

Position Description

POSITION TITLE:	Head of State & Sector Development
POSITION TYPE & TENURE:	Full Time, Permanent
CLASSIFICATION:	Management Contract
DELEGATION TIER:	TIER 3
POSITION NUMBER	P1005
REPORTS TO:	General Manager, Advocacy & Sector Impact
DIRECT REPORTS:	State & Sector Development Team
LOCATION:	Major Capital City (Melbourne or Sydney preferred) Office and remote working available

ABOUT NO TO VIOLENCE

No to Violence is Australia's peak body for individuals and organisations committed to ending men's use of family violence. We provide training, sector development and policy advice and advocacy on behalf of members. We operate the Men's Referral Service, providing a counselling service and referral pathways directly to men who use violence. As a feminist organisation, women and children are at the centre of what we do - by ending men's use of family violence, families, individuals, and communities are safer.

POSITION SUMMARY

The Head of State & Sector Development will lead No to Violence's state and sector development functions, providing strategic leadership to strengthen the specialist men's family violence sector through member engagement, practice leadership, collaboration and the sharing of knowledge and expertise.

The role is responsible for strengthening No to Violence's relationships, presence and influence across the specialist men's family violence sector and Australian jurisdictions. It provides strategic oversight of the NTV National Conference, membership, Communities of Practice, sector engagement, practice leadership, strategic partnerships and state development initiatives, ensuring the organisation remains connected to emerging issues, jurisdictional priorities and the needs of members.

Working collaboratively across the Advocacy & Sector Impact Division, the role will ensure member insights, practice expertise and sector intelligence inform organisational priorities, policy development, advocacy, learning and workforce development, strengthening No to Violence's leadership as Australia's national peak body.

DELIVERABLES

State & Sector Leadership

- Lead the development and implementation of No to Violence's state and sector development strategy.

Position Description

- Provide strategic leadership to strengthen the specialist men's family violence sector through collaboration, engagement and practice leadership.
- Identify emerging sector issues, opportunities and jurisdictional priorities that inform organisational priorities and sector development.

Membership & Sector Engagement

- Lead No to Violence's membership strategy and create value through member engagement.
- Provide strategic oversight of the NTV National Conference, Communities of Practice, member forums and sector engagement initiatives, ensuring they strengthen sector collaboration and align with organisational priorities.
- Strengthen No to Violence's presence, partnerships and strategic engagement across Australian jurisdictions.
- Ensure member feedback and sector intelligence inform organisational priorities.

Practice Leadership

- Oversee the development of practice resources, implementation guidance and sector practice initiatives.
- Strengthen evidence-informed practice and promote continuous improvement across the specialist men's family violence sector.
- Ensure emerging practice issues and implementation challenges inform organisational planning, advocacy and learning.

Strategic Partnerships

- Build and maintain strategic partnerships across the specialist men's family violence sector, government and key stakeholders.
- Identify opportunities to strengthen sector capability through collaboration, innovation and shared learning.
- Represent No to Violence in strategic sector forums, partnerships and collaborative initiatives.

People Leadership

- Lead, support and develop the State & Sector Development team.
- Foster a collaborative, inclusive and high-performing team culture.
- Manage performance, capability development and workforce planning.

Divisional Leadership

- Contribute to the leadership of the Advocacy & Sector Impact Division.
- Collaborate across functions to ensure member insights, practice expertise and sector intelligence inform organisational priorities.
- Contribute to strategic planning, organisational improvement and cross-divisional initiatives.

WHAT WE ARE LOOKING FOR IN THIS ROLE

Skills

Position Description

- Proven people leadership skills, with the ability to lead, develop and inspire high-performing teams.
- Outstanding written, verbal and presentation skills.
- Demonstrated strategic thinking, planning and decision-making capability.
- Innovative, influential and collaborative approach to problem-solving and organisational improvement.
- Demonstrated ability to build and sustain productive and mutually beneficial stakeholder relationships.

Experience and Knowledge

- Demonstrated experience leading sector development, membership, stakeholder engagement or practice leadership functions within a complex organisational environment.
- Demonstrated experience leading, developing and managing high-performing multidisciplinary teams, including performance management, coaching and capability development.
- Extensive experience building and sustaining strategic partnerships, networks and collaborative relationships across government, the community sector or related industries.
- Experience strengthening sector capability through collaboration, knowledge sharing, member engagement or practice development initiatives.
- Demonstrated understanding of membership-based organisations and the importance of creating value for diverse members through engagement, collaboration and sector leadership.
- Strong understanding of the gendered nature of family violence and evidence-informed approaches to working with men who use violence.
- Understanding of the specialist men's family violence sector and the role of No to Violence as Australia's national peak body.

Qualifications/Competencies/Licences

- Relevant tertiary qualification in community development, social work, social sciences, public policy, education, management or a related discipline, or equivalent experience.
- Completion of a Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.

PSYCHOLOGICAL SAFETY REQUIREMENTS OF THE ROLE

- Exposure to complex, sensitive and potentially distressing content relating to men's use of family violence, victim-survivor safety, sector practice issues and system responses.
- High emotional and cognitive demands associated with providing strategic leadership, managing competing jurisdictional priorities, and responding to emerging sector issues.
- Requirement to build and maintain respectful, safe and constructive relationships with members, partners, government stakeholders and internal teams, including where views or priorities may differ.
- Leadership responsibility for modelling psychologically safe behaviours, including inclusive communication, respectful challenge, reflective practice, role clarity and appropriate escalation of risks or concerns.

Position Description

- Possible exposure to psychosocial hazards associated with travel, remote work, workload peaks, change, stakeholder conflict, vicarious trauma, fatigue and after-hours commitments.

MITIGATIONS FOR PSYCHOLOGICAL SAFETY REQUIREMENTS OF THE ROLE

- Maintain regular supervision, reflective practice and workload check-ins with the General Manager, Advocacy & Sector Impact, including discussion of emerging psychosocial risks, priorities and support needs.
- Apply trauma-informed, culturally safe and strengths-based leadership practices when engaging with staff, members and stakeholders, including clear boundaries, respectful communication and appropriate debriefing.
- Plan workload, travel and after-hours commitments to reduce fatigue, support recovery time and ensure work demands remain reasonable and sustainable.
- Use agreed escalation pathways for psychosocial hazards, stakeholder conflict, safety concerns, complaints or conduct issues, and seek support from People & Culture or senior leadership where required.
- Promote role clarity, realistic planning, consultation and transparent decision-making within the team and across the division, particularly during periods of change or high demand.
- Access organisational supports as required, including EAP, supervision, professional development, debriefing, flexible work arrangements and relevant health and safety processes.

EXPECTED FOR ALL NTV STAFF

- Act in accordance with NTVs code of conduct, policies and procedures and is committed to NTVs vision, mission, values and service standards.
- Promote a 'safety first' culture and acts in accordance with NTV health and safety policies and risk management systems.
- NTV values equity, diversity and inclusion and promotes an inclusive and collaborative work environment where all staff, volunteers and service users feel welcomed, respected and valued and encouraged to fully participate, irrespective of their individual differences in background, experience and perspectives.
- Be curious, reflective and open to continuous learning and new ways of working.
- Complete all mandatory training in a timely manner, to support the delivery of high quality, safe and effective services.
- Contributes to innovation, quality activities and continuous improvement and openly share information and knowledge to enable optimal outcomes for the organisation.
- Regional and interstate travel will be required from time to time.
- Members of the NTV leadership team may be required to attend Board of Governance and Board Sub-Committee meetings which typically take place in the evening. Attendance may be required up to 6 times per year, or as required.

Signature of Job Holder _____ Date signed _____