

POSITION DESCRIPTION



Executive Director – The Men’s Project Executive Team

About Jesuit Social Services

Jesuit Social Services is a social change organisation working to build a just society where all people can live to their full potential. We do and we influence. We accompany people and communities to foster and regenerate the web of relationships that sustain us all – across people, place and planet; and we work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

Jesuit Social Services acknowledges the traditional owners of the land on which we work and pay our respects to Elders past present and emerging.

Our Values

- Welcoming – forming strong, faithful relationships
- Discerning – being reflective and strategic in all we do
- Courageous – standing up boldly to effect change

Position details

POSITION TITLE: Executive Director – The Men’s Project

PROGRAM: Executive Team

LOCATION: Central Office Richmond, with a presence required at other locations including interstate travel

REPORTING RELATIONSHIPS: This position reports directly to the Chief Operating Officer and may be required to be Acting COO when the COO is on leave

This position has a number of direct reports

EFFECTIVE DATE: July 2026

Role overview

The Executive Director – The Men’s Project will lead Jesuit Social Services’ work to support men and boys to live flourishing lives free from violence and other harmful behaviours. The role provides strategic leadership for The Men’s Project, including thought leadership, partnerships,

program development and delivery, and leading our policy, research and advocacy priorities in line with Jesuit Social Services' Strategic Plan.

This role will lead and support a growing team of experienced and highly dedicated professionals, with a strong focus on supporting a collaborative, values-aligned and high performing culture which supports our people to do their best work.

The Men's Project overview

Jesuit Social Services engages with people from diverse backgrounds experiencing complex problems, including those associated with mental illness, substance misuse, family breakdown, offending behaviour, homelessness, unemployment, poverty and social exclusion.

The Men's Project is an initiative of Jesuit Social Services launched in 2017 which builds on Jesuit Social Services' nearly 50 years of engagement with boys and men. It provides leadership on the reduction of violence and other harmful behaviours prevalent among boys and men, and builds approaches to improve their wellbeing and keep families and communities safe. The Men's Project's focus is prevention and early intervention. Our vision is for engaged men, respectful relationships and safe communities.

Through our ground breaking research we have built evidence about the lives of Australian boys and men, and their attitudes and behaviours. This includes The Man Box (2018, 2024) and the Adolescent Man Box (2025). We have developed and deliver workshops and programs that contribute to positive attitudinal change about what it means to be a man in the 21st century, and help to prevent violence and promote well-being. This includes Modelling Respect and Equality (MoRE) in schools and the Active Respect program in partnership with sports clubs.

The Men's Project has developed and delivered a range of early intervention programs focused on adolescent family violence and boys demonstrating violent and antisocial behaviours. We also lead a growing body of child sexual abuse prevention work focused on early intervention, help-seeking and deterrence. This includes Stop It Now!, which provides anonymous support and practical resources for adults worried about their own or another person's sexual thoughts or behaviours towards children; the CSAM Deterrence Centre, which to disrupt online child sexual exploitation; and What's Okay?, which is being developed to address harmful sexual behaviour by children and young people.

Key Executive Responsibilities and Accountabilities

Ethical Culture and Identity Leadership: Provide leadership in the embedding of Jesuit Identity, modelling and upholding organisational values and behaviours which reflect Jesuit Social Services' foundations and purpose.

Practice leadership: Ensure practice in The Men's Project is consistent with Our Way of Working; informed by evidence; led and supervised by skilled practitioners, and complies with professional standards and contractual obligations.

Strategic Leadership: As a member of the Executive Team, contribute thought leadership and strategic direction for key priorities including developing and implementing long-term strategies to address social and ecological disadvantage, improve services, and meet the needs of target cohorts/communities.

Leadership Relationship: Work closely with the CEO and COO, providing them with insights, recommendations, and support. Collaborate with other Executive Team members to ensure effective governance, financial oversight, strategic decision-making, and integration to achieve synthesis within and between programs.

External Relations and Advocacy: To act as a spokesperson/key representative for Jesuit Social Services and the Men's Project.

Organisational Management: Ensure the highest standards of stewardship of financial and other resources, systems, and processes for The Men's Project within a culture consistent with Jesuit identity. To regularly assess organisational risks to ensure mitigations are pursued.

Program Development and Impact: To refine, develop and implement high quality interventions to promote gender justice; including oversight of program evaluation, monitoring outcomes, making strategic adjustments to enhance effectiveness and impact.

Team Leadership and Development: Lead and support the work of The Men's Project team in achieving social change. Foster a positive team culture, invest in staff recruitment, induction and development processes, and encourage a culture of diversity and inclusion.

Role Specific

1. To lead The Men's Project with oversight of all activities to design, deliver and evaluate initiatives across key priorities of:

- research to better understand the attitudes and behaviours of boys and young men;
- promoting positive change related to gender norms and what it means to be a man in the 21st century particularly through community / workforce capacity building;
- designing, piloting and evaluating interventions that intervene earlier to fill crucial gaps in the services system; and
- systemic advocacy for reform that increases the prevalence and effectiveness of efforts to engage with men and boys to prevent violence working in partnership with a range of organisations, including those who support victims of violence.

Current areas of focus include supporting teachers implement the Respectful Relationships curriculum, promoting healthier masculinities, building positive relationship skills particularly among adolescents, addressing adolescent family violence and child sexual abuse prevention.

2. Promote and advance gender justice principles and practices across all Jesuit Social Services portfolios, with the focus on raising awareness and embedding evidence-based practices to engage men and boys in efforts to prevent violence.
3. Collaborate with funding bodies, key stakeholders locally and internationally, thought leaders and researchers to fund and trial new initiatives to address violence and child sexual abuse, with a particular focus on prevention and early intervention.
4. Oversee the development and delivery of workshops, training sessions, and awareness raising activities that build individual, systems and community capability to recognise and respond to violence and other harmful behaviours.
5. Lead ground breaking research and program evaluations with a particular focus on knowledge sharing / translation including contributing to media, events, articles/ opeds, ambassador development, social media and building communities of justice.
6. Drawing from The Men's Project initiatives, provide evidence, policy analysis, advice, and recommendations to Jesuit Social Services submissions and advocacy campaigns.
7. Demonstrate leadership in building a culture of integration within The Men's Project team, fostering collaboration, sharing practice insights and drawing on expertise in other portfolios.

8. Secure ongoing funding to ensure sustainability of The Men's Project.

Key Selection Criteria

1. Tertiary qualification/s and/or relevant senior leadership experience in relevant fields – such as social work, health, human services, practice research.
2. Strong values consistent with the organisation's Jesuit identity and ethos and aspiring to model and develop this across all aspects of the organisation.
3. Professional or practice in one or more of our policy/program areas with an understanding of the opportunities/ risks associated with social change work (e.g. masculinities; primary prevention of violence; adolescent family violence; child sexual abuse prevention).
4. Experience in leading and contributing to strategic thinking, program design and development, policy and advocacy; and demonstrated capacity to work proactively and innovatively.
5. Significant senior leadership, knowledge, people and resource management experience within a social service organisation, with excellent people leadership and interpersonal skills.
6. Superior interpersonal and stakeholder engagement skills with experience in building relationships with a range of types of stakeholders internally and externally.
7. Active involvement in Executive/Leadership meetings to support formulation and implementation of strategic priorities for the organisation.

Key Performance Indicators

Executive KPIs

The following Executive KPIs are measured through a variety of ways including but not limited to periodic reviews, annual operational plans, quality and risk processes, leadership consultation, financial outcomes, staff surveys, professional development reviews (PDR) and supervision.

1. Behaviours and leadership approach which reflect, foster and uphold the organisation's vision, mission, values and culture.
2. Active involvement in Executive leadership and planning meetings.
3. Active formulation of strategic priorities for the organisation.
4. Active monitoring and completion of Operational Plan priorities, as reflected in the Strategic Plan.
5. Evidence of effective line management structures in place, evidenced by line management reports, supervision structures and performance development of senior staff.
6. Active leadership and mentoring of senior staff, evidence through workplans and encouraging collaborative contributions at leadership level.

Role Specific KPIs

Measurable indicators for ED – The Men's Project are:

1. Successful development and implementation of initiatives in accordance with Jesuit Social Services social change model (e.g. moving from need identification to program design;

moving from design to pilot; using knowledge to build capacity of others and influence systems change).

2. Delivery of innovative research and program evaluations aligned with The Men's Project mission which reaches target audiences nationally and has a significant influence on practice, ideas, values and policies.
3. Delivery of high quality programmatic interventions, with practice aligned with Jesuit Social Services Our Way of Working, and a culture of learning and continuous improvement.
4. Achieve an attributable impact on systemic reform that increases the prevalence and effectiveness of national efforts to engage with men and boys to prevent violence.
5. Positive engagement and impacts of The Men's Project within Jesuit Social Services.
6. Increased sustainability of The Men's Project.
7. Ensuring operational priorities The Men's Project are achieved - meeting budget, growing revenue and/or new initiatives, managing and mitigating risks, delivering on contracts and reporting, production of high quality communications/publications.
8. Providing of timely briefings and support to the CEO/COO/Board.
9. Evidence of commitment to mentoring and supporting The Men's Project team to flourish in their roles.

Key responsibilities of Jesuit Social Services Employees

Service delivery/ Practice Framework

- Deliver services consistent with program guidelines, relevant legislation and funding agreements.
- Ability to clearly communicate with others.
- The ability to manage competing priorities in a high-volume work environment.
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

Team work and supervision

- Work effectively as part of a team, contributing to reflective practice and group outputs.
- Actively participate in regular supervision with the line manager, staff meetings and professional development opportunities.

Continuous Improvement and Professional Standards

- A growth mindset with a commitment to own learning and development.
- Commitment to risk management and continuous quality improvement processes.
- Compliance with relevant legislation, Code of Conduct, policies and procedures of Jesuit Social Services.

Diversity, inclusion and culture

- Demonstrate respect and acceptance of diversity at all times and provide culturally appropriate support.
- Interact with staff, participants and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.
- Understanding and a demonstrated capacity to provide leadership in the identity and ethos of Jesuit Social Services.

Mandatory Position Requirements

- Current National and International (where required) Police Check.
- Current Employee Working with Children Check.
- Valid and current Australian Drivers Licence.
- Proof of eligibility to work in Australia.

Safeguarding Children and Young People

Jesuit Social Services takes child protection seriously, and you are required to meet the behaviour standard outlined in our Code of Conduct.

Conditions of Employment

Conditions of employment are in accordance with the current Jesuit Social Services Collective Agreement and Jesuit Social Services Policy and Procedures, including the Code of Conduct.

Employee Acknowledgement

I, _____ (please print name) acknowledge that I have read and understood the contents of this position description.

Employee Signature:

_____ **Date:** _____

Position Description Approved by:

CEO