

Our Watch role statement

Position details

Position title:	Senior Advisor Intersectionality
Team:	Policy and Evaluation
Reports to:	Director, Policy and Evaluation
Position location:	Melbourne CBD (some travel expected) (Remote work requests will be considered)
Work type:	Fixed-term, Part time 0.8 FTE
Job duration:	Fixed term 2 years
Probation period:	6 months
Salary:	Our Watch [5 Level 1] (commencing at Paypoint 0-1) \$93,366.00 - \$95,563.00 plus superannuation and 17.5% annual leave loading – pro rata

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

Located in the Policy and Evaluation Directorate and reporting to the Director, Policy and Evaluation, this position will lead and oversee development and implementation of the Organisational Intersectionality Strategy and Reconciliation Action Plan.

Drawing on and strengthening our existing organisational approaches (including our *Intersectionality Strategy and 2020 Review of the Intersectionality Strategy*) the Senior Adviser Intersectionality will lead internal collaborative work across the organisation to strengthen how Our Watch addresses intersecting forms of discrimination and inequality in our work to prevent violence against women.

Responsibilities and Accountabilities

Drive activity across the organisation to build Our Watch's capacity to take an intersectional approach to preventing violence against women

- Lead the development of the third whole-of-organisation *Organisational Strategy to Strengthen our Intersectional Approach* and maintain an overview of implementation.
- Under the direction of the Senior Executive Team (SET), and working with the SET RAP Champion and the whole-of-organisation RAP Working Group coordinate implementation, monitoring and evaluation of the second *Innovate* Reconciliation Action Plan 2020-2022 for Our Watch including:
 - Coordinating and delivering training in accordance with actions and deliverables specified in the *Innovate* RAP
 - Leading implementation of key deliverables and actions in the RAP
 - Oversee monitoring and evaluation of the RAP
 - Supporting the Senior Practice Advisor, Aboriginal and Torres Strait Islander women and their children, and the Senior Practice Advisor, From Understanding to Action, to implement specified deliverables and actions in the RAP.
- Develop an organisational approach to integration of intersectionality functions across the organisation.

Maintain an overview of knowledge translation and learning to support the organisation taking an intersectional approach in its work

- Coordinate with the Intersectionality Champion and other staff, including the Senior Practice Advisor, Intersectional Practice, and Senior Evaluation Advisor, Intersectionality to connect to organisational learning and improvement in capacity

Provide support to the senior leadership with taking an intersectional approach

- Support the Intersectionality Champion with promoting intersectional approaches across the organisation, including reporting and recommendations to the Senior Executive Team.
- Make recommendations to the Intersectionality Champion, RAP Champion, and Senior Executive Team to strengthen the organisation's capacity to take an intersectional approach.

Stakeholder relationships and supplier management

- Represent Our Watch at relevant meetings, presentations and events
- Develop, maintain and nurture effective relationships with external stakeholders, including formally through participation on working groups and other mechanisms, and informally through proactive

engagement with a diverse range of stakeholders, particularly those relevant to Our Watch's intersectional approach.

- Manage effective relationships with external suppliers, including contracted support for projects, which may include developing and assessing briefs and requests for quote, managing contracts, managing budgets and tracking expenditure, and providing quality assurance to contracted deliverables.

Teamwork

Contribute to the development of a highly effective organisation by:

- Collaborating effectively within the Policy and Evaluation Team and participating and contributing in team meetings, and to teamwork plans, and supporting team members to achieve their goals
- collaborating across the organisation and contributing to activity across roles and functions, and in relevant cross organisational project teams, working groups and strategic and corporate planning processes
- applying work practices and approaches consistent with established Our Watch processes, and identifying opportunities for development
- identifying potential opportunities for innovation and improving the efficiency and effectiveness of Our Watch's operations.
- Contribute to building Our Watch as a trusted and expert national organisation

Our Watch values

- Act in accordance with Our Watch's Values
- Contribute to maintaining an environment where differences are valued, encouraged and supported.
- Maintain Our Watch's ideals of gender and cultural diversity in the workplace at all times.

Occupational health and safety

- Contribute to Our Watch OHS and continuous improvement activity
- Take reasonable care at all times for your own health and safety and that of others who may be affected by your conduct.
- Exercise self-care and utilise Our Watch's support services, as required, and particularly with regards to disclosures.
- Be responsible at all times for maintaining a safe and healthy work environment for all.

Direct Reports

The role has no current direct reports but may in the future.

Organisation Relationships

Internal:

- Director, Corporate Services
- Director Practice Leadership, (RAP Champion)
- Manager, Human Resources & Business Partner Human Resources
- Senior Practice Advisor, Intersectional Practice
- Senior Practice Advisor, Aboriginal and Torres Strait Islander women and their children
- Senior Practice Advisor, From Understanding to Action

- Senior Evaluation Advisor, Intersectionality

Selection criteria

Qualifications and experience	<ul style="list-style-type: none"> • Tertiary qualifications in social or political science, public policy, health promotion, gender studies, social work, community development, communications, other area of relevance or equivalent experience. • Experience working in, or closely with, community and/or government sectors, ideally on the prevention of violence against women or gender equality, or on other social justice issues. • Experience working with a range of stakeholders, including experience communicating and engaging with diverse groups and organisations, such as Aboriginal and Torres Strait Islander people, people with disabilities, refugees and migrants.
Skills and expertise	<ul style="list-style-type: none"> • Demonstrated knowledge relevant to organisational strategies to advance intersectionality and/or organisational development strategies more broadly. • Understanding of the prevention of violence against women. • Project management skills in identifying and prioritising tasks, planning ahead and developing schedules, and anticipating and adjusting for potential barriers and problems. • Capacity building, training, coaching skills to promote learning and development at both individual and organisational levels • Well-developed relationship management skills including the ability to develop and maintain strong collaborative relationships and alliances with individuals and groups. • 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.
Written and verbal communication	<ul style="list-style-type: none"> • Excellent writing skills, including ability to produce a range of different kinds of high quality written materials and translate complex information into plain language and actionable strategies. • Oral presentation skills, especially in distilling and conveying key messages to different audiences.
Personal	<ul style="list-style-type: none"> • Commitment to Our Watch’s vision and organisational values, including the principle of gender equality, and the importance of taking an intersectional approach to our work. • Commitment to working collaboratively and respectfully in a high performing team and organisation, with a persevering style and ability to meet tight deadlines and work productively with limited supervision.