



## **Expressions of Interest**

### **Assistant Commissioner for Lived Experience (Consumer)**

Following an Independent Governance Review of the *Health Service Act 2016*, the State Government announced a package of reforms to strengthen leadership, accountability and coordination of the mental health and alcohol and other drugs systems. As part of this package, the State Government committed to the establishment of Aboriginal Affairs, Alcohol and Other Drugs and Lived Experience leadership roles within the Mental Health Commission (Commission) to provide strategic and expert advice to inform system-wide reform.

The Assistant Commissioners report to the Mental Health Commissioner (Commissioner) and are broadly responsible for providing senior leadership, guidance and advice in their areas of specific expertise. Assistant Commissioners can expect to interface with the community and key stakeholders, including government and non-government representatives, and as such form part of the public face of the Commission. The Commissioner both directs and collaborates with the Assistant Commissioners.

Four Assistant Commissioner roles have been established, requiring the following areas of expertise and representation:

- Aboriginal Affairs
- Alcohol and Other Drugs
- Lived Experience (Consumer)
- Lived Experience (Significant Other)

### **Individual Role Requirements**

A commitment of the Commission is to ensure the engagement and integration of lived experience across all aspects of its work. The Assistant Commissioner for Lived Experience (Consumer) is responsible for facilitating integration of lived experience into the work of the Commission, and ensures it benefits from a diverse range of lived experience perspectives, including those of consumers with experience of mental health and alcohol and/or other drug issues. The Assistant Commissioner for Lived Experience (Consumer) is expected to advise on achievable solutions to system issues through the context of appropriately considering the influence of the broad determinants of health.

This role will work collaboratively and strategically with the Commission's Senior Executive Group, Executive Leadership Group and within other governance structures to provide independent expert advice to support the Commission to apply evidence-based, contemporary, trauma-informed and recovery-oriented approaches to mental health and alcohol and other drug system policy, service design and delivery. This role will provide advice to inform ways of working, facilitate collaboration across sectors and ensure lived experience voices are central to decision making. This work has strong links to the knowledge and skills of broader social rights movements, which are required to develop Lived Experience expertise.

The Assistant Commissioner for Lived Experience (Consumer) will be required to utilise this expertise to support system-level change. This includes through expertise in Lived Experience leadership, in areas such as policy development, service management and reform, advocacy, peer work, research and/or academia.

The incumbent is expected to maintain their Lived Experience expertise (skills, knowledge and values) through professional development, connection and understanding with peer communities, along with Lived Experience (Peer) led supervision and reflective practice.



## **Key Role Accountabilities**

- Provide independent and expert advice to the Commissioner and Senior Executive Group on relevant issues related to areas of expertise.
- Provide specialist guidance and strategic policy and systems advice relevant towards achieving a person centred and recovery-oriented mental health and alcohol and other drugs system.
- Provide leadership and internal consultancy to Commission staff on integration of lived experience perspectives into programs and service development, and ways of working as requested.
- Provide high quality analysis and advice on issues from a Lived Experience (Consumer) perspective, to facilitate the Commission's work and contribute to government processes, including through best practice evidence, research literature, current national policy and indicators, and survey data.
- Effectively communicate, engage and influence stakeholders, consult sensitively, actively listen and report back accurately; noting a requirement to work with a diverse range of communities, government and non-government stakeholders.
- Perform a leadership role and/or be an active member of significant governance and advisory groups or panels within the Commission, including in the function of Chair/Co-Chair, as required in the relevant Terms of Reference.
- Maintain linkages with key stakeholder groups and sector representatives and advise achievable solutions to the Commission on issues.
- Represent the Commissioner as requested at meetings, stakeholder forums, roundtables and public events.
- Act as a public advocate for the work of the Commission.
- Support the effective representation of stakeholders in the work of the Commission, including governance, operations, workforce, recruitment, quality and evaluation.
- Act in accordance with the Assistant Commissioners Code of Conduct.
- Consistently display and promote high level commitment, integrity and diligence in all aspects of work, applying the principles of confidentiality, mutual respect and understanding.
- Other duties as required.



## **Assessment Criteria**

This role is a designated Lived Experience role which requires an individual which requires an individual who has had a significant personal life-changing experience of mental health, alcohol and/or other drug challenges; and can demonstrate an ongoing commitment to training and professional development.

Applicant suitability will be assessed in alignment with Public Sector Commission's [Leadership Expectations](#). Appendix 1 details the key competencies and how it may be demonstrated from a Lived Experience perspective.

### ***Lead collectively***

- Seek and build key relationships, work together and focus on the greater good.

### ***Think through complexity***

- Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.

### ***Dynamically sense the environment***

- Be in tune with the political, social and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.

### ***Deliver on high leverage areas***

- Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.

### ***Build capability***

- Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.

### ***Embody the spirit of public service***

- Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interests of the public good.

### ***Lead adaptively***

- Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.

Experience working at a state and national level with similar or comparable experience are preferred.

Applications are sought widely from people residing in Western Australia.

## **Details of Appointment**

The Assistant Commissioner for Lived Experience (Consumer) will be appointed for an initial term of 12 months.

The appointment is subject to:

- A referee check.
- Successful 100 point Identification Check.
- Criminal record screening, noting the outcome does not necessarily exclude an applicant



from appointment and will be assessed by a Commission Decision Making Committee.

### **Availability and Time Commitment**

The Assistant Commissioner will be engaged on a part-time basis which is expected to equate to 0.2 full time equivalent.

This is subject to change based on the requirements of the role and in negotiation with the Commissioner on an ad-hoc basis.

### **Code of Conduct**

The Code of Conduct, which outlines expectations regarding confidentiality and conflict of interest and other related matters, will be provided to successful applications on provision of the letter of engagement.

### **Eligibility and Remuneration**

In alignment with Commission policy, eligible applicants can only be engaged as an individual and not via a business. Successful applicants are not eligible to be concurrently engaged as an individual to undertake additional work beyond the scope of the requirements and expectations of the Assistant Commissioner for Lived Experience (Consumer).\*

Eligible applicants who are not public sector employees will attract an hourly rate of \$100 per hour, in alignment with Commission policy.

Successful applicants who are public sector employees will need the approval of their employer regarding the time required to participate as Assistant Commissioner for Lived Experience (Consumer). Public sector employees who are engaged in a full-time equivalent position are not eligible for remuneration for these services.

The Assistant Commissioner for Lived Experience (Consumer) will receive administrative support from Commission staff in executing their role. A workstation and facilities will be provided for the successful applicant, based at the Mental Health Commission, 1 Nash Street Perth.

The details about formal engagement, including work required, associated remuneration and any legal requirements for engagement, will be confirmed between the Commission and the successful applicant in an Agreement upon appointment.

---

\* This may prevent the Assistant Commissioner for Lived Experience (Consumer) concurrently participating in other system governance arrangements as active paid members.



## **Assessment of Expression of Interest**

The assessment of applications will include:

- An assessment of the Expression of Interest application against the assessment criteria to shortlist applicants.
- Shortlisted applicants may be invited to participate in an interview.
- A referee check.

## **How to respond to this Expression of Interest**

To apply, please provide the following:

- A Curriculum Vitae/resume (no more than three pages), including contact details for two referees; and
- A cover letter (no more than three pages) addressing the Assessment Criteria.

Please mark your application “EOI Private and Confidential – Assistant Commissioner – Lived Experience (Consumer)” within the subject line and provide your application via email to [tenders@mhc.wa.gov.au](mailto:tenders@mhc.wa.gov.au).

The closing date for all EOI applications is **17 April 2024 at 5:00pm**. Late applications will not be accepted.

## **Enquiries**

Please direct any queries to Maureen Lewis, Mental Health Commissioner, via email at [CEO@mhc.wa.gov.au](mailto:CEO@mhc.wa.gov.au) if you require further information.



## Appendix 1 - Leadership Expectations

| Criteria   | How it is demonstrated  | How it is demonstrated from a Lived Experience perspective  |
|--|---|---|
| <p><b>Lead Collectively</b><br/>Seek and build key relationships, work together and focus on the greater good.</p>   | <ul style="list-style-type: none"> <li>You understand how the work of the Commission influences the sector, creating and supporting value for the future of Western Australians.</li> <li>You actively create shared thinking across the Commission in your domain of expertise.</li> <li>You build and maintain relationships and partnerships with within the Commission as well as with key stakeholders across the sector.</li> </ul>   | <ul style="list-style-type: none"> <li>Advocates for authentic coproduction and opportunities for lived experience-led action.</li> <li>Intentional use networks to extend expertise.</li> <li>Creates safe spaces and empowers voices and action of others.</li> <li>Communicates with influence.</li> <li>Builds relationships and networks with peers and allies.</li> </ul> |
| <p><b>Think Through Complexity</b><br/>Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.</p>   | <ul style="list-style-type: none"> <li>You navigate complexity to develop and consult on short and medium term operational strategies.</li> <li>You navigate the consequences and risks of your decisions, acknowledging both internal and external impacts, within your domain of expertise.</li> </ul>  | <ul style="list-style-type: none"> <li>Responds to dilemmas and complexity using peer values.</li> <li>Deliberately thinking about influence, change and accountability.</li> <li>Builds collective responses and articulates solutions.</li> <li>Thinks deeply and reflects on leadership experience.</li> </ul>   |
| <p><b>Dynamically Sense the Environment</b><br/>Be in tune with the political, social and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.</p> | <ul style="list-style-type: none"> <li>You scan and decipher internal and external environments, leveraging understanding within your expertise to influence and persuade others so as to create value for Western Australians.</li> <li>You acknowledge societal, political and economic trends – both internal and external – likely to impact Commission operations and ability to deliver results in the short term.</li> <li>You recognise the importance of professional networks and actively seek to build relationships that support your efforts to achieve the goals of the Commission.</li> </ul> | <ul style="list-style-type: none"> <li>Has an awareness across the state, encompassing rural and remote areas, as well as nationally.</li> <li>Connected to consumer or carer lived experience movements.</li> <li>Articulates distinction between consumer and carer perspectives.</li> </ul>  |
| <p><b>Deliver on High Leverage Areas</b><br/>Identify priorities, pursue objectives with tenacity and be resilient in the face of challenges.</p>  | <ul style="list-style-type: none"> <li>You pursue with tenacity the high leverage priorities that are essential to the Commission, key stakeholders and Western Australians, within your domain of expertise.</li> <li>You acknowledge the links between strategies and decisions within your domain of expertise and those of</li> </ul>   | <ul style="list-style-type: none"> <li>Seeks to rebalance power in policy and service contexts.</li> <li>Innovates for social justice.</li> <li>Works for big picture and long-term change.</li> </ul>  |



|  |   |  |
|--|---|--|
|  | <p>others within the Commission, aligning your work with the strategic direction of the Commission.</p> <ul style="list-style-type: none"> <li>You demonstrate personal resilience in the face of challenges to deliver excellence and value for the Commission, key stakeholders and Western Australians.</li> </ul>   | <ul style="list-style-type: none"> <li>Deep and rich demonstrated understanding of power that leads to transformational change.</li> </ul>   |
| <p><b>Build Capability</b><br/> Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.</p>  | <ul style="list-style-type: none"> <li>You proactively develop capability in the sector, within your domain of expertise, to create value for the future of Western Australians.</li> <li>You act as a coach within your domain of expertise, nurturing the development of capability.</li> <li>You understand your role and responsibility for creating a healthy culture, contributing to a productive Commission and sector culture.</li> </ul>  | <ul style="list-style-type: none"> <li>Promotes peer culture and values.</li> <li>Supports diverse lived experience: culture, gender, sexuality, ability and locality.</li> <li>Challenges stereotypes, discrimination and injustice.</li> <li>Stands tall in 'being out'.</li> <li>Shapes communication and expectations effectively.</li> <li>Supports own and others self-care.</li> <li>Speaks with courage and conviction.</li> </ul> |
| <p><b>Embody the Spirit of Public Service</b><br/> Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interests of the public good.</p> | <ul style="list-style-type: none"> <li>You embody the spirit of public service by displaying empathy and compassion, integrity and humility.</li> <li>You demonstrate a genuine passion for your domain of expertise, acknowledging and valuing other parts of the Commission of which you have no specialist knowledge.</li> </ul>   | <ul style="list-style-type: none"> <li>Uses personal story and collective perspective appropriately.</li> <li>Recognises strength in vulnerability.</li> <li>Works from lived experience lens and positioning.</li> <li>Stays true to recovery values and the peer movement.</li> </ul>  |
| <p><b>Lead Adaptively</b><br/> Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.</p>  | <ul style="list-style-type: none"> <li>You are continually learning and adapting your personal style and approach to be effective in new and challenging contexts and positions.</li> <li>You understand the importance of self awareness, adopting strategies and ways to explore your own strengths, limitations and blind spots.</li> <li>You participate in learning opportunities that support your future development needs, actively seeking guidance and support from mentors and coaches.</li> </ul> | <ul style="list-style-type: none"> <li>Be enriched by lived experience so what is brought is current, relevant, and grounded.</li> <li>Awareness of own power and related sensitivities.</li> <li>Proactive in working with discomfort.</li> </ul>   |