

## More Than Just Ears Leadership Team | Matrix

This is the *More Than Just Ears Team* for the new era for a respected member-based organisation that has always understood that serving those impacted by hearing conditions is about more than just ears and more than just devices. It's about people. And their people. Very special people and a very special team is needed to create this reality. Can you see yourself in this team? Available position is in **green**.

Title	Role	Responsible for these outcomes	Essential Criteria for all
CEO	Leads the organisation and team to achieve mission	<ul style="list-style-type: none"> <li>• Healthy, high-impact mission delivery</li> <li>• Strategic and external partnerships</li> <li>• Resource/fund-raising</li> <li>• Empowers, enables and holds the team</li> <li>• Influence, provoke and catalyse system change</li> </ul>	<b>Rigorous Innovator</b> <ul style="list-style-type: none"> <li>• Entrepreneurial, driven</li> <li>• Creative</li> <li>• Rigorous</li> <li>• Responsible, accountable</li> </ul> <b>Balanced Cleverness</b> <ul style="list-style-type: none"> <li>• IQ &amp; EQ</li> <li>• Wide engagement and life perspective</li> <li>• Inclusive. Empathetic.</li> </ul> <b>Collaborative Leader</b> <ul style="list-style-type: none"> <li>• Will lead</li> <li>• Will follow</li> <li>• Natural collaborator</li> <li>• Trustworthy</li> </ul> <b>Passionate Pragmatist</b> <ul style="list-style-type: none"> <li>• Passionately committed to the good. Mission-driven</li> <li>• Works hard but smart</li> <li>• Sensible and pragmatic</li> </ul> <b>Engaging Disruptor</b> <ul style="list-style-type: none"> <li>• Creates genuine rapport and connections easily</li> <li>• Can work in emergent and disrupted settings. Agile.</li> <li>• Prepared to disrupt</li> </ul>
Community Enablement Lead	Transforms and delivers innovative, national initiatives that enable people living with hearing conditions to live their best life	<ul style="list-style-type: none"> <li>• Lead sustainable and impactful community initiatives portfolio</li> <li>• Engage and partner with community members, organisations and Government across Australia</li> <li>• Lead a dynamic team</li> <li>• Implement new business models beyond start-up</li> <li>• Oversee Tinnitus Australia initiatives</li> <li>• Leverage NDIS and other opportunities</li> <li>• Influence, provoke and catalyse system change</li> </ul>	
Engagement Lead	Drives engagement, a movement and organisational positioning	<ul style="list-style-type: none"> <li>• Building a passionate tribe of supporters and a movement that furthers our 'why'</li> <li>• Effective comms and marketing</li> <li>• Brand awareness and development</li> <li>• Systems development (eg CRM, social media, web)</li> <li>• Influence, provoke and catalyse system change</li> </ul>	
Innovation Lead	Creates and grows innovative projects that align with our mission and embeds innovation, evaluation, and leadership throughout the sector	<ul style="list-style-type: none"> <li>• Inclusive design of third horizon initiatives</li> <li>• Create new business and impact opportunities in start-up phase</li> <li>• Impact evaluation and action-learning process</li> <li>• Partnership development and maintenance</li> <li>• Build innovation capacity within the team and across the sector</li> <li>• Influence, provoke and catalyse system change</li> </ul>	
Business Lead	Enable mission achievement through fantastic front-of-house engagement and back-end infrastructure and delivery	<ul style="list-style-type: none"> <li>• Front-of-house engagement with New Hearing Experiencers, the public and members</li> <li>• Back-of-house administration and compliance (HR, EH&amp;S, grant acquittals, NDIS)</li> <li>• Administrative and business systems development and maintenance</li> <li>• Governance support (+/- Company Secretary)</li> <li>• Influence, provoke and catalyse system change</li> </ul>	
Service Impact Lead	Transform existing and develop new offerings to generate impact and resources	<ul style="list-style-type: none"> <li>• Provide state of the art, person-centred support for and with people with hearing conditions</li> <li>• Repurposing existing BHA services to new strategy</li> <li>• Inspire team of audiologists and other professionals</li> <li>• Leveraging NDIS and funding streams</li> <li>• Influence, provoke and catalyse system change</li> </ul>	