



Government  
of South Australia

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# CANDIDATE BRIEFING NOTES

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SA Mental Health Commissioner  
Government of South Australia



# ABOUT WELLBEING SA...

Wellbeing SA is a state government agency that supports the physical, mental and social wellbeing of all South Australians. They work across primary and secondary prevention to lead system change and better support community health and wellbeing.

## WELLBEING SA'S APPROACH:

Wellbeing SA uses a population health approach to improve the health of the entire population, working in partnership to lead community wide action on the determinants and risk factors of good health and wellbeing.

Wellbeing SA works across primary and secondary prevention to:

- Promote wellbeing and prevent risk factors in people who are well
- Identify people who have risk factors or early onset illness to support mitigation, cure or management
- Lead evidence based action in prevention through the collection of population health data, service planning and policy

## WELLBEING SA'S RESPONSIBILITIES:

Wellbeing SA is responsible for:

- Leading – providing system leadership in prevention and collecting and using data and evidence to inform health and service planning, practice and policy
- Commissioning – funding approaches and services for prevention, health promotion and early intervention
- Partnering – working collaboratively with communities and stakeholders to impact health, wellbeing and coordination of care
- Delivering – supporting the implementation of evidence based approaches for health promotion
- Prioritising – focusing on priority settings and priority population groups who experience poorer health outcomes

## PRIORITY FOCUS AREAS:

Wellbeing SA's work is focused on the priority areas that include:

- The Early Years – Wellbeing SA is working in partnership to support all South Australian children to have the best start in life, for optimal growth and development
- Mental Health, Wellbeing and Suicide Prevention – Wellbeing SA is fostering and coordinating the partnerships required to build resilient and connected communities and working to improve South Australians' mental health and wellbeing
- Injury Prevention – Wellbeing SA is leading action on injury prevention across South Australia, providing monitoring of sustained injuries and supporting public health initiatives to prevent injuries, with a focus on early years and older populations



# ROLE STATEMENT...

The SA Mental Health Commissioner will work in partnership with people with lived experience of mental illness and their families and carers, the Minister for Health and Wellbeing, Wellbeing SA, the Office of the Chief Psychiatrist, providers of mental health and related services, SA government agencies, the non-government sector and state and national mental health bodies to achieve whole of government strategies to support the mental health and wellbeing of the South Australian community.

The functions of the SA Mental Health Commissioner are to:

- Promote and advocate for the rights and interests of all people in relation to Mental Health and Wellbeing
- Encourage the participation by those living with mental illness or lived experience in the design and delivery of services that affect their lives
- Assist in the planning, development, implementation and evaluation of suicide prevention, intervention and postvention activities
- Support initiatives targeting suicide prevention, intervention and postvention conducted by key stakeholders
- Promote the planning and implementation of innovative best practice initiatives across all age-groups, but to also provide a specific focus on the needs of young people and older persons in relation to mental health issues
- Advise, and make recommendations to, Ministers, State authorities and other bodies (including non-Government bodies) on matters related to the rights, care and treatment of all people living with mental illness
- Prepare and publish reports on matters related to care and treatment of people with mental illness
- Engage people with mental illness and lived experience in the performance of the Commissioner's functions
- Consult and communicate with those involved in the delivery of services to people with a mental illness
- Advocate for continuous improvement of mental health related resources, information and connection to support services for families and/or individuals impacted by mental illness and suicide





# SOUTH AUSTRALIA...

South Australia. It's a beautiful place. A place for the restless, for those who want to dive a little deeper, explore a little longer and go a little further. Why do we always travel to the same places and do the same things? It is time to be curious and reward your wonder. That's the thing about South Australia, it's a place for those who want a little more.

Adelaide has come a long way in the last few years. It's getting the attention of media around the globe as a boutique metropolis of tiny wine bars, experimental menus and destination-worthy hotels. Adelaide's reinvention is a discovery for the senses, where retro Los Angeles beach vibes converge on the gusto of an abundant multi-cultural scene. Think swish roof top bars and a wickedly indulgent festival season, Adelaide is a modern playground set against a backdrop of grand architecture and Aboriginal history.

There's a world of new experiences and things to do in South Australia. Get up-close to iconic Australian wildlife only minutes away from Adelaide's CBD or swim with sea lions and sharks on our Eyre Peninsula. Adelaide is a culinary playground with a delicious mix of fine dining restaurants, award-winning cafes, bustling food markets and booming boutique bars. South Australia is home to 18 wine regions and has officially been named a Great Wine Capital of the World. Beach lovers will be in heaven at our stunning beaches, while those with an adventurous spirit can try their luck at some of the country's most epic surf spots.

**Find out more about South Australia by visiting:**

<https://southaustralia.com/> (source)

or

<https://www.migration.sa.gov.au/why-south-australia>



# POSITION DESCRIPTION..

**Position Title:** SA Mental Health Commissioner

## REPORTING RELATIONSHIPS AND REQUIREMENTS

### Relationships

The Commissioner is appointed by the Governor in accordance with the *Constitution Act 1934*. The Commissioner role will be established and will:

- Report to the Minister for Health and Wellbeing
- Liaise with the Chief Executive of Wellbeing SA, to operationalise a mental health workplan
- Receive administrative and executive support from Wellbeing SA through the nominated Executive Director

### Requirements

- Develop special reports requested by the Minister on specific issues that impact people with mental illness
- Create policy proposals requested by the Minister on specific issues related to mental health
- Prepare and publish reports and research findings and make recommendations to Ministers, State authorities and other bodies on matters related to mental health for South Australians

## KEY OUTCOMES

- Foster the development of policies, practices and procedures by State authorities that promote mental health and wellbeing for South Australians
- Develop future mental health strategic plans and subordinate plans in partnership with:
  - People with lived experience of mental illness and their families and carers
  - Wellbeing SA
  - The Office of the Chief Psychiatrist
  - The Suicide Prevention Council
  - The Premier's Advocate for Suicide Prevention providers of mental health and related services
  - SA government agencies
  - The non-government sectors
  - State and national mental health bodies
- Contribute effectively to the attainment of the whole-of-Government objectives that are communicated in writing by the Premier or the Minister
- Conduct a policy and research program that is developed in consultation with the Minister
- Engage with the mental health sector and the community in partnership with Wellbeing SA to promote the wellbeing of people who have a mental illness and their families and carers
- Promote and facilitate the sharing of knowledge about mental health issues with the aim to increase mental health literacy and decrease stigma
- Ensure mechanisms are in place to regularly consult and include the community in the work of the Commission within the governance structure





# POSITION DESCRIPTION...(CONT'D)

## KEY CHALLENGES

- Strengthening the mental wellbeing and health care of South Australians by working with partners to influence decision making, set goals and transform systems and supports to improve people's lives
- Bringing together lived experience and professional expertise in order to drive reform to enhance the lives of people living with mental illness and strengthen the mental health and wellbeing of South Australians
- Supporting the co-design of services that connect people affected by mental health issues, including families, friends and carers with others who have lived experience
- Promoting resilience as a feature of programs and services for children and young people to enhance and develop their ability to manage stress (a risk factor for mental health conditions such as anxiety and depression)
- Encouraging social inclusion, public awareness and understanding of issues relating to the wellbeing of people with mental illness to address stigma and discrimination
- Increasing accountability and transparency through credible and useful public reporting and advice informed by collaboration
- Providing leadership and information that helps to empower people with lived experience of mental illness, their families and carers
- Working productively with a diverse range of stakeholders with different interests and expectations
- Leading, influencing and supporting system improvement, integration and change management strategies that will support South Australia's strategic priorities

## SELECTION CRITERIA

### Qualifications

An appropriate tertiary qualification is desirable.

### Experience

Previous instances of applying lived experience in a strategic, co-design or leadership role is desirable and would be an advantage.

*Note: Lived experience is defined as the meaningful utilisation of knowledge and skills arising from personal experience of mental ill-health, caring for family and/or loved ones experiencing mental ill-health*

### Core Competencies

- Capability to exercise authority, independence and integrity
- Strong commitment to fairness and equity in conflict resolution
- Developed skills in communication, leadership, influencing and negotiation
- Strategic leadership skills including demonstrated experience in driving change
- Ability to analyse complex issues objectively to arrive at impartial conclusions supported by relevant and reliable evidence
- Credibility and the capability to inspire public confidence
- Proficiency in working collaboratively to achieve reform initiatives
- High level strategic, policy development, analytical and problem solving skills
- Strong understanding of the mental health, wellbeing and community services environment



# POSITION DESCRIPTION...(CONT'D)

## SELECTION CRITERIA (CONT'D)

### Essential Technical Knowledge and Expertise

- Understanding of current issues related to mental illness, mental health and wellbeing, ethics and public administration
- Knowledge of the social and economic environment in South Australia and an understanding of the macro level policy issues related to mental health
- Experience in co-leading and co-designing services for people in relation to mental illness, health or wellbeing

## SPECIFIC COMPETENCIES

The incumbent will display the following attributes:

### Shapes Strategic Thinking and Implement Change

Anticipates and plans for future events, trends, problems and opportunities and exercises sound judgement. The incumbent develops creative solutions and stimulating new ways of thinking and solving problems. This might include but not be limited to:

- Creating vision
- Providing inspiration
- Thinking and acting strategically
- Leading and influencing change
- Solving problems

### Achieves Results

Makes timely, quality decisions and evaluates reasonable risk taking opportunities in order to achieve results by:

- Driving organisational effectiveness
- Exercising sound judgement
- Evaluating
- Applying technical expertise
- Assuming accountability

### Forges Relationships and Engages Others

Builds effective working relationships, networks and partnerships with internal and external bodies at all levels, actively listens to what others have to say and responds in a clear, concise and diplomatic manner and adapts communication style as appropriate. Evidence of this might include:

- Promotion of information sharing and the gathering of knowledge
- Management of effective partnerships to achieve desired results
- Provision of negotiation and influence
- Establishment and maintenance of strategic networks





# POSITION DESCRIPTION...(CONT'D)

## SPECIFIC COMPETENCIES (CONT'D)

### Forges Relationships and Engages Others (cont'd)

- Collaboration with diverse stakeholders
- Effective and accurate capture of views of those with lived experience
- Management of conflict
- Communication presented clearly and adapted to the relevant audience

### Exemplifies Personal Drive and Professionalism

Acts with integrity and models ethical principles, practices, values and behaviours and embeds public sector values into the culture of the organisation and sets and pursues challenging personal performance standards, by:

- Modelling values and integrity
- Engaging with risk and shows personal courage
- Displaying flexibility and resilience
- Demonstrating self-awareness and commitment to personal development
- Valuing wellbeing for self and others

### Drives Business Excellence

Builds an effective, sustainable and high performing organisation through leadership, engages and aligns human, financial and information resources to achieve strategic targets and plans for the future organisational needs to minimise risk and maximise opportunity, by:

- Influencing organisational performance
- Leading and developing people
- Predicting and planning for future organisational needs
- Building capacity and expertise
- Promoting a customer service ethos
- Directing resources

## ROLE REQUIREMENTS

### Corporate Compliance

The incumbent will promote and act in accordance with the Code of Ethics for South Australian Public Sector, Policies, Procedures and Legislative requirements, which include, but are not limited to the:

- South Australian Public Sector Fraud and Corruption Control Policy
- Worker Health, Safety and Welfare principles and procedures
- Equal Employment Opportunity principles and procedures
- Relevant Delegations of Authority
- Code of Fair Information Practice
- *State Records Act 1997*
- Keeping Them Safe Legislation (inclusive of Mandatory Notifier)



# POSITION DESCRIPTION...(CONT'D)

## ROLE REQUIREMENTS (CONT'D)

### Corporate Compliance (cont'd)

- Disability Discrimination
- Relevant Australian Standards
- Smoke Free Workplace
- South Australian Government Risk Management Policy

### Working Relationships

The Commissioner will have a wide range of working relationships including, but not limited to the following:

- People with lived experience and their families and carers
- Premier, South Australia
- Minister for Health and Wellbeing
- Wellbeing SA
- Office of the Chief Psychiatrist
- SA Government agencies
- Local Health Networks in SA
- National, state and territory Mental Health Commissions
- Providers of mental health and related services
- Peak and advocacy agencies related to mental health and wellbeing
- Mental Health Coalition of SA
- Primary Health Networks
- Local Government
- South Australian Health and Medical Research Institute (SAHMRI)
- Universities and other research institutions
- Relevant Commonwealth agencies
- Philanthropic Organisations
- Premier's Advocate for Suicide Prevention and/or Suicide Prevention Council

### Performance Development

The Commissioner will participate in a Performance Review and Development Program (PR and D) which will include a regular review of performance against the responsibilities and key result areas associated with the position and a requirement to demonstrate appropriate behaviours which reflect a commitment to the South Australian Public Sector's values. The Commissioner will undertake PR and D with the Minister for Health and Wellbeing.

### Special Conditions

- The position is offered as contract appointment for up to 3 years
- The incumbent will be required to work out of hours and some intra/interstate and/or international travel may be required
- Appointment is subject to a satisfactory Background Screening and National Criminal History Check obtained through the Screening and Licensing Unit, Department for Communities and Social Inclusion



# RECRUITMENT PROCESS...

Our best-practice and rigorous process incorporates pre-screening, initial interview, psychometric appraisal facilitated internally, reference checking and panel interview.

## PSYCHOMETRIC APPRAISAL

Stillwell Management Consultants employs a team of Registered Psychologists and Registered Organisational Psychologists who work in parallel with our Recruitment team. The psychometric assessment process is administered and interpreted by our specialist team.

Successful applicants are offered a complimentary debrief session with one of our Registered Psychologists to take place within the first month of commencing in the role.

## REFERENCE CHECKING

Should your application be shortlisted, you will be asked to provide the details of two to three professional referees. You will be required to provide SMC with the details of referees that you have directly reported to, in the past 10-15 years or currently.

Referees are only contacted once your permission has been sought, at such a time in the process that it is necessary, and this will occur during the latter stages of the process.

We do offer flexibility in the timing of when we contact referees, particularly if you are nominating someone you are currently reporting to, as such we are happy to discuss this with you at the appropriate time.

**Stillwell Management Consultants endeavours to provide regular updates to you throughout the recruitment process, and all applicants will be notified, in writing or otherwise, of the outcome of their application.**



# LEAD CONSULTANTS...

Confidential telephone enquiries are welcome on (+618) 8212 0999 to:



**DARYL STILLWELL**  
Managing Director  
Registered Organisational  
Psychologist

**MELISSA NOONAN**  
Senior Management  
Consultant



**ALL ENQUIRIES AND APPLICATIONS ARE TREATED WITH THE STRICTEST LEVEL OF PRIVACY AND CONFIDENTIALITY.**

## HOW TO APPLY...

Please visit <https://www.stillwellmanagement.com.au/jobs> and select 'SA Mental Health Commissioner' to view the full advertisement.

Click 'Apply Online' and complete the online form (paying special attention to questions marked with an asterisk), and attach:

- your current CV/resume, and
  - your CV should include details of your full employment history as well as a detailed synopsis of your key responsibilities and achievements of the positions you have held over the last 10-15 years, or as relevant to the role you are applying for
- a one-to-two-page Cover Letter addressed to the Consultant(s) listed above, highlighting your ability to demonstrate the skills and attributes required of the successful appointee

*Immediately you will receive a receipt of your application and we ask that you verify your email address per the link in the email to ensure we are able to communicate with you using your correct details. If you do not receive this email, please check your junk inbox.*

**APPLICATIONS CLOSE AT 9:00AM ON WEDNESDAY, 17 MAY 2023.**

