

Director

Position Description

Reporting to:	Executive Director - 54 reasons	Work location:	Queensland (Brisbane preferred, other locations considered)
Department:	54 reasons	Budget holder:	Yes
Team:	Queensland	Direct reports:	Yes – approx. 8

About 54 reasons

54 reasons is Australia's leading child rights organisation, proudly part of the Save the Children Australia Group and global movement. We're here to make sure that everyone understands their rights and ensure that children and young people have their rights met and thrive, in all their diversity.

We champion the children, young people and families we work with. We are inspired by the curiosity and creativity of children, and motivated by the love of those who care for them. With the child's voice at the centre, we provide quality services to children and their caregivers, advocating with them so that children develop, learn, and are connected, safe and confident.

Our people are proudly local, and as diverse as the communities we serve - in every state and territory, and across regions, remote areas and capital cities. Our operations and services span the early years and school engagement, youth justice, domestic and family violence and family support, and our practice is grounded in child rights and participation.

From our 54 reasons Practice Framework to our culture where you will feel valued, belong and make a difference for children, 54 reasons is truly a place you will **learn and grow**. Find out more about *Our Promise* to Children and Young People and how our Practice and Impact measurement team works to ensure the provision of high quality, contemporary and inspiring service, practise and outcomes that meet and exceed client needs. [Our Approach – 54 reasons](#)

Here you'll make a difference

At Save the Children Australia, we attract bright and big-hearted people who are inspired to make a difference. Together, we are fearless in our pursuit of making lasting change for the children and communities who need it most.

Role Purpose

The Director is responsible for leading our people to deliver high quality services to children, young people, carers and service providers across Queensland, and the growth of our impact, while being an advocate for the rights of children and young people.

The role requires extensive engagement with a diverse range of internal and external stakeholders, building 54 reasons' external profile while at the same time building internal capacity and high-quality service delivery. Roles reporting into the Director form the QLD Leadership Team. Collectively, they manage large and diverse teams across multiple metropolitan and regional locations. The Director is ultimately responsible for continuing to improve on the capability of our people, operational excellence, safety and contractual compliance and financial performance and sustainability.

As a member of the 54 reasons Senior Management Team, the Director will be required to take the lead on some enterprise-wide projects, innovation activities and improvement initiatives. The Director is expected to represent 54 reasons externally, building the organisation profile. They will lead in media engagement, policy and advocacy forums, and service development activities.

Here your skills will be valued

Leadership and program management

- Develop a high performing and engaged team through strong management, coaching and recruitment

- Ensure that children's rights are met at all times when they engage with the organisation, including the 'voice of the child' being heard in all aspects of the organisation's work that affects children and young people
- Lead the state team to implement and deliver high quality and impactful programs
- Ensure sound governance and reporting with overall program oversight, ensuring all contractual requirements, compliance with government regulations, and strong financial management and performance
- Align and integrate where possible local, national and Save the Children global standards for development programs, emergency response and disaster mitigation

Strategy and growth

- Lead the QLD planning process, in line with the Strategic Plan, and implement effectively
- Identify and target new opportunities for program growth and partnerships through the Federal, State and Local Governments, corporate partners and other funding sources

Stakeholder communication and development

- Build strong relationships with relevant government departments, non-government agencies, professional networks, corporate bodies, Aboriginal Community Controlled Organisations and other community partners
- Build the organisation's profile through presentations to prospective donors and relevant stakeholders and represent 54 reasons and, more broadly, Save the Children Australia with key stakeholders, partners and media
- Nurture relationships with local major donors and volunteers, supporting third-party fundraising activities
- Establish and maintain high levels of engagement with key internal stakeholders at the Melbourne Office
- Participate proactively in all organisational requirements including audits, training and development and continuous improvement activities

Health, safety, security and risk management

- Be a role model for safety and security and comply with all workplace safety policy, procedure, work instructions and training
- Act safely at all times
- Report all incidents, injuries and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied
- Ensure staff have completed all required training and have up-to-date background and working with children checks
- Lead and promote a culture of strong governance promoting employee health, safety and security and operational risk management
- Show leadership towards health and safety awareness and improvements

Child protection and safeguarding requirements

- Maintain a child safe environment at the workplace and safeguard children's rights, acting in the best interests of children at all times
- Comply with the [Child Safeguarding Policy & Code of Conduct](#)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Maintain a safe and positive relationship at all times when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes
- Ensure staff have completed background checks and are trained in child safeguarding in line with organisational and program requirements

All roles at Save the Children contribute to our impact for children

At Save the Children and 54 reasons, every role, whether in our programs or support services, plays a vital part in our impact for children. We are committed to creating a positive impact on the lives of children and their communities, and we value the contributions of every team member in achieving this vision.

Here you'll belong

It takes all types of people to do the challenging work we do. Here are some of the specific skills and experiences you'll bring to this role:

Essential knowledge or experience

- Senior leadership experience including planning and developing high performing teams, operating within complex environments
- Highly developed relationship building, influencing, negotiating and interpersonal skills
- Ability to act as a non-partisan ambassador at the highest levels including government and media
- Proven experience overseeing large Government grants, major private donors and/or complex multi-sectorial operations, including financial management, budget development, risk management, health and safety and child safeguarding
- Track record in successful business development including the preparation and submission of funding proposals
- Demonstrated experience working with First Nations and culturally and linguistically diverse communities and organisations and a clear ability to build respectful and genuine partnerships with both
- Demonstrated experience influencing a diverse range of stakeholders including the development of effective strategic partnerships with community, corporate and / or government stakeholders

Desirable knowledge or experience

- Experience in and / or working knowledge of service delivery and/or social policy which may include child protection, child development, youth justice and community programs

Required qualifications and/or accreditations

- Minimum Bachelor's degree in a relevant field within the social sciences/human services
- Postgraduate qualifications in business, leadership or finance would be favourable

Additional Information

- Any offer of employment at 54 reasons will be subject to a satisfactory National Police Record Check and, where required, a Working with Children Check
- Employees must sign on to Save the Children Australia's Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- 54 reasons is an Equal Opportunity Employer

Driver's Licence: Required
Working with Children Check: Required

Travel: Required
Assets: Laptop/phone