

Our Watch Role Statement

Position details

Position title:	Senior Practice Advisor, Young People
Team:	Practice Leadership
Reports to:	Manager, Practice Development
Position location:	Melbourne CBD
Work type:	0.8 FTE
Job duration:	Fixed term April 2020 until June 2021 (with possibility of 12 month extension)
Probation period:	6 months
Salary:	Our Watch Band 5, Level 1 (commencing at \$91,536.00 - \$95,843.00) 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 exciting position will contribute to delivering on the Practice Leadership operational 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 expanded and knowledgeable prevention practice and activity across Australia. This role will work at a national level to coordinate and undertake a number of actions that support people working with young people (aged 12-20) in primary prevention. The focus on prevention work with young people is an ongoing initiative within the Practice Leadership team and reflects the growing evidence that practitioners are keen to access a range of resources that assist them in their work with young people. To this end, this position will undertake work on *The Line* campaign and on the Impacts of Pornography Campaign.

A further focus will be on adding to the evidence base about the drivers of violence against young women with intellectual disabilities and executing a strategic approach to address these drivers.

To be successful in this role, you will have significant prevention of violence against women practice experience including well-developed knowledge of practice with young women with disabilities, experience working with young people and in the youth sector, understanding of workforce development approaches, and familiarity with evidence-based resource development. In addition, you will have project development and management experience, 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 experience in working with practitioners who work with young people and with young women with intellectual disabilities, as well as knowledge of the context influencing their ability to incorporate primary prevention into their work.

Responsibilities and accountabilities

1. As part of the Practice Leadership team you will support the delivery of the Our Watch operation 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:
 - Completion, review and editing of content developed for resources and tools, and for online content.

- Oversee testing and review of resources with practitioners.
 - Work with the campaigns team on media and promotion strategies
 - 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:
- Working across roles and functions to support the advancement of the work of the organisation.
 - Adding to Our Watch OHS and continuous quality improvement activity.
 - Representing Our Watch at relevant meetings and events.
 - 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 department
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. • Experience in working with topics/projects that require sensitivity and self-awareness • Demonstrated experience working with young people and/or in the youth sector. • Demonstrated experience working with young women with intellectual disabilities. • Knowledge of workforce development approaches and practices. • Experience in training and other capacity building activities for 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. • Experience managing projects, including budget management and financial reporting, allocation 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.• 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.