



WORK WITH US

Towards a community free
from family violence.

Principal Strategic Advisor, Eastern region

Key Details

Location	Ringwood, hybrid options welcome	Remuneration	\$129,210 - \$134,288
Employment Type	Full time, ongoing	Classification	SCHADS Award Social and Community Services Employee Level 8
Reports to	<ul style="list-style-type: none">RFVP Independent Chair (Supervisory)CEO FVREE (Organisational Reporting)	Direct reports	Project and Communications Officer

What we offer

- We are a welcoming, supportive and inclusive team, driven by a shared vision of **a community free from violence where everyone is safe**
- We walk the talk on inclusion: **bring your whole self to work**
- We believe in **lifelong learning** and support our people to engage in professional development
- We embrace **flexibility and hybrid working** - whilst we believe some time together in person is critical (and the amount varies depending on your role), we know balancing life and work is important
- We have great benefits like **paid parental leave, EAP and wellbeing programs**

About the job

Family Violence Regional Integration Committees (FVRICs) are locally based governance structures that provide strategic leadership to drive effective cross-sector work to address family violence, sexual violence and violence against women. Their focus is to identify barriers to service integration and to support the local implementation of family violence initiatives designed to improve service provision or strengthen integration.

The FVRICs play a key strategic leadership role in developing, sustaining and continuously improving an effective family violence service system. They do this by understanding the local context, fostering collaboration across key agencies and undertaking activities that strengthen system integration at both the local and state level. Under the leadership of the Principal Strategic Advisor (PSA), the RFVP creates an authorising environment for collaboration, enabling connections across organisations and helping to create strong cross-sector relationships that strengthen our local service system. The work of the partnership is driven by the Systems Leadership Group and supported by an Implementation Committee.

The Inner and Outer Eastern Melbourne Regional Partnership is made up of over 50 highly engaged member agencies from a range of sectors across the two regions, who work together as part of this collaborative and strategic partnership. Members include lived experience advocates, as well as a broad representation of organisations that include specialist family violence specialist services, health, mental health, primary prevention, child and family services, justice and legal, homelessness, ACCO and disability sectors. The partnership works to identify and implement creative solutions to address barriers to regional integration and to support the implementation of Victorian government family violence reforms.

The PSA will work collaboratively with organisational partners and lived experience advocates to enable regional leadership, provide strategic guidance and drive coordination across the partnership, ultimately aiming to strengthen integration across the family violence and related service systems in the Inner and Outer Eastern Melbourne Regions.

Whilst the PSA will work independently with limited oversight, they are also required to collaborate and take strategic guidance from the partnership (through the Systems Leadership Group and the Implementation Committee in particular), as well as work collaboratively with the Independent Chair whose role is to support a strong, strategic partnership and ensure the partnership's core objectives (as outlined in the partnership's strategic plan) are being met.

Your responsibilities

<p>Leadership and engagement</p>	<ul style="list-style-type: none"> ▪ Provide evidence- informed, creative, flexible and strategic leadership to progress an integrated, intersectional, and responsive family violence system across the region ▪ Provide leadership and support to RFVP staff and create a collegiate and supportive team environment. ▪ Lead and coordinate capacity-building activities to enhance workforce and organisational capability in integrated responses to family violence ▪ Using a range of different in-person and online engagement structures, find creative ways to work with the partnership as a collective to progress shared outcomes. ▪ Represent the RFVP in statewide committees and forums, ensuring regional perspectives inform system reform and act as an information conduit between local and statewide work and structures.
<p>Partnerships and collaboration</p>	<ul style="list-style-type: none"> ▪ Enable and strengthen partnerships and collaboration between member agencies. ▪ Work closely with Lived Experience Advocates to support them to bring their expertise to a range of different processes and mechanisms within the RFVP (including through supporting their engagement in meetings) ▪ Grow the partnership to ensure wider reach and deeper engagement of organisations across the Inner and Outer East. ▪ Work collaboratively with member agencies at a leadership and practice level to identify issues, gaps, priorities and solutions to support stronger integration and drive local service improvement. ▪ Work collaboratively with the Independent Chair to support effective operation and governance of the partnership structures, policies and processes.
<p>Planning, analysis and continuous improvement</p>	<ul style="list-style-type: none"> ▪ Informed by the Statewide Outcomes Framework, collect, analyse, and report to government and the RFVP on regional data and the impact of RFVP projects to support planning, accountability, and continuous improvement. ▪ Lead systems analysis and regional planning processes to identify gaps, priorities, and opportunities for service improvement and strengthened integration and use this to inform the development of Strategic and Annual Implementation Plans (in collaboration with members). ▪ Regularly assess and measure the ongoing health of the partnership as a whole and identify opportunities to strengthen the partnership. ▪ Design projects to support stronger regional integration, collaboration and improve service provision. ▪ Ensure the partnership operates in alignment with Family Safety Victoria’s FVRIC Guidelines.

Everyone at FVREE has a responsibility to keep children safe

Safeguarding children and young people

- Promote and provide a welcoming and safe environment for any children and young people you interact with at work
- Act as a positive role model interact with children and young people in a safe way
- Support children and young people to express their culture and enjoy their cultural rights
- Report any suspicions, concerns, breaches of policy, allegations or disclosures of alleged abuse by FVREE people or external individuals to your manager and the Safeguarding Officer, including any incidents of racism.

To succeed in this job you will need the capability to

- **Think strategically and analytically**, interpreting complex systems issues into practical action.
- **Influence and lead** across organisational boundaries, diverse stakeholder groups and professional disciplines.
- Design and implement **change management approaches** to support systems reform.
- **Engage and communicate** effectively, building trust and consensus across diverse stakeholder groups.
- Understand and apply **intersectional feminist and systems approaches** to guide your work, and the collective work of the partnership.
- Analyse data and plan evidence-informed initiatives.
- **Foster collaboration**, innovation and continuous improvement within and across systems.
- Be **empathetic, approachable** and take a **trauma-informed** approach.
- Work highly **independently and collaboratively**, exercising sound judgment and initiative.

You'll ideally also have experience or expertise in some of these areas

- Experience in working within or leading a partnership, systems, or integration-focused role (in a senior or leadership capacity).
- Experience in working within or alongside the specialist family violence sector or other relevant social and human services sector.
- Experience in public policy, advocacy, or government reform implementation.
- Understanding of current family violence policy and reform context, and the intersection of the health, justice, housing, education, and human services systems with family violence.
- Organisational development or coaching experience, particularly in supporting practitioners and emerging leaders.
- Experience in working with or reporting to a Board.

These are the personal characteristics we're looking for

- Flexible in your approach to people and how the work of the partnership is progressed
- Strategic thinker who is intuitive and astute at anticipating needs and issues
- Creative and solutions-focused in complex or changing environments
- Personable and with a strong understanding of diversity
- Curious and willing to learn
- A high level of personal and professional integrity

- Emotionally intelligent, self-aware, and reflective
- Passionate, patient and persistent
- Motivated by collective impact and achieving shared outcomes across systems

You'll need these qualifications and/or experience

- Relevant tertiary qualification in social work, public health, social or behavioural sciences, public policy, human services or another related discipline or over 10 years' senior experience in a relevant role

Core Capabilities

Everyone at FVREE needs these capabilities to succeed:

Sector and Organisational Purpose & Values	<ul style="list-style-type: none"> ▪ The skills required to uphold our values, reflecting the purpose of the family violence sector. Having a sound understanding of the family violence sector including key frameworks and how they apply to the services we deliver.
Leadership and Teamwork	<ul style="list-style-type: none"> ▪ The skills necessary to work effectively as part of a team, both as a team member and leader. The ability to positively engage with others, collaborating and sharing knowledge and information. As a leader, having the capability to provide guidance, coaching and expertise that is adapted to the needs of the team.
Client Centricity	<ul style="list-style-type: none"> ▪ The capability to put the client's interests at the centre of all decision making and having an understanding of their needs and challenges.
Personal and Professional Accountability	<ul style="list-style-type: none"> ▪ The capability to be responsible and accountable for personal and professional actions, the actions of your team, and the actions of the organisation as a whole.
Communication	<ul style="list-style-type: none"> ▪ The capability to communicate clearly, actively listen to others, and respond with understanding and respect across all forms of communication.
Innovation and Change	<ul style="list-style-type: none"> ▪ The capability to be flexible, deal with ambiguity, and be ready to respond to the changing needs of clients, the organisation and the sector through thinking creatively and critically to promote continuous improvement. The ability to support, promote and champion change and assist others to engage with the change process.
Problem Solving	<ul style="list-style-type: none"> ▪ The capability to solve problems in an organisational context, demonstrating the skills required to think laterally and address emerging issues in a proactive manner.
Emotional Intelligence	<ul style="list-style-type: none"> ▪ The capability to recognise and understand emotions in yourself and others and having the ability to regulate them and adapt behaviours accordingly to respond effectively. This includes the ability to support the resilience of your team and the organisation, in the face of sensitive matters and challenging circumstances.

Other important things to know

- You will need to hold a current driver's licence and have the ability to travel across the Inner and Outer Eastern Melbourne Regions.
- A probation period of 6 months applies from when you join FVREE.
- You will need to get some safety screening checks before starting in the role:
 - A national criminal history (police) check renewed every 3 years
 - An international criminal history certificate (if you've lived overseas for 12 months or more in the last 10 years)
 - A Working with Children Check (renewed every 5 years)
- If you choose a hybrid working option, you'll need to have your own home office safely set up with equipment like a computer or laptop, desk and ergonomic chair.
- We take safeguarding children and young people seriously. In addition to our standard Code of Conduct, you will be required to sign and comply with our Children and Young People Code of Conduct which will be provided to you when you commence employment.
- This position description is a guide, and reasonable additional duties may be requested.
- Occasional after hours work may be required.
- You must currently be eligible to work in Australia