

ROLE PURPOSE: Senior Advisor - Healthy Ageing



Our Vision

We see a world in which no person is needlessly blind or vision impaired.



Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can exercise their right to sight, good health and self-determination.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

At The Fred Hollows Foundation, you will make an impact the world can see!



How we value your contribution:

Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

Salary packaging

We qualify as a health promotion charity so the Australian Taxation Office (ATO) allows us to reimburse you for personal expenses without having to pay any income or fringe benefits tax that would normally be payable. These tax concessions are in addition to the income Tax Free Threshold.

Leave

You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees) and receive 17.5% leave loading when you take annual leave. You will also receive 5 days paid leave between the Christmas and New Year period and other types of leave such as personal (sick or carers') leave, paid parental leave, long service leave and compassionate leave. In addition, we provide culturally significant leave for employees with commitments under Indigenous and other cultural customs, traditional laws or religions.

Paid parental leave

We provide 14 weeks paid parental leave for primary carers at full pay and 4 weeks paid parental leave for non-primary carers. In addition, upon receipt of notification from the Family Assistance Office, primary carers may access 18 weeks paid parental leave at the statutory rate.

Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job, with targeted opportunities identified for our Aboriginal and/or Torres Strait Islander people as required. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program, which includes financial support and study days. We actively encourage our Aboriginal and/or Torres Strait Islander employees to apply for study support.

Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability

We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes: age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

Health & safety

We are committed to supporting your health, safety and wellbeing. We have worker Health & Safety Representatives in each of our offices to help make your workplace safe.

Employee Assistance Program

You and your family will have access to free professional and confidential external counselling assistance if you need help with personal, family or employment related matters.

To work in the Foundation, you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children
- Be prepared to share evidence of full vaccination against COVID 19



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

ROLE PURPOSE

Role Title:

Senior Advisor - Healthy Ageing

Division:

Public Affairs

Location: Australia and other locations considered**Date:** July 2022**Employment type:**

Temporary Full time/Part time – 12 Month Contract (negotiable)

Reports to: Global ODA Program Manager**Number of direct reports:** 0**Leadership Band:** Leads Self**Purpose of the role:**

Populations are ageing at a faster pace than in the past and this demographic shift will have major impact on all aspects of society. As most end beneficiaries of the Foundation's work are aged 50 years or older, healthy ageing is a natural area of interest for the Foundation to explore for increased impact. This exploration is timely as the global development community is increasingly starting to grapple with the challenges of healthy ageing and there is an opportunity for the Foundation to be involved at a relatively early stage.

The **Senior Advisor - Healthy Ageing** will support the Foundation to develop a healthy ageing 'offer' and provide technical advice and guidance on a 12-month project the Foundation is undertaking which aims to explore the feasibility of developing an established work program in the area. The project seeks to; understand how our existing work in the ageing space can be defined and what our 'offer' could look like, how we can better align with existing work and what potential, and new, healthy ageing related activities could look like.

The Senior Advisor - Healthy Ageing will own the outcomes of:**Mapping, analysis, and positioning**

1. Mapping the external healthy ageing landscape, looking at: who the key operators are, overlap with donor/funder priorities and relevant local, regional, and global ageing frameworks and policies and potential funding opportunities
2. Undertake further research to better understand; why funding/resources haven't been committed to ageing to date and what potential there is get donors to commit to this area as well as a more detailed analysis of the conceptual models identified above. This would be done through a series of consultations with stakeholders to identify what blockages there are in untapping funding commitments.
3. Undertake an analysis of non eye-health care interventions aimed at enabling and maintaining independence (for example around hearing, oral health, mobility and potential mental health) for the purposes of a comparative analysis.
4. Facilitate and contribute to the development of an overarching FHF healthy ageing hypothesis (i.e. theory of change) including (but not limited to) a definition of what healthy ageing means to FHF, the intersection between ageing and other equity and inclusion related domains (such as gender and disability) and the organisation's role in addressing it.
5. In concert with the program development team, facilitate and contribute to the development of an articulation of FHF's healthy ageing 'programmatic offer' which will be tested through the in-country pilots.
6. Contributing to the design and implementation of healthy ageing research (e.g. cost benefit analysis) developing the evidence base for through input on the research framing, questions and implementation

Program technical advice and design

7. Provide technical advice and guidance to country programs on healthy ageing activities, this would likely include; technical review and advice on the design of projects, funder proposals, research and advocacy activities.
8. Facilitate the development of guidance and training on healthy ageing programming/activities and support the development of an internal FHF healthy ageing learning? network (akin to the Gender Equity and Inclusion Learning Network).

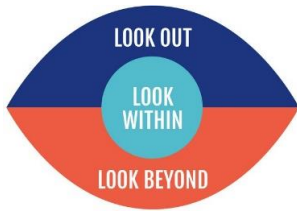
Policy and advocacy

9. Support the development of healthy ageing policy and advocacy activities, such as; policy analysis, overall strategy, development of an indicative policy position and messaging, and influencing approach
10. Support the development of influential relationships with government, NGOs, networks, and partners, developing creative ideas for furthering FHF's influencing agendas in partnership with others

Communication and Learning

11. Share findings emerging from the healthy ageing workstream in a timely manner with key internal stakeholders, in a range of meetings and forums to support information sharing, collaboration, learning and planning
12. Attend and contribute to a range of meetings and events with external partners to spread awareness of FHF's work in this area and to develop new relationships with country governments and other partners.

Our Capabilities:



As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

Essential Experience:

- A minimum five years' experience working with a public health or international non-government organisation in ageing related design/programming
- Demonstrated experience of designing and implementing healthy ageing related projects/programmes
- Knowledge of Gerontology/ageing as it relates to the global development context, particularly low and middle-income country contexts
- Knowledge of contemporary global normative and policy landscape on healthy ageing
- Knowledge of cross-cutting issues as they relate to healthy ageing (eg; gender equity and disability inclusion)
- Proven ability to work collaboratively and build consensus across diverse sets of internal and external stakeholders on healthy ageing activities.

Skills:

- Strong conceptual and strategic thinking skills
- Strong project/program design and implementation skills
- The ability to collaborate with multiple stakeholders
- Well-developed interpersonal, facilitation, negotiation, and presentation skills
- Excellent written communication skills, with the ability to write effectively for varied purposes and audiences, including internal communications, briefing papers, donor proposals and reports
- Ability to manage own workload and work independently

Desirable Experience:

- Knowledge of broader eye health and vision impairment sector

Qualifications:

Degree or equivalent experience in related field (Public Health, International Development, Gerontology Studies)

Travel:

Domestic & International

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect
This position does involve "Working with Children" either direct or indirect.

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.