-based research is valued and informs programmes. • Critically analyse and disseminate research, reports and relevant literature • Provide data and evidence to inform planning, funding/commissioning decisions. • Monitoring and evaluation <p>Capacity and Capability Building</p> <ul style="list-style-type: none"> • Develop the capacity and capability of HBDHB, health providers and intersector partners to improve health inequities affecting Māori, Pasifika and people with unmet need to achieve wellness. • Create opportunities for integration, collaboration and shared learning within HBDHB and intersector agencies. <p>Effective Influencing</p> <ul style="list-style-type: none"> • Frame issues, influence and mobilise intersector agencies and the health sector to focus on broader determinants of health and wellbeing. • Provide information that highlights effective areas for change that can be actioned by other agencies. • Ensure communities and other agencies have the tools and skills to advocate for themselves. • Lead and coordinate submission writing and other policy development advocating for healthy public policy. 			

<p>KEY DELIVERABLES</p>	<p>Relationship Management</p> <ul style="list-style-type: none"> • Build strong, collaborative and high trust relationships across the community health system and intersector agencies. • Work collaboratively with HBDHB’s Māori Health Service, Pacific Development Service Population Health Service, Planning & Funding/Commissioning. • Identify innovative opportunities for joint working across sectors. • Build and facilitate intersectoral coalitions and strategic alliances. <p>Community Action</p> <ul style="list-style-type: none"> • Foster community action to identify and address health need, particularly with Māori and Pasifika and low-income groups. • Identify community assets, skills/capabilities and challenges/needs. <p>Ensure programmes are culturally safe and include whānau /community voice and engagement.</p>	
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>HBDHB is committed to maintaining and promoting the health and safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Health Improvement and Equity Directorate <ul style="list-style-type: none"> - Population Health Service - Te Wāhanga Hauora Māori - Pasifika Health team • Secondary service managers (including mental health and maternity services) • Planning and Funding Directorate • Communications Team • Communities, Women and Children Directorate • Health Services • Advisory committees 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Ngati Kahungunu Iwi Inc. and other Māori entities e.g PTSG/Tihei Mauri Ora • Government agencies (e.g. Ministry of Social Development, Oranga Tamariki, Te Puni Kokiri) • Te Hiringa Hauora • Community organisations • Local TLAs • Ministry of Health • Non-government organisations • Health Hawke’s Bay (PHO) • Community advocacy groups • Māori, Pasifika and other providers (e.g Te Taiwhenua o Heretaunga) • National organisations
<p>DELEGATION AND DECISION</p>	<ul style="list-style-type: none"> • Works autonomously within the boundaries of the agreed Work Plan to achieve the plan and problem solve issues as they arrive. • Works autonomously with a high degree of independence within the team to deliver on the work programme and problem solve complex issues as they arise. • Encouraged to use initiative and problem-solving skills to develop innovating approaches to issues. • Maintains relationships with internal and external stakeholders. • Maintains relationships with strategic business partners. 	
<p>HOURS OF WORK</p>	<p>80 per fortnight</p>	
<p>EMPLOYMENT AGREEMENT & SALARY</p>	<p>In accordance with the Allied Public Health & Technical Multi Employer Collective Agreement (MECA), outlined in the Salary Scale clause 5.2.3 according to qualification and experience.</p>	
<p>DATE</p>	<p>March 2021</p>	
<p>EXPENDITURE & BUDGET ACCOUNTABILITY</p>	<p>As per agreed workplans</p>	
<p>SCOPE & COMPLEXITY</p>	<ul style="list-style-type: none"> • Delivers actions that successfully reduce health inequities in Hawke’s Bay • Maintains quality intersector relationships in a coordinated and meaningful manner • Works with multiple organisations who have other visions and values • Effectively managing time and prioritising workload to ensure project work is completed within the agreed time. 	

ESSENTIAL CRITERIA

Qualifications

- Tertiary qualification in health promotion/public health or social/public policy

Experience

- Extensive experience in health (ideally 5 years plus)
- Experience in policy or planning
- Experience in community engagement and co-design

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Business/Technical Skills

- Research skills
- Policy writing and analysis
- Programme planning and evaluation
- Project management
- Effective time management skills
- Proficient in Microsoft Office – Word, Excel, Outlook, Powerpoint
- A comprehensive understanding of Te Tiriti O Waitangi
- Expert knowledge of determinants of health

Key Attributes

- Effective communication skills
- Strong written and oral communication skills
- Strong relationship management skills
- Effective interpersonal skills, relating to wide range of people
- Positive attitude with problem solving focus
- Current driver's licence

Physical requirements for role

N/A

Vaccination status for role

Vaccinations as per the current employee immunisation policy including annual influenza vaccination

DESIRABLE CRITERIA

Qualifications

- Post-graduate or Masters degree in health, social services or public policy

Experience

- Knowledge of the political, legislative or other external influences affecting the health sector

Business/Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Experience working with the media
- Marketing and communication skills



Our Vision and Values

Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.