

Industry, Strategy & Impact Lead Position Description — September 2026

Location:	Hobart, Tasmania
Award:	Social, Community, Home Care and Disability Services (SCHADS) Industry Award 2010
Salary Package:	Level 7, plus TasCOSS Staff Wages Policy (9%) \$122,386 + 12% superannuation
Conditions:	Permanent part-time, 0.9 FTE (68.4 hours per fortnight)
Responsible to:	Chief Executive Officer

Working with TasCOSS Members and partners to strengthen Tasmania's community services industry and create lasting change for the people and communities it supports.

Summary of Position Purpose:

The Industry, Strategy & Impact Lead provides strategic leadership for TasCOSS's work to enable an effective, sustainable and valued community services industry, with primary responsibility for leading Pillar One of TasCOSS's new Strategic Plan (2026-31), *Our community services industry*.

The role works with TasCOSS Members, government and other partners to identify industry-wide challenges and opportunities, build shared understanding and evidence, and facilitate collective solutions that strengthen the sustainability, capability, coordination, innovation and impact of the community services industry.

The Industry, Strategy & Impact Lead also brings big-picture, systems and long-term thinking to TasCOSS's strategic agenda. Working closely with the CEO and TasCOSS team, the role helps identify emerging and structural challenges, build new partnerships and explore opportunities for long-term change.

A key feature of the role is convening and facilitation, bringing the right people, perspectives and evidence together and creating the conditions for productive collaboration and collective action. The position works with a high degree of autonomy and requires strong strategic judgement, relationship leadership and the ability to translate strategy into action.

Key Responsibilities:

Lead Strategic Plan Pillar One, *Our community services industry*

- Lead the implementation of Pillar One and translate its strategic priorities into practical work, partnerships, projects and outcomes.
- Provide strategic leadership on the future of Tasmania's community services industry, identifying emerging trends, systemic challenges and opportunities.
- Facilitate solutions that strengthen industry sustainability, capability, coordination, innovation and impact.
- Ensure TasCOSS's industry priorities are informed by member insights, evidence and emerging issues and provide strategic advice on significant industry issues and opportunities.

Convene, facilitate and build partnerships

- Lead purposeful engagement with members, government, community services organisations and other stakeholders.
- Convene people around shared challenges and opportunities and support groups to move from discussion towards collective action.
- Lead TasCOSS's backbone and convening role for the Tasmanian Coalition of Community Service Peaks, including the development and implementation of the Partnership Agreement.

Contribute to Pillar Three, *Future generations*

- Bring systems thinking, foresight and a long-term perspective to TasCOSS's work on the challenges and opportunities that will shape Tasmania's future.
- Work with the CEO and team to identify areas where TasCOSS can contribute to long-term solutions to poverty, inequality and systemic disadvantage.
- Connect evidence, industry intelligence, research and diverse perspectives to support big-picture thinking and identify opportunities for change.
- Help develop relationships and partnerships with government, business, researchers and other stakeholders needed to explore complex, long-term challenges.
- Support the co-design and development of innovative approaches and solutions where TasCOSS is well placed to contribute.

Lead strategic initiatives, impact and delivery

- Lead the development, implementation and ongoing evolution of TasCOSS's social impact framework and measurement tool, and work to build shared understanding and use of the framework to strengthen industry capability in impact measurement.
- Use insights and evidence generated through impact measurement to inform TasCOSS's advocacy, strategic advice, industry development and longer-term thinking.
- Provide strategic oversight of significant industry infrastructure and assets, such as FindHelpTAS.
- Assess the strategic value, sustainability and future direction of initiatives and identify opportunities for innovation, collaboration and investment.

Leadership and organisational contribution

- Lead, support and develop staff within the Industry, Strategy & Impact portfolio.
- Work collaboratively across TasCOSS to connect industry intelligence and relationships with policy, advocacy, communications and organisational priorities.
- Represent TasCOSS professionally with members, government, funders and other stakeholders.
- Contribute to organisational planning, evaluation, continuous improvement and a positive workplace culture.
- Work consistently with TasCOSS values, Guiding Principles, policies and strategic direction.

Selection Criteria:

Essential

1. Strategic leadership and systems thinking

Demonstrated ability to translate strategy into action while maintaining a big picture and long-term perspective, including identifying systemic challenges, emerging opportunities and pathways for change.

2. Facilitation and convening

Demonstrated ability to design and facilitate effective multi-stakeholder processes, navigate diverse perspectives and enable groups to progress shared objectives and collective action.

3. Partnership and relationship leadership

Highly developed ability to build trusted relationships, broker effective partnerships and work effectively with stakeholders across government, community services and other industries. Exceptional communication and interpersonal skills.

4. Community services industry knowledge

Strong understanding of the community services industry and the policy, funding, workforce and systemic issues affecting its sustainability and impact.

5. Evidence, policy and influence

Demonstrated ability to use evidence and stakeholder intelligence to analyse complex issues, develop strategic policy and advocacy advice, communicate compelling propositions for change and influence government and other decision-makers.

6. Leadership and project delivery

Experience negotiating and managing complex contracts and funding agreements. Demonstrated ability to manage projects, lead teams, exercise sound judgement, manage competing priorities, and deliver high quality outcomes with a high degree of autonomy.

Desirable

- Relevant tertiary qualifications or equivalent professional experience.
- Experience working in or with a peak body, government, community services organisation or other complex stakeholder environment.
- Experience contributing to systems change, innovation, collective impact or long-term strategic initiatives.
- Established Tasmanian networks.

Authorised by:

Paula Wriedt, Chief Executive Officer, TasCOSS
24 September 2026