

Our Watch Role Statement

Position details

Position title:	Practice Advisor, Workforce Development
Team:	Practice Leadership
Reports to:	Manager, Practice Development
Position location:	Melbourne CBD (some travel expected)
Work type: 0.8	FTE
Position duration: Fixed	term to June 30, 2021 (extension possible subject to funding)
Probation period:	6 months
Salary:	Our Watch Band 4, Level 1 (commencing at \$80,767.00 - \$86,151.00) plus superannuation and 17.5% annual leave loading

Organisation context

Our Watch is a national, not for profit organisation established in 2013. Our mandate is to drive nation-wide change in the culture, behaviours, structures and power imbalances driving violence against women and their children. We are based in Melbourne.

Our Watch's vision is an Australia where women and their children live free from all forms of violence. Our mandate is to stop violence before it happens, and our purpose is to provide national leadership to prevent all forms of violence against women and their children. Our work will always be based on sound research and strong and diverse partnerships.

Our Watch recognises and values diversity amongst its staff and strongly encourages suitably qualified people from all backgrounds, especially people who have a strong understanding of intersectionality either by working with diverse population groups or a lived experience.

Position overview

Working within the Practice Leadership team, this new position will contribute to delivering on the Practice Leadership operating plan and Our Watch's leadership role in the development of a national workforce for prevention practice. Cross-organisational teamwork is a feature of Our Watch practice and this position will see the incumbent also working with the Policy and Evaluation and the Marketing and Communications teams. Increasing the quantity and quality of prevention practitioners is a key requirement for increased prevention practice and activity across Australia. This role will work at a national level to undertake a number of actions working towards a systemic approach to workforce development. With a wide remit, this role provides opportunities for the incumbent to support and work across several key projects within workforce development.

You will have prevention of violence against women practice experience, understanding of workforce development approaches, project development and management experience, and familiarity with evidence-based resource development. In addition, you will have strong stakeholder engagement and partnership skills, experience in training development and delivery, and the ability to work independently and as part of a collaborative team. Highly desirable is an understanding of, and/or experience working with, practitioners in diverse settings and subsequent knowledge of the contexts influencing their ability to incorporate primary prevention into their work.

Responsibilities and accountabilities

1. As part of the Practice Leadership team you will support in the delivery of the Our Watch operating plan including but not limited to:
 - Build the evidence base in understanding drivers of all types of violence against all women in Australia;
 - Translate evidence into accessible and effective social marketing campaigns, practice and policy solutions;
 - Build the evidence through developing, piloting and evaluating long term approaches to change to prevent violence against all women;
 - Increase the skill, number and coordination of people preventing violence against all women across all settings;
 - Integrate our work into Australian systems, institutions, structures to continuously address the drivers of violence against all women;
 - Connect with Australians where they live, rest, work and play and give them the confidence, motivation and tools to drive change; and
 - Create structures for leadership and drive investment across industries, jurisdictions and governments to drive prevention and cultural change
2. Undertake a range of tasks including but not limited to:
 - Significant contribution to national workforce development planning and implementation.
 - Membership and contribution to government and other reference groups on workforce development.
 - Provision of expert advice and support to stakeholders within the primary prevention and workforce development sectors.
 - Foster productive partnerships and relationships with key stakeholders
 - Other agreed actions as developed in the project plan, including regular reporting as required.
3. Support practice direction and advice on Our Watch work including:
 - Fostering an 'evidence-based and evidence-building' culture, advising on best and emerging practice for Our Watch's work.
 - Informing Our Watch's public positioning relating to quality prevention practice.
4. Contribute to building Our Watch as a trusted and expert national organisation by:
 - a. Working across roles and functions to support the advancement of the work of the organisation.
 - b. Adding to Our Watch OHS and continuous quality improvement activity.
 - c. Representing Our Watch at relevant meetings and events.
 - d. Undertaking other duties as required from time to time.

Direct Reports

This role has no direct reports but may act as a project lead in cross-functional project teams.

Organisation Relationships

Internal:

Practice Leadership team
Policy and Evaluation team
Marketing and Communications team
Corporate Services team
CEO and Senior Executive team

External:

Relevant government departments
Project partners and sector stakeholders
External suppliers

Selection criteria

Commitment	<ul style="list-style-type: none"> • Commitment to Our Watch's vision, purpose and mandate. • Contribution to maintaining a work environment where differences are valued, encouraged and supported. • Promotion of Our Watch's ideals of gender and cultural diversity at all times. • Commitment to working collaboratively and respectfully in a high performing team and organisation, with a persevering style, creativity and ability to meet deadlines and work productively with limited supervision.
Qualifications and experience	<ul style="list-style-type: none"> • Tertiary qualifications in education, health promotion, social or political science, gender studies, community development or other area of relevance and/or equivalent lived experience. • Demonstrated understanding of, and experience in, prevention of violence against women practice. • A beginning knowledge of workforce development approaches and practices. • Experience in training and other capacity building activities for specialist and/or generalist prevention practitioners. • An understanding of the impact of intersectional theory and practice on the implementation of preventing violence against women initiatives. <p>A working with children check is a mandatory requirement for this role. This is to be secured before you commence.</p>
Program design and implementation	<ul style="list-style-type: none"> • Demonstrated understanding of the principles of program planning and implementation for the prevention of violence against women. • Experience in development of high-quality tools and resources for prevention practice or other social change initiatives. • Experience with program logic models and evaluation frameworks to frame action and track progress in areas of complex and multi-level change. • Confidence with contributing ideas and solutions for websites and online channels that engage practitioners. • Beginning experience managing projects, including budget management and financial reporting, allocation of resources and effective management of project related contracts and tenders.
Stakeholder engagement and relationship development	<ul style="list-style-type: none"> • Excellent relationship management and communication skills including the ability to develop and maintain strong collaborative partnerships with individuals and groups. • Ability to work effectively as part of a team in a fast-changing environment, to work productively with limited supervision and to work to deadlines. • Ability to manage project staff and/or lead a small project team • Demonstrated skills, knowledge and behaviour to work with Aboriginal and Torres Strait Islander people in a culturally respectful way, or the capacity to develop these.
Policy development	<ul style="list-style-type: none"> • Demonstrated capacity for innovation, creativity, and strategic and lateral thinking. • Beginning experience in providing evidence-based advice to decision-makers within organisations and funding bodies.
Written and verbal communication	<ul style="list-style-type: none"> • Proven ability to produce high quality written communication that is suited to the audience and provides clear messages. • Proven ability to develop and deliver presentations and workshops.