

Our Watch Role Statement

Position details

Position title:	Senior Practice Advisor, From Understanding to Action
Team:	Emerging Practice Team, Practice Leadership Directorate
Reports to:	Manager, Emerging Practice
Position location:	Melbourne CBD (Remote work requests will be considered) (some travel expected)
Work type:	Fixed term, 1.0 FTE
Job duration:	Until April 2021 - secondment opportunity
Probation period:	6 months
Salary:	Our Watch [Band 5.1] (commencing at \$93,366.72 - \$97,759.86) 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.

This is an Aboriginal and/or Torres Strait Islander designated position, classified under Section 12 Special Measures of the Equal Opportunity Act 2010. This employment opportunity is only available to Aboriginal and Torres Strait Islander people.

Organisation context

Our Watch is a national leader of primary prevention of violence against women and their children.

Our vision is an Australia where women and their children live free from all forms of violence. Our role is to stop violence before it starts.

Our Watch recognises and values diversity among its staff and strongly encourages suitably qualified people from all backgrounds to apply, especially people who have a strong understanding of intersectionality either by working with diverse 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.

Organisational values

Collaborative – We do this work together.

Optimistic – We believe that change is possible.

Authentic – We stand behind our work.

Creative – We are innovative and brave as we create change.

Inclusive – We embed a diverse range of perspectives in everything we do.

Position overview

This role will lead the implementation of the *From Understanding to Action* project. The Senior Practice Advisor will create partnerships with up to three Aboriginal and/or Torres Strait Islander organisations across Australia to further primary prevention of violence against Aboriginal and Torres Strait Islander women in line with *Changing the picture*'s evidence, principles and actions. The design of this project has been developed and informed by a national consultation process alongside the organisation's continuing activity to implement *Changing the picture* and the Innovate Reconciliation Action Plan.

You will have expertise in project management, stakeholder engagement and partnership skills, and the ability to work independently and as part of a collaborative team. You will be enthusiastic about social change, committed to social justice and gender equality, and have a strong understanding of the impact of intersecting forms of discrimination and disadvantage faced by Aboriginal and Torres Strait Islander communities.

Responsibilities and accountabilities

1. As part of the Practice Leadership team you will support in the delivery of the Our Watch operational 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:

- Lead on the delivery of *From Understanding to Action*, including project management, internal and external reporting, communications and engagement of stakeholders and ongoing tasks as required.
- Lead on establishment and ongoing relationship with up to three key stakeholders/organisations as part of *From Understanding to Action*
- Support the promotion, approach and uptake of *Changing the picture* nationally when engaging both Aboriginal and Torres Strait Islander people and organisations and other prevention practitioners
- In line with the cross organisational collaboration model, as required, provide advice and support to other teams on the prevention of violence against Aboriginal and Torres Strait Islander women and the engagement of Aboriginal and Torres Strait Islander stakeholders, audiences and potential partners Support the Senior Practice Advisor, Aboriginal & Torres Strait Islander women and their children (as needed) to build the Our Watch staff understanding of and capacity to integrate the evidence and approach of *Changing the picture* into Our Watch's work on an ongoing basis
- Other tasks 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
- Inform 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 advance 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

Organisation Relationships

Internal:

Marketing and Communications team

Policy and Evaluation team

Practice Leadership team

Corporate Services team

CEO and Senior Executive team

External:

Our Watch representatives

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
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	<ul style="list-style-type: none"> • Contribute to maintaining a work environment where differences are valued encouraged and supported • Promote Our Watch's ideals of equality 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 & Experience	<ul style="list-style-type: none"> • Tertiary qualifications (or equivalent experience) in health promotion, social or political science, Indigenous studies, gender studies, community development or other area of relevance • Demonstrated experience in prevention of violence against women practice or related field (desirable) • Expertise in, or directly relevant to, violence in Aboriginal and Torres Strait Islander communities
Program design and implementation	<ul style="list-style-type: none"> • Demonstrated understanding of the objectives and principles for program development and implementation for preventing violence against women. • Demonstrated experience in project management including contract management and budget management. • Significant experience in development and dissemination of high-quality prevention practice tools and resources. • Commitment to action research approaches to evaluation underpinned by participatory/empowerment models.
Stakeholder engagement and relationship development	<ul style="list-style-type: none"> • Experience working with a range of stakeholders, including experience communicating and engaging with Aboriginal and Torres Strait Islander community members and organisations in a culturally respectful way • Excellent relationship management and communication skills including the ability to develop and maintain strong collaborative partnerships with individuals and groups • Sophisticated interpersonal, engagement and consultative skills including at senior levels across organisations and government. • 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
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, especially in distilling and conveying key messages to different audiences