

Our Watch Role Statement

Position details

Position title:	Senior Practice Advisor, Masculinities
Team:	Practice Leadership Directorate
Reports to:	Manager, Emerging Practice
Position location:	Melbourne CBD (some travel may be required)
Work type:	Fixed term: 1.0 FTE
Job duration:	Fixed term to 30 June 2021
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 a diverse range of population groups or a lived experience.

Our Watch is committed to increasing employment of Aboriginal and Torres Strait Islander people in the organisation. Aboriginal and Torres Strait Islander applicants are strongly encouraged to apply.

Position overview

Working within the Practice Leadership Directorate, this exciting position will explore the practical implementation of Our Watch's work on masculinities and engaging men and boys in the prevention of violence against women in Australia. The translation of the existing evidence base

into practice guidance will help inform and build on our national work to prevent violence against women.

In consultation with key stakeholders, including a diverse range of prevention practitioners, you will identify key enablers and barriers to the implementation of evidence-based masculinities work across different settings and develop and test an approach to support prevention practitioners to implement key lessons and principles from [*Men in Focus*](#) into their work.

The Senior Practice Advisor, Masculinities will lead a small cross-organisational project team, collaborating with colleagues in the Media and Communications and Policy and Evaluation teams, as well as working closely with the Senior Policy Advisor, Masculinities throughout all stages of the project.

You will have project development and management experience, strong stakeholder engagement and partnership skills, familiarity with evidence-based resource development, and the ability to work independently and as part of a collaborative team. You will have a strong knowledge of prevention of violence against women and issues relating to masculinities, prevention practitioner training and support, and translating research into practice for a range of audiences.

Responsibilities and accountabilities

1. As part of the Practice Leadership team you will support the delivery of the Our Watch operation plan to:
 - 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
 - Translate evidence into accessible and effective social marketing campaigns, practice and policy solutions
 - 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
 - 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:
 - Contribute to the development of practice tools and resources to support prevention practitioners in their work on masculinities and engaging men and boys in the prevention of violence against women
 - Increase the understanding of the links between dominant forms of masculinity and violence against women and how to engage men and boys across a range of settings to help prevent violence against women
 - Engage with a diverse range of prevention practitioners to identify key enablers and barriers to the implementation of evidence-based masculinities work across different settings
 - Work alongside the Senior Policy Advisor, Masculinities throughout the duration of the project to ensure alignment with the key lessons and principles of *Men in Focus*
 - Provision of expert advice and support to key Victorian stakeholders
 - Attend and report to, various project advisory or governance meetings as appropriate
 - Support broader Practice Leadership work and tasks within the organisation 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 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

N/A

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 • Contribute to maintaining a work environment where differences are valued, encouraged and supported. Promote 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, with creativity and ability to meet deadlines and work productively with limited supervision
Qualifications and experience	<ul style="list-style-type: none"> • Tertiary qualifications in masculinities, gender studies, education, health promotion, social or political science, community development, other area of relevance or equivalent experience • Demonstrated understanding of policy and practice issues relating to masculinities • Experience in/knowledge of working with men in community, with men as role models and community leaders, and in engaging men and boys in gender equality programs • Experience in resource development, training and other capacity building activities for 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 and/or other social change initiatives or related areas of work • Experience in development of high-quality tools and resources for prevention practice or other social change initiatives • Understanding of 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
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 • 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