



CHIEF EXECUTIVE OFFICER

JOB & PERSON SPECIFICATION

AUGUST 2025

Title: Chief Executive Officer

Classification: Executive Contract

Reports to: AMSANT Board

Work Unit: Senior Management Team

Work Location: Darwin NT

Work Hours: Full Time

Duration: 3-Year Contract (Negotiable)

About AMSANT

AMSANT is the peak body for Aboriginal Community Controlled Health Services (ACCHSs) in the Northern Territory. It advocates for health equity and supports the provision of high-quality, culturally safe, comprehensive primary health care services for Aboriginal communities serviced by ACCHSs.

Role Description

Under the direction of the Board of Directors, the Chief Executive Officer (CEO) will lead and manage AMSANT with integrity and accountability. The CEO will ensure that resources are effectively utilised to strengthen the NT ACCHS sector and work towards improved health outcomes for Aboriginal people across the Northern Territory.

The CEO will work in partnership with the Board and AMSANT member services to implement the strategic vision and goals of the organisation. The role requires high-level leadership to drive the Aboriginal health agenda, support the growth and development of AMSANT member ACCHSs, strengthen the ACCHS sector in the NT, and represent AMSANT in strategic forums regionally and nationally. Additionally, the CEO will lead lobbying and advocacy efforts to influence policy and improve broader health outcomes for Aboriginal people in the NT.

Key Responsibilities

1. Governance and Compliance

- Ensure compliance and best practice corporate governance consistent with legislation, government requirements, Board policies, and AMSANT's Rule Book.
- Provide the Board with high-level advice and information for effective decision-making.
- Implement Board-approved strategic plans and report regularly on progress.
- Oversee statutory reporting, including financial and compliance reports.
- Ensure AMSANT operates with transparency and accountability.

2. Strategic Leadership and Planning

- Identify and prioritise Aboriginal health needs in consultation with stakeholders.
- Develop and implement strategic plans aligned with member services' goals.
- Define clear strategies, targets, and outcome measures.
- Ensure the organisation remains responsive to sector changes and opportunities.
- Support the growth and development of AMSANT member ACCHSs and strengthen the ACCHS sector in the NT.

3. Financial and Resource Management

- Develop and manage the organisation's budget effectively.
- Identify and secure funding sources to support AMSANT's growth.
- Monitor financial performance and ensure efficient use of resources.
- Provide accurate financial reports to the Board and funding bodies.

4. Stakeholder and Community Engagement

- Foster strong relationships with member services, government agencies, and key stakeholders.
- Advocate for the interests of Aboriginal health at regional and national levels.
- Conduct community consultations to ensure AMSANT and the sector understand community health needs and priorities.
- Represent AMSANT on senior health committees, in media and other public forums.
- Lead lobbying and advocacy efforts to influence health and wellbeing policies and funding.

5. Leadership and Team Development

- Provide strong leadership, accountability frameworks, clear direction and support to staff at all levels.
- Promote a positive, respectful, and inclusive workplace culture.
- Ensure staff have access to professional development opportunities.
- Lead the Senior Management Team to achieve strategic goals.

6. Operational Excellence and Quality Improvement

- Oversee program delivery and ensure adherence to service standards.
- Implement continuous improvement initiatives and risk management frameworks.
- Monitor performance against key indicators and implement improvements.

7. Compliance with Workplace Health & Safety (WH&S)

- Ensure AMSANT complies with all WH&S legislation and best practices.
- Foster a culture of safety and well-being across the organisation.
- Address workplace hazards and incidents promptly and effectively.

Selection Criteria

Essential:

1. Be of Aboriginal and/or Torres Strait Islander descent.
2. Minimum five years' experience as a CEO or senior executive in an Aboriginal Community Controlled Organisation.
3. Demonstrated strong leadership and team management skills
4. Proven ability to provide strategic advice to a Board of Directors on complex issues.
5. Comprehensive understanding of Aboriginal health issues and policies.
6. Demonstrated experience in strategic planning and achieving organisational objectives.
7. Established relationships within Aboriginal communities and stakeholders.
8. Extensive experience in financial management and budgeting.
9. Success in securing and managing government and non-government funding.
10. Demonstrated experience in policy development and implementation.
11. Excellent interpersonal and communication skills.
12. Relevant tertiary qualifications in Business, Health, or a related field.

Desirable:

1. Experience in leading organisational change and growth.
 2. A clear, inspirational vision for the future of AMSANT.
 3. Knowledge of the local Aboriginal communities serviced by AMSANT.
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Appointment Factors:

- Adherence to AMSANT's Values, Code of Conduct, and Rules.
- National Police Clearance.
- Ability to obtain a Working with Children Clearance.
- Valid NT Driver's License.

This position is an identified role under Section 8(1) of the Racial Discrimination Act 1975 (Cth) and Section 57 of the Anti-Discrimination Act 1996 (NT) and is open only to Aboriginal and/or Torres Strait Islander applicants.



HOW TO APPLY

Applications including a cover letter and CV should be addressed to Justin Hinora. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8849.

Please Note

Your application will be automatically acknowledged by a return email.