



Position Description

Title	Director of Leadership Programs
Reports to	CEO
Location	Melbourne or Sydney (with travel between cities as required)
Scope	12-month contract (with potential for extension)
Type	Part-time contract (0.8 FTE)

OVERVIEW OF STAND UP

PURPOSE

As Jews, we carry a responsibility to help build a better world. Stand Up exists to channel the leadership, values and conviction of the Australian Jewish community into genuine partnership with others, creating a more connected, fair and just Australian democracy.

VISION

A robust Jewish community standing in lasting partnership with communities across Australia - together shaping a country where everyone is safe to belong and thrive.

MISSION

Stand Up develops leaders rooted in Jewish identity and ethical tradition, and builds deep, lasting relationships across communities. Through leadership programs and genuine cross-community partnerships, we strengthen social cohesion and contribute to a more just and connected Australia.

PURPOSE OF THIS ROLE

The Director of Leadership Programs is a member of Stand Up's senior executive team, responsible for the quality, coherence and strategic direction of all leadership programs delivered by the organisation.

The Director of Leadership Programs will ensure that Stand Up's programs are excellently designed and delivered, clearly connected to each other within a coherent leadership pipeline, and deeply aligned with Stand Up's vision, mission and values.

In the near term, this role will play a critical part in launching Common Ground – Stand Up's flagship cross-community leadership initiative – as a fully realised pilot program in 2027, working in close partnership with the CEO.

SCOPE OF WORK

1. Program Quality – Design & Delivery

- Hold overall responsibility for the quality of design and delivery across all Stand Up leadership programs, including:
 - Common Ground (cross-community leadership retreat)
 - Step Up
 - Trailblazer Retreats
 - Parent-Child retreats
 - Future and emerging programs
- Establish and maintain clear program quality standards and frameworks
- Lead continuous improvement processes across the program suite, informed by participant feedback, evaluation data and sector learning
- Support and develop program facilitators and delivery staff to deliver to a high standard



2. Common Ground Pilot Launch (2027)

- Lead the operational design and delivery of the Common Ground pilot in 2027, under the direction of the CEO
- Translate the Common Ground vision and prospectus into a detailed program model, including facilitation design, logistics, participant journey and partnership structure
- Work closely with AUJS and other partners to co-design and co-deliver the pilot
- Manage program planning, timelines, budgets and risk for the Common Ground pilot
- Maintain and cultivate relationships with program partners, other stakeholders and vendors
- Document learnings and outcomes to support future scaling and funding conversations
- Convene and facilitate the Common Ground Advisory Committee

3. Leadership Pipeline & Program Alignment

- Develop and maintain a clear, coherent framework for Stand Up's leadership pipeline – from youth programs through to senior alumni engagement
- Ensure all programs are meaningfully connected, with clear pathways for participants to deepen their involvement over time through different programs and alumni engagement
- Identify gaps, overlaps and opportunities across the program suite and make recommendations to the CEO
- Champion consistent application of Stand Up's values, framing and pedagogy across all programs
- Work closely with the Alumni & Community Engagement function to ensure strong program-to-alumni pathways

4. Strategic Development

- Contribute to Stand Up's organisational strategy and annual planning, particularly in relation to programming
- Stay informed of developments in the Jewish communal sector, social justice education and leadership development fields
- Identify opportunities for new or adapted programs that respond to emerging community needs
- Support the CEO and fundraising activity by contributing to funding proposals and donor reporting related to programs

5. People & Partnerships

- Build and maintain strong relationships with program partners, including community organisations, educational institutions and culturally diverse partners
- Work collaboratively with the Stand Up team to integrate programming across operations, communications and fundraising
- Manage, support and develop any direct reports or contracted program staff
- Represent Stand Up externally with professionalism and values-alignment

6. Reporting & Evaluation

- Develop and maintain evaluation frameworks for all programs, tracking outcomes against Stand Up's theory of change
- Provide regular program updates to the CEO and Board as required
- Maintain accurate records related to program design, participant data and delivery logistics
- Contribute to annual reporting, including impact reporting for funders



KEY PERFORMANCE INDICATORS

- Successful launch and delivery of the Common Ground pilot in 2027 in NSW and VIC
- Consistently high-quality design and delivery across all Stand Up leadership programs
- A clearly articulated and implemented leadership pipeline framework
- Strong participant outcomes and positive feedback across programs
- Effective relationships with program partners and delivery staff
- Timely and accurate program reporting

SKILLS, KNOWLEDGE & EXPERIENCE

- Significant experience in program design and delivery, ideally in the leadership development, social justice or community education sectors
- Demonstrated ability to lead complex, multi-stakeholder programs from design through to delivery and evaluation
- Experience working with young adults and emerging leaders
- Strong facilitation skills and understanding of adult and experiential learning methodologies
- Excellent project management capability, including managing budgets, timelines and risk
- Experience working in or with the Australian Jewish community desirable
- Understanding of cross-community relationship building, allyship and social justice frameworks desirable
- Experience in a senior or leadership role within a not-for-profit or community organisation desirable

PERSONAL ATTRIBUTES

- Deeply values-driven and committed to social justice leadership
- Strategic thinker with strong attention to detail in delivery
- Highly collaborative and skilled at working across teams, partners and communities
- Relationship-driven, with the ability to build trust with diverse stakeholders
- Self-directed and able to manage competing priorities in a small, dynamic team
- Reflective practitioner – committed to continuous learning and improvement

INCENTIVES

- A pivotal leadership role in the Australian Jewish community's leading social justice organisation
- Direct responsibility for shaping Stand Up's program legacy over the next decade
- Opportunity to lead the launch of Common Ground – a flagship new program with significant impact potential
- Flexible working arrangements and a values-aligned, collaborative team culture
- Contribute to building the next generation of Jewish leaders and cross-community changemakers at a pivotal time