

Our vision

Trusted as the leading humanitarian organisation making a genuine difference in the lives of people and communities.

Our purpose

Bringing people and communities together in times of need and building on community strengths.

We do this by mobilising the power of humanity.

Our Fundamental Principles

Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, Universality

Our Values

We are part of a movement.



We Respect

As humanitarians, we put people first, listening to, understanding and respecting each other.



We aspire

We are curious, optimistic and we learn, because we want to do and be better.



We collaborate

We achieve our best by bringing people together on shared goals.



We stand up

We face challenges and opportunities with courage and compassion.



We deliver

We take ownership of delivering on our goals and make genuine impact.



<https://www.redcross.org.au/>

At Australian Red Cross we:

- Adhere to the 7 fundamental principles of Red Cross
- Act at all times in accordance with Australian Red Cross Ethical Framework and Child Protection Code of Conduct and applicable policies
- Strive to create a safe and inclusive culture with wellbeing at its centre. We embrace diversity and welcome Aboriginal and Torres Strait Islander people, and people with different lived experiences, abilities, gender, ethnicity, age, and sexual orientation. We are a child safe organisation with zero tolerance of any harm to children. Our vision is to be trusted as the leading humanitarian organisation making a genuine difference in the lives of people and communities.

Position Description

Position Title	Senior Officer – Resilience	Department	State and Territory Ops – NSW -ES
Location	Sydney	Direct/Indirect Reports	Up to 8 direct reports
Reports to	Manager – ES (S&T)	Date Revised	July 2024
Industrial Award	Social, Community, Home Care and Disability Services Industry		
Award Level	5	Red Cross Job Grade	5
Job Level	People Leader	Job Evaluation No:	167416
Special Measures			

Position Summary

This position is responsible for developing and delivering targeted support to individuals, households, and communities to ensure they are strong, resilient, and capable of anticipating, responding to, and recovering well from disasters and other crises. This role also involves working at a state or territory sector level to increase knowledge and understanding of disaster impacts, the importance of preparedness and resilience measures, and the psychosocial needs of disaster-affected people and communities.

Position Duties

Key responsibilities/accountabilities

- Deliver evidence-based and best-practice resources, training, tools, and workshops to enhance disaster resilience.
- Implement activities at individual, household, and community levels to strengthen resilience and disaster preparedness.
- Apply a community development approach to build disaster resilience capacity and capability within communities.
- Lead community engagement and participation in resilience-building activities.
- Advocate for humanitarian and psychosocial needs and the importance of investing in preparedness actions to strengthen community resilience before disasters.
- Influence sector practice and approach to disaster resilience through collaborative relationships.
- Establish and maintain collaborative relationships across the emergency management sector.
- Engage with stakeholders to promote and enhance disaster resilience initiatives.
- Conduct regular monitoring, evaluation, and reporting to assess the effectiveness of resilience-building activities and initiatives.
- Perform other duties, tasks and activities associated with this role as reasonably required by Australian Red Cross

Key relationships

- Manager - Resilience (NSW/ACT)
- Senior Officer - Resilience (NAT)
- Senior State Manager - Programs (NSW/ACT)
- Project Officer(s) – Resilience (NSW/ACT)

Person Requirements**Key Behavioural and Technical Capabilities**

- Demonstrated sound technical knowledge and expertise in disaster resilience and community development principles
- High level of knowledge and skills and proven ability in developing and delivering training, workshops, and resources.
- Excellent advocacy and communication skills, with the ability to influence stakeholders.
- Strong analytical and evaluation skills, with the ability to use data to inform practice.
- Ability to work under general direction from senior employees, exercise a degree of autonomy and work with and lead teams and people from diverse backgrounds to create a collaborative working environment
- Ability to set priorities, plan and organise their own work and that of lower classified staff and/or volunteers
- Sound analytical skills and demonstrated ability to assess, evaluate and solve problems and exercise initiative and judgment where practices and procedures are not clearly defined
- High level of knowledge and skills in
- Ability to provide expert advice to employees classified at a lower level and volunteers
- Interpersonal skills required to communicate effectively both verbally and in writing

Key Organisational Capabilities

- Being Resilient and Adaptable
- Building Belonging
- Being Client/ Customer Focused
- Taking Accountability

Key Leadership Capabilities

- Managing and Developing our People
- Leading our Organisational Transformation/ Change
- Connecting Our People and Our Work with Organisational Purpose and Vision
- Managing our Resources Effectively and Sustainably

Experience

- Sound discipline knowledge gained through experience in building and maintaining collaborative relationships across sectors.
- Experience in disaster resilience, emergency management, or community development.

Qualifications

- Qualifications in emergency management, community development, social sciences with relevant experience or less formal qualifications with specialised skills in relevant field.

Wellbeing, Health and Safety

It is our vision to be harm free and committed to providing and maintaining a safe and healthy environment for volunteers, members, staff, contractors, clients, customers, and others who may be involved in our work. Our Wellbeing Health and Safety direction is aimed at building a 'safety mindset' into our daily work, assessing and reducing risk, reporting hazards and incidents, and providing Red Cross people with a positive, healthy workplace.

- Identify and understand the current and future risks involved in undertaking your role and service delivery activities, then competently manage those risks so that everyone is safe
- Comply with the Work Health and Safety management system

Key Job Requirements

Licenses/compliance screening

Screening is required prior to commencement. Renewals may also be required during your employment in order to comply with specific contractual or legislative requirements.

A clearance to work with children	Yes
Driver's License	Yes
A clearance to work with vulnerable adults	Yes
Police check	Yes - every 5 years

A clearance to work with children is required for this role as it includes direct contact with children due to the requirements of the position and/or the nature of the work environment.