

Our Watch role statement

Position details

Position title:	Manager, Emerging Practice
Reporting to:	Director, Practice Leadership
Position location:	Bourke Street, Melbourne (some interstate travel expected)
Work type:	Parental Leave role, 0.8 to full-time, flexible options will be considered
Job duration:	6 months
Salary:	Our Watch Band 6.1. Commencing at \$110,316 to \$114,518 annually pro rata plus superannuation

Organisation Context

Our Watch is a national not-for-profit established in 2013 to drive nation-wide change in the culture, behaviours and attitudes that lead to violence against women and their children.

Our Watch's **vision** is an Australia where women and their children live free from all forms of violence. Our **mandate** is to stop violence before it happens, and our **purpose** is to provide national leadership to prevent all forms of violence against women and their children. Our **work** will always be based on sound research and strong and diverse partnerships.

Our Watch **recognises and values diversity** amongst its staff and strongly encourages suitably qualified people from all cultural backgrounds, especially Aboriginal and Torres Strait Islander people, and/or with lived experience of disability, to apply

Position Overview

Reporting to the Director, Practice Leadership, this is an important leadership role overseeing the implementation of the Practice Leadership operational plan with a particular focus on large prevention projects. You will be an experienced project manager, people manager have well developed expertise in gender equality and prevention of violence against women.

. The role's primary responsibility is supporting the delivery of select prevention projects including in engaging the media sector to prevent violence against women and collaborating and partnering with a range of sectors in their role of prevention (including the Victorian LGBTI, Aboriginal and Seniors' sector). The ultimate goal of the work is increased quality prevention practice across Australia.

You will be accountable for externally-facing engagement and communications, budget and project management and for identifying, managing and, where necessary, escalating emerging risks and urgent issues. You will develop and nurture effective collaborative relationships across the organisation and with key stakeholders, including staff in government departments and agencies, and proactively contribute to team and organisational improvement projects.

You will be an experienced leader and have significant project development and project management experience, strong stakeholder engagement and partnership skills, staff management skills and familiarity with action research methodologies, program design and evidence-based resource development.

This role presents a great opportunity for the right person to grow and expand with our organisation.

Responsibilities and Accountabilities

1. Lead a team to develop and implementation of annual Practice Leadership operational plan to increase quality prevention practice across Australia
2. Manage the operational components of practice-based primary prevention projects, including budgets and financial reporting, allocation of team resources and effective management of practice related contracts and tenders.
3. Provide leadership, direction and advice on Our Watch practice work including:
 - Fostering an 'evidence-based and evidence-building' culture, advising on best and emerging practice for Our Watch's work.
 - Inform Our Watch's public positioning relating to prevention practice.
4. Contribute to building Our Watch as a trusted and expert National organisation by:
 - Providing leadership to activities across roles and functions to advance the work of the organisation.
 - Providing leadership to Our Watch OHS and continuous quality improvement activity.
 - Representing Our Watch at relevant meetings and events.
 - Undertaking other duties as required from time to time.
5. Lead and develop a team of professionals, actively developing their skills through coaching, professional development and performance management.

Direct Reports

- Five senior advisors (may change)

Organisation Relationships

Internal:

- Media and Communications team
- Policy and Evaluation team
- Practice Leadership team
- Corporate Services team
- CEO and Senior Executive team

External:

- Our Watch member representatives
- Relevant government departments
- Project partners and sector stakeholders
- External suppliers

Selection criteria

Qualifications and experience

- Tertiary qualifications in health promotion, social or political science, gender studies, community development or other area of relevance.
- Significant experience leading prevention of violence against women practice at regional, state or national level.

- Program design and implementation**
- Advanced and demonstrated ability to lead program development and implementation for preventing violence against women and their children.
 - Significant experience with program logic models and evaluation frameworks to frame action and track progress in areas of complex and multi-level change.
 - Ability to manage projects, including budget and financial reporting, allocation of team resources and effective management of practice related contracts and tenders.
 - Commitment to action research approaches to evaluation underpinned by participatory/empowerment models.
- Leadership and management**
- High level leadership skills, including excellent interpersonal, communication, engagement and negotiation skills.
 - Experience managing a team, including resource allocation, coaching and development, employee engagement and performance management.
- Stakeholder engagement and relationship development**
- Sophisticated interpersonal, engagement and consultative skills including at senior levels across organisations and government.
 - Experience of interacting with government and experience managing relationships with external funding bodies.
- Policy development**
- Demonstrated capacity for innovation, creativity, and strategic and lateral thinking.
 - Understanding of critical issues relating to policy for prevention of violence against women.
 - Ability in providing high-level advice to decision-makers within organisations and funding bodies.
- Written and verbal communication**
- Strong written communication skills, including experience writing evidence based, engaging and effective documents suited to audience and which provides clear messages.
 - Excellent verbal communication skills, including highly-developed influencing and negotiation skills, and the ability to listen, understand and adapt to audience needs.
- Commitment**
- Commitment to Our Watch’s vision, purpose and mandate.
 - Contribute to maintaining a work environment where differences are valued, encouraged and supported. Promote Our Watch’s ideals of gender and cultural diversity at all times.