

## Team Leader Environmental Health (Aboriginal and Torres Strait Islander)

### HP5

#### Your opportunity

Manage the operational delivery of environmental health services across multiple health service districts and/or sites to protect, promote, prevent, recognise, evaluate and control risks to the community arising from environmental health hazards that impact on the natural and built environment and human health. This position has a focus on the delivery of environmental Health services in Aboriginal and Torres Strait Islander communities and programs.

#### Cairns Public Health Services

Public health focuses on the health and wellbeing of populations, rather than of individuals. Cairns Public Health Service (CPHU) aims to minimise the morbidity and mortality from communicable and vaccine-preventable diseases, and environmental health hazards thereby:

#### Our workplace

Cairns and Hinterland Hospital and Health Service provide an extensive range of health services at more than 30 regional, rural and remote facilities across a geographical area of 142,900 square kilometres. The Health Service is 95 percent self-sufficient with only a small number of high-level acute services being

Cairns and Hinterland Hospital and Health Service [Strategic Plan 2023-2027](#)

#### First Peoples Health Equity commitment

As a Health Service, Cairns and Hinterland Hospital and Health Service have a key role to play in addressing health inequities in our region. We are committed to providing clinically and culturally safe access to health care for First Peoples. Please refer to our [CHHS Health Equity Strategy 2025-2028](#) for further information.



[Visit us online](#)



[Our organisation structure](#)



#### Vacancy reference

CAH683903



#### Salary

\$5557.50 - \$5798.90 per fortnight  
(plus superannuation and leave loading benefits)



#### Role type

Fixed Term Temporary Full Time for 12 months



#### Location

Cairns



#### Team/Division

Cairns Public Health Services  
Cairns and Hinterland



#### Closing date

Thursday, 18 June 2026



#### Contact

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#### How to apply

Please refer to the information for applicants guide that is provided to assist in the preparation of your application. The following information is required when submitting your application:

- your current CV or resume, including the names and contact details of two referees
- A cover letter that demonstrates the key capabilities, knowledge and experience listed under 'How you will be assessed' section. (maximum 2 pages)

Note: Applications submitted by an Agency incurring a fee will not be considered.

Applications will remain current for 12 months. Future vacancies may also be filled through this recruitment process.



## Your key accountabilities

- Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.

### **Environmental Health Ability and Expertise**

- Demonstrates specialist environmental health clinical knowledge, skills and risk-based decision making to manage the day to day delivery of environmental health services, across multiple specialty areas and across multiple Districts and/or multiple sites, to develop evidence-based options and implement appropriate interventions and enforcement strategies, with minimal supervision.
- Use specialist environmental health clinical skills and expertise gained from significant professional development activities, post graduate education or formal qualifications and experience to manage the implementation of novel, complex or critical programs, interventions and / or investigations for breaches of relevant public health legislation.
- Responsible for managing the operational response to frequent complex environmental health incidents (arising from biological, social, physical and chemical hazards), utilising health risk assessment principles to minimise risks to populations.

### **Communication and Partnerships**

- Provide high level specialist clinical advice and prepare comprehensive reports and submissions to management and key internal and external stakeholders on a daily basis. Represent environmental health on local, district, Area and Statewide committees as delegated.
- Work collaboratively within a multi-disciplinary team and with key stakeholders to deliver complex environmental health services across multiple Districts with a focus on Aboriginal and Torres Strait Island communities.
- Use high level policy knowledge to contribute to the development of Area operational plans and State-wide policies and procedures, in partnership with relevant stakeholders.
- Advocate for and lead culturally relevant and ethical approaches to environmental health programs and

## Your key skills

We are looking for the best suited applicant for the role. We will do this by assessing your eligibility, your ability to perform the requirements of the role, and if relevant the way you carried out previous roles. We will also consider your potential to contribute to Cairns and Hinterland Hospital and Health Service and how your engagement would support our commitment to Compassion, Accountability, Respect and Integrity.

## How you will be assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under 'Your role', the ideal applicant will be someone who can demonstrate the following:

### **Environmental Health Expertise and Ability**

- Demonstrated specialist-level knowledge, expertise and skills in contemporary practice standards and service delivery in environmental health, with the ability to develop and implement novel solutions to complex environmental health issues, using appropriate interventions including enforcement.

### **Communication and Partnerships**

- Demonstrated ability to provide specialist clinical environmental health advice to internal and external stakeholders and to prepare comprehensive reports and submissions, and work in a multi disciplinary team to ensure effective service delivery
- Demonstrated interpersonal skills and the ability to facilitate culturally relevant and ethical approaches to communicate and collaborate effectively with organisations and communities including Aboriginal and Torres Strait Islander people.

### **Leadership and Management**

- Demonstrated ability to provide day to day operational management and clinical practice supervision of an environmental health team, including the allocation of resources and a formal role in performance appraisal of subordinate staff.

#### Our values



COMPASSION



ACCOUNTABILITY



INTEGRITY



RESPECT

interventions, in particular for Aboriginal and Torres Strait Islander peoples and culturally and linguistically diverse groups across the Service Area by using expert level interpersonal and written communication skills.

### **Leadership and Management**

- Operationally manage a team of environmental health officers and environmental health technicians or a multi-disciplinary team, including resource allocation to deliver environmental health programs, projects and research across multiple-Health Service Districts and/or multiple-sites.
- Use high level professional knowledge to inform and improve environmental health practice by managing quality service improvement, performance appraisal, professional development and competence of the environmental health team to enhance environmental health outcomes.
- Manage the administration, direction and control of financial and physical resources, including cost centre management, to ensure the effective delivery of environmental health services in the specified work area.

### **Knowledge Management**

- Apply advanced level leadership skills in environmental health through continual professional development and through reporting of outcomes and key learning's identified in the day to day delivery of environmental health services.

Follow defined service quality standards, occupational health and work policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.

Fulfil the responsibilities of this role in accordance with CHHS values.

- Demonstrated ability to monitor the appropriate application of environmental health professional standards and the quality of work unit activities and lead the implementation of service improvement, as well as the development of operational plans and policy and procedures.

### **Knowledge Management**

- Demonstrated ability to manage continual learning activities to enhance environmental health practice knowledge and expertise.

#### Our values



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## Mandatory qualifications/Professional registration/Other requirements

- The successful applicant must hold a tertiary degree (or equivalent) qualification that is accredited by Environmental Health Australia or deemed eligible for appointment by the Qld Health Environmental Health Officer Appointments Review Committee.
- Note: For establishment management purposes, under Schedule 1 of the Health Practitioner Enterprise Agreement (2007), this position is deemed to be of the discipline Environmental Health Officer.
- This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- Travel will be required due to the geographical scope of the position including air travel. A corporate vehicle is available on a booking or priority needs basis. The role may require extended travel of up to two weeks in remote Aboriginal and Torres Strait Island communities staying in varying levels of accommodation and travelling on small aircraft. Driving long distances on unsealed roads may also be required.
- After hours work may be necessary from time to time to conduct routine work and to respond to emergent issues of public health significance. On-call and Recall provisions of applicable IRM's will apply in these circumstances, as appropriate.
- Although not mandatory, previous experience working with Aboriginal and Torres Strait Island communities and people and developing and implementing environmental health programs in these setting would be beneficial.
- Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties
- It is a condition of employment for the employee in this role to be, and remain, vaccinated against or non-susceptible to the following Vaccine Preventable

## Employment screening

Appointments are made in accordance with *Public Service Commission (PSC) Directive 07/23 Recruitment and Selection and HR Policy B1 Recruitment and Selection*.

Cairns and Hinterland will conduct the required employment screening prior to appointment.

- **General criminal history check – conducted by Queensland Health (mandatory for all appointments)**
- **Proof of Identity**
- **Citizenship/Visa check**  
Applicants must have the right to work in Australia
- **Serious Disciplinary Action check**

In addition, applicants may also be required to complete if being appointed to work in specific facilities or areas:

- Corrections Services criminal history check (*Corrective Services Act 2006*)
- National Police check (*Aged Care Act 2024*)
- Working with children check – Blue card (*Commission for Children and Young People and Child Guardian Act 2000*)

Vaccine Preventable Diseases (VPD) evidence as required for your employment in accordance with legislation/government policy and Directives. If you are the preferred applicant, your application for employment will not be successful unless you comply with Queensland Health policy. Please see [QLD Health Careers](#) for further information. [VPD Evidence Form](#)

Applicants are required to disclose any pre-existing illness or injury which may impact on their ability to perform the role as per section [571 of the Workers' Compensation and Rehabilitation Act 2003](#).

Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.

We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#)

### Our values



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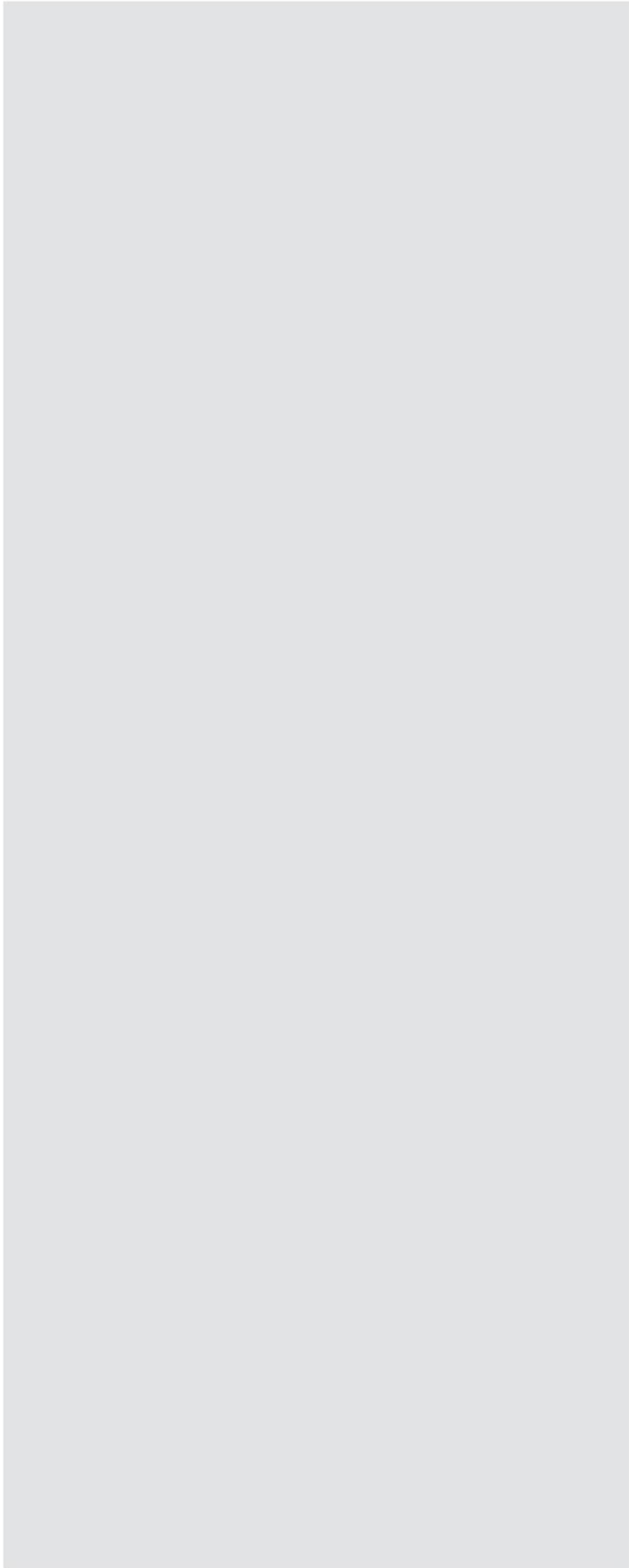
INTEGRITY



RESPECT

Diseases (VPDs) during their employment: **Measles, Mumps, Rubella (MMR), Varicella (chicken pox) and Pertussis (whooping cough)**. *Existing staff engaged prior to 1 July 2016 (and have not had a break in service) are not subject to this new condition of employment unless they are moving from one Hospital and Health Service to another Hospital and Health Service within Queensland).*

- It is a condition of employment for the employee in this role to be vaccinated against or not susceptible to **Hepatitis B**. Proof of vaccination or non-susceptibility is a condition of employment for all staff (new and existing) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.



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