

POSITION DESCRIPTION

POSITION TITLE:	Family Violence Prevention & Response Lead
ORGANISATION:	Zoe Belle Gender Collective (ZBGC), auspiced by Thorne Harbour Health.
STATUS:	Part-time (30.4hrs per week - 0.8FTE) 12-month fixed-term contract
REPORTING TO:	Director, Zoe Belle Gender Collective (ZBGC)
LOCATION:	Co-located between Thorne Harbour Health (200 Hoddle Street, Abbotsford) and Safe and Equal (19-21 Argyle Place, Carlton).
CLASSIFICATION:	Thorne Harbour Health Limited Enterprise Agreement 2026/ SCHCADS/SACS Level 6. Thorne Harbour Health pays above award rates

1. ORGANISATIONAL ENVIRONMENT

Zoe Belle Gender Collective (ZBGC) is a trans and gender diverse (TGD)-led not-for-profit organisation founded in 2007 in honour of transgender activist Zoe Belle. ZBGC works to create a society where trans and gender diverse people are valued, respected, empowered and able to live free from discrimination and violence through advocacy, primary prevention, capacity building and community-led initiatives.

ZBGC's work focuses on:

- Preventing and responding to gender-based violence experienced by trans and gender diverse people through primary prevention initiatives and strengthening the capacity of the family violence sector. This includes our flagship campaign, Transfemme.com.au, a world-leading resource promoting healthy relationships between trans women and cisgender men.
- Supporting trans and gender diverse young people and their families through the Youth Project, which delivers inclusive practice training, sector consultation, community resources, events and youth workshops as part of the Healthy Equal Youth (HEY) Partnership.

ZBGC is auspiced by Thorne Harbour Health, a community-controlled LGBTIQ+ health organisation governed by its members. Under this arrangement, ZBGC staff are employed by Thorne Harbour Health and have access to its employment systems, policies and organisational support, while remaining operationally accountable to the ZBGC Director and governed by the ZBGC Board. Thorne Harbour Health is committed to improving the health, social and emotional wellbeing of LGBTIQ+ communities and people living with or affected by HIV, building on more than 35 years of leadership in HIV prevention, care and advocacy.

2. PROGRAM CONTEXT, ROLE & FOCUS

The Family Violence Prevention & Response Lead provides strategic leadership for Zoe Belle Gender Collective's partnership with Safe and Equal and leads the development, implementation and evaluation of initiatives that strengthen trans and gender diverse inclusion across family violence

prevention and response systems. The role provides specialist expertise, builds sector capability, influences policy and practice, and represents ZBGC across government and the community sector.

The role aims to:

- Build Safe and Equal’s capability in trans and gender diverse-inclusive practice.
- Provide and facilitate trans and gender diverse representation, consultation and capacity building across the prevention of and response to gender-based violence sectors and government.
- Develop, deliver and support practice development activities, including resources, tools, and practice guidance, to strengthen trans and gender diverse-inclusive approaches across the response and prevention sectors.
- Develop and manage prevention of violence campaigns/initiatives, including ongoing campaigns such as [Transfemme](#).
- Build ZBGC’s long term sustainability in working with prevention and response to gendered violence.

3. POSITION ROLE AND RESPONSIBILITIES

The ZBGC Family Violence Prevention & Response Lead is responsible for leading our partnership with Safe and Equal. These responsibilities include:

Operational Leadership

- Lead the design, delivery and evaluation of trans and gender diverse prevention and response capacity-building initiatives.
- Oversee the development and delivery of high-quality resources for the primary prevention and family violence workforce.
- Lead the preparation of policy submissions and advocacy documents relating to the experiences of trans and gender diverse communities.
- Identify emerging policy, practice and funding opportunities to advance organisational priorities.
- Influence sector reform through strategic advocacy and participation in advisory groups.
- Monitor emerging research and policy developments to inform organisational strategy
- Provide authoritative specialist advice and strategic guidance to Safe and Equal, government, peak bodies and sector stakeholders on trans and gender diverse-inclusive family violence prevention and response practice.
- Develop and manage campaigns aimed at preventing and responding to violence against trans and gender diverse communities.
- Contribute to grant applications, tenders and funding opportunities.
- Support the day-to-day operations of ZBGC and contribute positively within a small, collaborative team

Stakeholder management

- Build and maintain the strategic partnership between ZBGC and Safe and Equal.
- Develop, maintain and influence strategic partnerships across government, peak bodies, community organisations and the LGBTIQ+ sector to advance organisational objectives.
- Represent ZBGC at meetings, forums, advisory groups and public events.

Project management

- Lead projects from initiation through to completion, including planning, budgeting, communications and stakeholder engagement.
- Develop effective project management, monitoring and evaluation processes.

- Prepare project reports, funding reports and evaluation outcomes.

4. KEY SELECTION CRITERIA

Qualifications

- Tertiary qualification in Social Work, Community Development, Human Services, Community Services or a related discipline, or equivalent demonstrated experience.

Skills and experience

Essential

- Demonstrated understanding of the drivers, dynamics and impacts of family and gender-based violence affecting trans and gender diverse communities.
- Demonstrated ability to provide strategic advice and influence policy, practice or organisational change within complex stakeholder environments.
- Strong understanding of primary prevention, early intervention and/or family violence response frameworks.
- Demonstrated knowledge of gender-transformative practice and intersectional feminist approaches.
- Exceptional stakeholder engagement and partnership-building skills across government and community sectors.
- Strong project management skills, including planning, implementation, monitoring and evaluation.
- Excellent analytical, written and verbal communication skills.
- Demonstrated ability to influence, lead and support change.
- Commitment to ZBGC's vision and values and the ability to thrive in a small, dynamic organisation.
- Current Victorian Drivers Licence.

Desirable

- Identifies as trans or gender diverse.
- Experience working with trans and gender diverse communities within family violence prevention or response settings.
- Extensive demonstrated experience delivering training, facilitating workshops and adapting learning approaches for diverse audiences.

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the Thorne Harbour Health Limited Enterprise Agreement 2026. The classification for the position is SCHCADS Award/SACS Level 6
- Salary packaging is available at Thorne Harbour Health. It is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation will also be paid.
- Conditions of employment are as stated in the Thorne Harbour Health Limited Enterprise Agreement 2026.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a valid Working with Children Check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.

- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Candidates must have full working rights in Australia and may be required to provide proof of this eligibility.

6. PROFESSIONAL SUPERVISION

Zoe Belle Gender Collective has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Victoria) (Duties of Employees) or Section 28 of the Work Health and Safety Act 2012 (South Australia) (Duties of Workers).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be submitted via the listing in Employment Hero.

For further enquiries please contact Starlady - Director, Zoe Belle Gender Collective (ZBGC) on 0467 569 635 or via email - starlady@zbgc.org.au

Applications close on Sunday 19 July 2026

While the required knowledge, skills and experience will be highly valued, we recognise that meeting all selection criteria for any role can be challenging. If you feel that you would be a good fit for this role, please contact us for a discussion.

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.