

POSITION DESCRIPTION



Position Title: Manager, Trans Health Equity
Division: Community Health
Work Level: Manager
Reports To: Director, Community Health
Direct Reports: Up to 10 Staff

Position Overview

Trans people of all genders and communities have particular health needs, and experience significant barriers to accessing the health care that they need.

The need for a comprehensive and coordinated set of activities to address these health discrepancies is ongoing and urgent. ACON will continue to advance efforts to reduce health disparities and enhance strong health and gender euphoria for trans people of all genders and communities.

This position will work in collaboration with a number of stakeholders to improve the health and wellbeing of trans adults of all genders and communities in NSW and across Australia, focussing on a number of areas that include, but are not limited to:

- ✓ Contributing to and promoting clear, easy and understood pathways for accessing care, information and support.
- ✓ Facilitating and enabling opportunities for enhanced trans community peer support, connection, gender euphoria and strength.
- ✓ Promoting affordable and available gender-affirming health care.
- ✓ Contributing to and promoting a trans-affirming, gender affirming and knowledgeable health sector.

Main Activities

- ✓ Leadership in contract management and driving the development, growth, implementation, and evaluation of ACON's evidence-based and community co-designed trans community health promotion programs, including:
 - Manage, lead and supervise ACON's Trans Health Equity Programs Team, including direct staff supervision.
 - Manage, support, train and evaluate Programs Team volunteers.
 - Provide lived expertise of trans community, trans health and gender affirmation advice, information and needs across a range of advisory groups, fora, conferences and other relevant representation opportunities.
 - Assist and collaborate in building the trans-affirming capacity of the team, Division and ACON more broadly, such as participating, as appropriate, in internal working groups, identifying partnership and professional development opportunities, presenting training and in-services, and contributing where possible and appropriate to ACON's broader health promotion work.
 - Regularly monitor, analyse and summarise trans health experiences, needs, trends and themes, utilising all four of the Australian National Health and Medical Research Council levels of evidence, alongside internal, reporting, scoping, co-design and evaluation data.
- ✓ Manage physical, financial, and employee related matters of the team in conjunction with People & Culture and the Director, including supporting, mentoring, and evaluating performance of direct reports and volunteers.
- ✓ Proactively identify and act on opportunities for growth, improvement, collaboration and partnerships that support and contribute, where appropriate, to ACON, ACON's communities, community organisations, external agencies and service providers on key trans-affirming and gender affirmation needs, for the greater inclusion of trans adults and communities in relevant programs, policy settings and processes.

APPROVED: Director, Community Health

Manager, Trans Health Equity

Apr 2024

Main Activities (continued)

- ✓ Proactively identify current and emerging risks and opportunities related to trans adults, and particularly priority populations within the trans community, and provide recommendations and support to the Director, ACON SLT, team, sector and community that seek to address issues in an appropriate, timely and strengths-based manner.
- ✓ Design, lead, implement, report on and evaluate the Trans Health Equity Program Team's work plan, based on ACON's strategic plan, business and action plans.
- ✓ Design, implement, report on and evaluate ACON's Blueprint for Improving the Health of the Trans Communities in NSW action plan, alongside relevant ACON teams.
- ✓ Actively participate in and contribute to an ongoing process of supervision, unit meetings, team meetings, division meetings, general staff meetings, quality improvement and professional development strategies.
- ✓ Perform other duties to assist with the work of the unit, division and ACON as requested by your supervisor (or designate).

Selection Criteria

Essential:

1. Direct experience and connection with trans adults of all genders and trans communities in NSW and across Australia.
2. Knowledge of disparities facing trans adults in NSW and across Australia, as well as the broader social determinants of health impacting trans populations.
3. Familiarity with public, population and community health, and peer-led approaches, frameworks and programs.
4. Knowledge of and connection with existing health care and social services available to trans adults at local, state and national levels.
5. Prior policy and advocacy experience, including the ability to quickly investigate, learn, summarise and explain complex topics and ideas and to communicate these in a manner that strongly influences decision-makers to meaningfully act.
6. Excellent project management skills including the ability to set priorities, meet deadlines and produce quality work with attention to detail.
7. Superior communication skills, including written and verbal presentation skills, diplomatic, strengths-based and effective liaison and interpersonal skills.
8. Experience with public speaking and building community capacity.
9. Demonstrated experience supervising and leading people, as well as ability to work as a team member and collaborate with others.
10. Evidence of Covid-19 Vaccination, in addition to any other vaccination required to perform the role.

Desirable:

1. Bachelor's degree and/or graduate degree in law, public health, social work, or public policy; or 5 years of relevant non-profit work experience in law, public health, social work, or public policy.