

Position Description

Position Title: Industry Fellow, Practice Change and Employment Pathways

Position Number: TBA

Classification: Level C

Organisational Unit: School of Business, Law and Entrepreneurship

Department: Centre for Social Impact

Position Purpose

This role will lead nationally focused significant innovation, practice change and strategic project initiatives in improving disability employment services. This will involve significant financial and resource navigation, relational leadership, policy context understanding, and a primary focus on uplifting employment service provider practice (across systems) as informed by evidence (both established and emerging) of what is effective.

You will play a collaborative leadership role across internal and external teams in generating and producing high-quality knowledge translation products and strategies of value to both academic and industry/sector partners.

A key focus of the position is industry/sector engagement, and you are expected to maintain and develop partnerships with a wide range of employment service providers, industries, public institutions and government, with a focus on the for-purpose and not for profit sectors. The appointee will draw on these relationships to build collaborations, influence practice and social sector ecosystem design.

This position is available for experienced practitioners, applied researchers and industry leaders who have attained strong national and/or international recognition in a related discipline or profession.

The position is required to provide strong leadership in research translation into practice, and other appropriate professional activities within the Centre for Inclusive Employment (and the Centre for

Social Impact Swinburne) and be involved in directing evidence-to-practice in disability employment nationally. Through your research/evidence knowledge and professional practice, you will make original and innovative contributions to the advancement of practice change within the disability employment sector.

It is expected that you will generate high-quality research, evidence and practice outputs aligned with the Centre's Strategic Plan (2026-2028) and Annual Work Plan. This role specifically leads and is responsible for the implementation of the Strategic Plan priority area of 'Practice Change for a More Capable System' in which Inclusive Employment Australia (IEA) and NDIS employment providers form the largest part of the disability employment system (including the supported employment sector), with Workforce Australia also being a provider to people with disability. Leading this work will enable sustained practice change to improve capability in these programs. It also leads the program of work - 'Pathways and options to increase employment for those left behind' - where we know that currently the largest parts of the system are not serving some groups very well, or at all.

The position will be within the Centre for Social Impact, working within the Centre for Inclusive Employment team under the leadership and direction of the Director, Centre for Inclusive Employment.

Reporting Line

Reports to: Director, Centre for Inclusive Employment

Direct reports: None

About the Centre for Inclusive Employment

Swinburne University of Technology has been awarded funding by the Commonwealth Government (Department of Social Services) to establish and operate the Centre for Inclusive Employment as part of the Centre for Social Impact (CSI), Swinburne. The Centre for Inclusive Employment aims to support the employment services ecosystem to be person-centered and to deliver effective services that increase the employment of people with disability.

The Centre for Inclusive Employment aims to improve knowledge and application of 'what works' to increase employment of people with diverse disabilities. This will be done by:

- Collecting disability employment-related evidence sourced from academic research, national and international best practice models, insights from pilots, case studies and grant projects; and
- Using the disability employment-related evidence collected, to develop best-practice information, resources, tools and training that are focused on building quality service delivery and to inform the daily practices and approaches of employment service providers working with their clients and employers to improve employment outcomes.

The Centre for Inclusive Employment works closely with a national consortium led by CSI Swinburne, including:

- Inclusion Australia (as conduit for Disability Representative Organisations),
- Disability Employment Australia (DEA),
- National Disability Services (NDS),
- Family Advocacy (as conduit for the National Alliance of Capacity Building Organisations, NACBO),
and
- The University of Melbourne.

These consortium members operate as a Centre Advisory Committee along with three independent members and a Chair with lived experience of disability. The Advisory Committee meets regularly to inform the strategy and collaborative opportunities of the Centre for Inclusive Employment.

Location

This position is currently located at the Hawthorn campus, but the incumbent may be required to undertake duties at any of the University's campuses. Thus, the incumbent must be willing to travel between campuses and work at a range of locations. Subject to suitability, this position may be eligible for flexible working options such as working from home arrangements.

Key Responsibility Areas

Industry and Practice Change Leadership

- Lead projects and partnerships within the two priority areas of work – practice change and employment pathways – including working groups, partners and delivery of outputs through initiatives and commissioned bodies of work. Work closely with CIE Leads to integrate the work, learnings and evidence-to-practice outputs to ensure ongoing continual improvement and impact.
- Provide strong leadership through fostering excellent and high impact evidence-informed practice change and innovation activities in employment and employment service system for marginalised groups, namely disability.
- Make original and innovative contributions to the advancement of scholarship, research and evidence-informed practice change in the discipline, with a particular emphasis on applied research relevant to the sectors with which the Centres work.
- Maintain strong links and involvement with key sector actors and other academic institutions in Australia and internationally as well as government and industry.
- Enhance the reputation of CSI-Swinburne, the Centre for Inclusive Employment and the University through external forums, and high-quality research, both nationally and internationally.
- Promote innovation and excellence in evidence to practice, research and learning.
- Actively work with the consortium partners and broader sector to enable impact and change-focused activities, promotion of work and engagement.

Research and Evidence to Practice Leadership

- Lead the preparation of high-quality publications, including non-traditional research outputs, arising from the research and evidence.
 - Manage, supervise and mentor staff as appropriate and as required by Centre for Inclusive Employment and CSI Swinburne leadership.
- Demonstrate and promote innovation and excellence in applied research and evidence to practice activities.

External Activities

- Promote activities of the Centre for Inclusive Employment and CSI Swinburne in the national and international arenas.
- Develop and maintain professional links and involvement with industry, business enterprises and professions.
- Contribute to the university's business and enterprise disciplines and community in a manner that enhances the national and/or international standing of the School.

Operations

- Assume management functions associated with the two priority areas of work, in consultation with the Centre's and School's leadership, and supported by the Centre's operations and communications teams.
- Monitor projects and initiatives through relevant platforms and systems, ensure timely reports as requested and engage actively in work planning and reporting.

Administration

- Investigate, plan and advise on the acquisition of the physical resources and services necessary to maintain or develop evidence-to-practice project activities.
- Support the contracting and commissioning processes of CIE to ensure smooth and timely delivery and good partnership relationships (internally and externally).

Commitment to the Swinburne behaviours:

- **One Swinburne** - We work together, bringing our unique skills to achieve our common purpose and strategy.
- **Future – Focused** - We commit to taking bold strides – 'moon shots' – and are constantly innovating, disrupting, renewing and changing to create tomorrow's technology and talent today.
- **Engaged** - We strive to be the most industry-engaged university, to amplify our impact and support all students to be future-ready
- **Empowered** - We are trusted, and expected, to act and make decisions commensurate with our roles and skills, and to drive continuous improvement, to deliver our common goals.

Accountable - We are accountable for our contributions to Swinburne's success and sustainability, for the ways we work together, and for the outcomes that we deliver for students, partners and society.

Other

Undertake Division-wide and/or university-wide responsibilities as required.

Key Selection Criteria

Qualifications

1. A master's degree or substantial relevant professional experience in disability employment or a related field- essential

Experience, Knowledge and Attributes

1. Demonstrated ability to lead, develop, and manage multidisciplinary projects, teams and practice-based research and evidence-to-practice project activities in disability employment - essential
2. Deep practice knowledge of employment services for marginalised groups, particularly disability – essential
3. Significant work experience, leadership and achievements in a relevant professional field or industry- essential
4. Demonstrated links with relevant industries, organisations and research communities and demonstrated competence in working with relevant professions in industry and government – essential
5. Demonstrated ability to foster collaborative project outcomes among colleagues in a multi-disciplinary setting and an eagerness to liaise and work closely with industry to implement practice change projects – essential
6. Demonstrated high interpersonal and communication skills, including the ability to liaise with a wide variety of industry organisations as well as researchers, and work within a consultative, team environment, including an ability to work effectively with external stakeholders including consortium members, industry and government – essential
7. Demonstrated high level organisational and time management skills, along with the ability to prioritise activities, manage competing priorities, respond to ad hoc and time critical requests while meeting deadlines – essential
8. Demonstrated experience in the management of human, financial and physical resources - preferable

Other

1. A valid Working with Children's Check card (or ability to obtain one prior to or upon commencement) – essential.
2. A National Police Check is required for this position – essential.