



Director, Prevention Impact and Coordination

Position description

Position overview and key purpose

Reporting to the Chief Executive Officer, the newly created Director, Prevention Impact and Coordination role will develop and lead a newly established Directorate within Respect Victoria. With the support of a skilled team, the Director of Prevention Impact and Coordination will lead the organisation's activity around prevention strategy, coordination, evaluation, evidence development and effective practice at a statewide level. Informed by the principles of collective impact, the primary focuses of this new executive role are to:

- Build infrastructure to support a more coordinated and sustainable, statewide approach to prevention through the Prevention Alliance (a newly established group to support coordination and role clarity), and creation monitoring and evaluation infrastructure to ensure consistent collection, reporting and synthesis of evidence
- Lead strategy, infrastructure and activity around data, monitoring and evaluation and as part of this to oversee the development of a sector informed and endorsed Theory of Change and statewide prevention outcomes framework
- Inform effective practice through the development of products, programs and projects that are designed to speak to both policy and practice
- Drive the uptake of prevention activities in new sectors and settings to ensure all Victorians are engaged in prevention efforts

The successful candidate will be required to have a sound interest and ability in working in a context of change; the new Prevention Strategy, impact and Coordination Directorate has been established to further progress Respect Victoria's legislative functions following a period of internal change for the organisation and informed by a new strategic plan. With the opportunity to feed in to setting the new strategic directions for the new Directorate and the organisation as a whole, the successful candidate will need to be able to work flexibly, quickly and collegially to achieve some short-term impacts whilst working towards longer term strategic goals.

Working as part of the Senior Leadership Team, the successful candidate will be responsible for working collaboratively with the CEO and other Directors to drive and inform strategy, build a collegiate, robust and supportive organisational culture, to advise and support Board leadership, to develop strong partnerships with a wide range of stakeholders and work closely with a range of government partners.

Are you

- A leader who can demonstrate a proven record of achievement of informing effective policy, impact or practice in preventing violence against women or family violence?
- A senior executive experienced in leading strategy, and building infrastructure to enable effective monitoring and evaluation to support statewide impact?
- A professional who is able to drive the uptake of prevention activities in new sectors and settings to ensure all Victorians are engaged in prevention efforts?

Then we want to hear from you!

Classification and salary ranges	Standard three year executive contract (SES 2)
Work location	Melbourne CBD (at least 2 days per week) with options to work flexibly

Employment type	Fixed term 3 year executive contract
Position reports to	Chief Executive Officer, Respect Victoria
Closing date	Sunday 7 th August
Interviews	23 and 24 August, 2022

Respect Victoria

Respect Victoria was established as a Statutory Authority under the Prevention of Family Violence Act 2018 (the Act) on 4 October 2018.

We have a broad focus on the primary prevention of all forms of violence against women and family violence in Victoria, and work collaboratively with stakeholders to provide statewide leadership to create social, institutional, organisational and community change.

Our work aims to:

- Ensure high quality, sustained and impactful prevention activities across all the settings where people live, work, learn, socialise and play
- Inform and sustain a community-wide conversation about family violence and violence against women and the role of individuals, organisations and institutions in preventing these forms of violence
- Ensure government has evidence-informed guidance to support sound decision making about policy, strategy and funding
- Facilitate critical prevention infrastructure to support coordination of effort and impact and enable cohesive growth and sustainability across the field of primary prevention
- Gather data, research and evidence to maintain a public spotlight on the issue and monitor trends, outcomes and impacts over time

Principles

Our work is guided by the following principles:

Human rights

Human rights are essential in a democratic and inclusive society that respects the rule of law, human dignity, equality and freedom.

Gender equality

Gender equality is a precondition for a more equal society, and includes the equal rights, responsibilities and opportunities of women, men, trans and gender diverse people.

Self-determination

Self-determination is the foundation for better outcomes for Aboriginal people. It is an approach that recognises and respects the inherent strength and diversity of Aboriginal people, families and communities.

Intersectionality

Intersectionality recognises people's lived experiences and the interconnected nature of their identities across gender and gender identities, sexual orientation, race, ethnicity, Aboriginality, language, religion, class, socioeconomic status, ability and age.

Key Responsibilities

- Provide strategic leadership, informed by the best available evidence and a strong understanding of the vision for the work of primary prevention, to the team and the organisation.
- Lead the creation of a strong, robust, collegiate, evidence informed and strategic new Directorate including through building team strategy, business plans and staff development.
- Conceptualise, implement, oversee a range of complex prevention programs/projects/activities and ensure all are delivered on time and on budget to a high quality.

- Oversee the development of statewide evaluation infrastructure including the development of a sector and evidence informed outcomes framework and Theory of Change.
- Collaboratively with other areas of the organisation, advocate for policy, strategy, practice and system improvements and reforms at a state and national level.
- Work closely with the CEO and executive management to achieve RV's strategic objectives and to deliver a complex and ambitious transformation of how family violence and violence against women is prevented.
- Provide authoritative, strategic advice and briefings to Ministers, RV's CEO, Board and other stakeholders.
- Proactively identify, report (where appropriate) and manage risks across all areas of the Directorate and support effective risk identification and management across the organisation.
- Manage a significant budget including forecasting, reporting and day to day management.
- Effectively represent and advocate for the RV's interests in high-level discussions and negotiations with state government departments, other jurisdictions, service providers and within the department.
- Provide leadership and effectively build a high performing team to produce innovative, quality outcomes under tight deadlines.
- Pro-actively build and maintain robust and effective working relationships with prevention sector stakeholders and government, and facilitate the flow of information across the agency and with key external stakeholders
- Proactively develop relationships with new settings and sectors across a range of different areas, including within government, not for profit and corporate systems.
- Take an intersectional approach that is informed by principles of self-determination in your work.
- As a member of the Senior Leadership Team, work strategically and collaboratively with Directors and Managers by providing cross-organisational leadership, coordinated advice, proactive identification and management of organisational risks and facilitating strong connections across Directorates
- Review and report on high priority issues, risks and trends and prepare and present comprehensive reports, briefs and agency submissions on complex issues

Selection criteria

Qualifications

Essential qualifications

- Relevant tertiary qualification in Public Policy, Public Health, Social Work, social sciences or humanities or related field.

Desirable qualifications

- Graduate Certificate, Diploma or Degree qualification in business or human resources management (or equivalent).

Experience, skill and expertise

Essential experience

- Significant senior leadership experience and experience in leading and developing multi-faceted and complex teams.
- Extensive experience in family violence, sexual violence or violence against women prevention or response.
- Experience in working with or within government to achieve change.
- Demonstrated experiencing in leading or contributing to strategic and operational planning processes and deliver outcomes in line with organisational vision and objectives.
- Demonstrated experience in working to develop and implement systemic solutions to complex social issues.

Desirable experience

- Experience working as part of the primary prevention sector in a senior policy, strategy, programming, research or evaluation role in a Victorian or Australian context.

Essential skills and expertise

- A demonstrated understanding of the social and gendered context of family violence and the impact of violence on women and children.
- Demonstrated understanding of the processes involved in the design, implementation and monitoring of sequenced and sustainable prevention initiatives, based on research, theory and evidence.
- Demonstrated ability to understand and apply systems thinking at a statewide level, ideally in a primary prevention context.
- A well-developed understanding of the public policy environment that significantly impacts on the organisation.
- Well-developed written and verbal communications skills and demonstrated ability to develop/pitch written and verbal communications for a range of internal and external audiences.
- Strong conceptual, analytical and strategy skills.
- Demonstrated ability to build relationships with and manage complex stakeholders across government, not for profit and corporate sectors, including the ability to effectively navigate stakeholder conflicts and differences.
- Specialised skills attained through substantial professional and/or educational experience that have provided the necessary combination of expertise and competence sufficient to perform responsibilities at an executive level.

Desirable skills and expertise

- Demonstrated understanding of the current primary prevention infrastructure and operations of a range of systems relevant to settings, sectors and/or particular population groups, and the actions and techniques required to secure desired change.
- Demonstrated understanding of evaluation theory and/or practice in a prevention context.
- Knowledge of theoretical frameworks around primary prevention, violence against women, family violence, staff management, leadership and/or organisational development.
- Familiarisation with Victorian government processes, systems and procedures.

Personal Qualities and Behavioural traits

- Exceptionally strong interpersonal skills, including the ability to build relationships with and work alongside a diverse range of colleagues and stakeholders from different settings and sectors.
- A flexible and collaborative working style, with strong leadership abilities, and the ability to work both independently and as part of a team.
- A commitment to the values of the organisation and a passion for ending violence against women and family violence.
- Creativity and innovation, including a willingness to draw on new ways of doing things and offering creative solutions to complex problems.
- Interest in building a strong, collegiate and supportive organisational culture.

Relationships

This role:

- Reports to the Chief Executive Officer
- Manages two discrete teams headed by Managers (with the potential for these reporting lines to grow in the future)

Safety screening

Employment is subject to a satisfactory National Police History Check. Applicants who have lived overseas for 12 months or longer during the past ten years are required to provide the results of an international police check.

How and where to apply

Respect Victoria prefers job applications submitted electronically to best manage administrative and environmental resources.

Apply before the advertised closing date via site where you saw the advert, or at careers.vic.gov.au.

All applications should include:

- a resume
- a cover letter which addresses the selection criteria and your experience against the key responsibilities (within three pages).

Please note that whilst this position is only open to applicants with relevant rights to work in Australia, the successful applicant does not have to reside in Victoria (however they must be able to travel to Melbourne on a regular basis).

If you have any questions about the position, please email Emily Maguire, CEO at emily.maguire@respectvictoria.vic.gov.au

Conditions and benefits

People who work for Respect Victoria must comply with the Code of Conduct for Victorian Public Sector Employees and agree to work according to VPS values of quality, collaborative relationships, responsibility, client focus, professional integrity and respect.

Employees of Respect Victoria can enjoy a range of generous Victorian Government employment benefits. These include attractive salaries, significant flexible working and leave arrangements and training and development opportunities.

Respect Victoria promotes diversity and equal opportunity in employment. If you are an Aboriginal or Torres Strait Islander applicant, or if you have a disability, and require advice and support with the recruitment process, please let us know.

To receive this publication in an accessible format email HR@respectvictoria.vic.gov.au.