



every child thriving
aracy



POSITION DESCRIPTION **Principal Partnership Manager – Early Oral Language**

Location	Brisbane (Fortitude Valley)
Reports to	Lead / Portfolio Convenor

ARACY Purpose

ARACY - the Australian Research Alliance for Children and Youth - is a dynamic, national, independent NGO focused on improving the health and wellbeing of children and young people. We work in partnership with and across systems, sectors and services, and all levels of government, to advance the wellbeing of children and young people across Australia. ARACY brings people and knowledge together to catalyse change so that all children and young people in Australia can thrive. We base our work on The Nest, Australia's Child and Youth Wellbeing Framework.

For more about ARACY and its initiatives see www.aracy.org.au

TQKP Purpose

The Thriving Queensland Kids Partnership (TQKP) is a systems coalition and intermediary, instigated and hosted by ARACY with Queensland partners. TQKP's purpose is to 'transform systems so all young Queenslanders can thrive'.

To achieve this, TQKP is:

- bringing people, organisations and sectors together,
- using what we know and learn,
- supporting leaders and catalysts, and
- facilitating collaborative action, innovation and development

We believe that by doing this, we can build better connections, capabilities and capacities in the key areas of concerted leadership, smarter investment, enabled caregivers and communities, integrated and equitable delivery and putting evidence and experience and learning to work.

This means an eco-system better equipped and stewarded, and working together well, to:

- reduce the experience and consequences of inequity and adversity, and
- improve opportunities, capabilities and outcomes so all young Queenslanders have a great start and journey in life.

The TQKP team is led by the Executive Convenor who reports to the ARACY CEO. This role reports to a Lead/Portfolio Convenor. TQKP is governed by a Management Board that reports to the ARACY Board, and the partnership and our Impact Strategy is stewarded by the TQKP Inter-generational Stewardship Table.

In this role...

You will lead the design and delivery of high-impact, multi-sector partnerships that address the systemic challenges facing children and young people in Queensland pertaining to early oral language development. You will drive the Queensland Early Oral Language Partnership (QEOLP), cultivating relationships across government, corporate, philanthropic, and community sectors, and facilitate cross-sector collaboration to

support the delivery of TQKP's and QEOLP's purpose and outcomes. You will work towards the development, investment and sustainability of QEOLP.

Key Responsibilities

- Develop and lead the Queensland Early Oral Language Partnership (QEOLP) Phase 1 inclusive of:
 - Develop and lead a coalition (QEOLP) and strategic partnerships that drive systemic change for children's early oral language development, across Queensland sectors and communities, including developing shared understandings, negotiating agreements and driving mutual accountability.
 - Cultivate and manage relationships with government, philanthropic, corporate, early years, and community leaders and practitioners to advance shared goals and policy alignment pertaining to early oral language and child development.
 - In partnership with the QEOLP, undertake a mapping process to discover, highlight and mobilise evidence based and evidence informed resources, surveillance, programs, plans, campaigns etc focused on early oral language development utilising a public health framework – primary prevention, secondary prevention and tertiary prevention.
 - In partnership with the QEOLP, develop a Queensland Early Oral Language Roadmap to ensure statewide coordination, consistent policy alignment, and implementation aligned with evidence of learnings from cross sector partners and stakeholders.
 - In partnership with the QEOLP, provide a coordinating function that will be involved with the selection of sites, building partnership capability, developing a learning hub, embedding best practice into policy and supporting system change to support optimal language development of children across Queensland.
 - Working in partnership with the QEOLP and a monitoring, evaluation, learning and reporting (MELR) development partner, support the development of an outcomes-focused QEOLP Knowledge and MELR Strategy.
- Collaborate across the TQKP team, and ARACY colleagues, to incorporate and align early oral language shared understandings.
- Oversee QEOLP performance, using data and feedback to monitor impact, manage risk, and drive improvement, in accord with TQKP's MELR.
- Represent TQKP externally including at roundtables, forums, and events to build influence and share learnings.
- Provide mentoring and leadership to partnership and team members, building internal capability, alignment and amplification of team and organisational endeavours pertaining to early oral language development.
- Support resource and cost centre management to ensure the efficient and effective delivery of operations within a defined budget.
- Proactively contribute to a positive team culture.
- Communicate and engage with stakeholders and publicly in accord with TQKP's Communication Strategy and protocols, including via social media.



Experience/Knowledge Required

- Substantial relevant practical experience in early oral language, early literacy, child development and /or child public health.
- Substantial relevant practical experience in strategic partnerships, stakeholder engagement, and/or systems-level collaboration.
- Demonstrated ability to lead high-value and complex partnerships involving multiple stakeholders and sectors.
- Familiarity with systems thinking, and/or place-based approaches to social change.
- Understanding of contemporary policy and systems impacting children and young people, particularly across government and philanthropic ecosystems.
- Experience in managing projects, mentoring, negotiation and strategic planning, with a focus on building capability in partnerships and collaboration.
- Experience in use of contemporary information management and communication tools e.g. Office 365, Zoom.

Behavioural Competencies

ARACY align their roles to Work Level Standards as established within the Australian Government. The characteristics described below contain general statements about the broad job requirements and operating context. Generally, the work of this role is characterised by one or more of the following:

Leadership and Accountability	<ul style="list-style-type: none"> • Take responsibility for the achievements of own and team outcomes, monitor progress and follow through to deliver quality outcomes. • Recommend strategic directions for area of responsibility and consider wider agency implications when making decisions. • Consider and effectively manage competing priorities and strategic directions when achieving team planning and project outcomes in line with agency goals and objectives. • Implement change and manage ambiguity in the workplace. • Provide a significant contribution to innovation and business improvement strategies. • Engage with risk, including the conduct of risk assessment and risk management activities for area of responsibility.
Job Context and Environment	<ul style="list-style-type: none"> • Undertake work activities with an awareness of their possible impact on strategic, political or operational outcomes for ARACY/TQKP. • Attain and maintain an extensive understanding of the role and responsibilities of ARACY/TQKP, including and understanding of the operating environment more broadly. • Work within established legislative and policy frameworks. • Maintain a current Working with Children Check • Maintain a safe working environment if working from home.
Independence and	<ul style="list-style-type: none"> • Work with a level of independence, under broad direction, with a concurrent need to resolve issues and deliver quality outcomes.



Decision-making	<ul style="list-style-type: none"> • Communicate and make decisions with a high level of impact on the portfolio and the potential to impact more broadly on ARACY/TQKP operations and externally. • Communicate and make decisions that are based on professional judgement, evaluating risks and in the context of a complex and changing environment. • Work with a focus on research, analysis and judgement to manage complex issues.
Stakeholder Management	<ul style="list-style-type: none"> • Engage and collaborate with key stakeholders to identify opportunities, achieve outcomes and facilitate cooperation. • Promote the agency's business objectives through key strategic relationships with range of stakeholders. • Develop and manage a range of stakeholder relationships. • Establish and maintain internal and external networks. • Represent and explain the views of the agency at cross-agency meetings and other forums. • Present the agency's position in the context of more complex issues. • Manage stakeholders through change, resolving conflict and managing sensitivities. • Identify new stakeholders considering future needs/direction and a changing environment.
Management Diversity and Span	<ul style="list-style-type: none"> • Ensure quality outputs including that employees maintain a high level of specialist, professional and/or technical expertise. • Coordinate and undertake detailed or sensitive projects that impact on the strategic, political or operational outcomes of the agency. • Develop and implement work plans that provide strategic directions for the work area. • Plan and monitor work processes, direct and coordinate quality assurance practices and set performance indicators. • Build capability in a team environment through coaching others, providing performance feedback, conflict resolution and encouraging career development. • Exercise autonomy and initiative in team management and allocation of resources and managing finances to meet objectives.

Role Model Our Organisational Values

In this role, you will model ARACY's core organisational values, and their further expression in TQKP's values and operating principles statement, through:

- **Connectedness** – ARACY is a connecting organisation. We build genuine partnerships and acknowledge that true collaboration involves giving something up for the greater good. We work for systems change and collective impact.
- **Equity** – ARACY believes that every child and young person is entitled to a good life and the opportunity to thrive. We are committed to helping build a society that understands and respects fairness and equity, values children not only as future adult contributors but for their own place and voice in society, and targets support to the needs of the least advantaged.
- **Inclusion** – we value the breadth and depth of all people and ideas regardless of ethnicity, religion, age, political affiliation, gender, sexuality or other characteristics.

- Integrity – ARACY is an independent, non-partisan organisation. We only advocate for the interests of children and young people. We present the evidence even when it challenges common understanding. We manage the resources available to us honestly and responsibly.
- Respect – ARACY engages respectfully with and advocates respectfully for children and young people, and their families and communities. We listen to children and young people, involve them in solutions, and act on what they say. Every position we take is grounded in what children and young people have said when asked about the issue. When we say ‘thriving’ and ‘a good life’, we mean living a life of value as defined by children and young people. ARACY respects the knowledges, practices and cultures of First Nations Australians acknowledging that these can provide us with alternative world views which bring with them opportunities to problem solve and create differently for all Australian children to thrive.
- Generosity - ARACY works generously as a partner and collaborator with other organisations and networks with well aligned purpose, values and agendas.