

## Senior Practice Advisor, Universities

<b>Position title:</b>	Senior Practice Advisor, Universities
<b>Team</b>	<b>Practice Systems:</b> Practice Leadership
<b>Location:</b>	Melbourne CBD (some travel expected)
<b>Position Type/FTE:</b>	1.0 FTE
<b>Tenure:</b>	17 months Fixed term from commencement
<b>Probation period:</b>	6 months
<b>Salary classification:</b>	Our Watch Band 5, Level 1 (\$89,303 - \$93,505) pro rata plus superannuation
<b>Reports to:</b>	Manager, Practice Systems
<b>Date approved:</b>	January 2018

### 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 backgrounds, especially people who have a strong understanding of interesectionality either by working with diverse population groups or a lived experience.

Aboriginal and Torres Strait Islander candidates are strongly encouraged to apply.

### Position Overview

Working within the Practice Leadership team, this exciting new position will contribute to delivering on the implementation of the *Preventing Violence against Women in Universities* project. This role will be responsible for leading the development of Our Watch's approach to primary prevention within Australian universities. This will be a whole of institution model that includes adaptation of the Workplace Equality and Respect standards and development of other resources for staff and student engagement.

You will have significant experience with organisational development in relationships to gender equality and inclusion, along with project development and management experience, strong stakeholder engagement and partnership skills, familiarity with evidence-based resource development and the ability to work independently and as part of a collaborative team. You will have a strong knowledge of the prevention of violence against women sector, respectful

relationships education practice and knowledge of education systems and/or the Australian university sector.

## Responsibilities and Accountabilities

1. As part of the Practice Leadership team you will support in the delivery of the Our Watch operation plan to:
  - Increase the capability, size and coordination of the prevention workforce
  - Increase the quality of prevention practice across Australia
  - Sustain prevention activity through integrating established practice into systems
  - Increase, through partnerships, the readiness of big reach organisations for national leadership on prevention practice
2. Undertake a range of tasks including but not limited to:
  - Leading a cross-department project team;
  - Developing a whole of institution approach to violence prevention in universities that incorporates the Workplace Equality and Respect standards;
  - Supporting organisational development for the prevention of violence against women within selected universities
  - Supporting content development for online learning modules for university students and staff
  - Other agreed actions as developed in the project plan, including regular reporting as required.
3. Support practice direction and advice on Our Watch 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:
  - Working across roles and functions to support the advancement of the work of the organisation.
  - Adding 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.

## Direct Reports

NIL

## Organisation Relationships

### Internal

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

### External

Key staff in partner universities  
 Relevant government departments  
 Project partners and sector stakeholders  
 External suppliers

## Skills and Qualifications

<b>Qualifications and experience</b>	<ul style="list-style-type: none"> <li>• Tertiary qualifications in education, health promotion, social or political science, gender studies, community development or other area of relevance.</li> <li>• Demonstrated understanding of prevention of violence against women practice.</li> <li>• Knowledge of education systems and/or the Australian university sector.</li> <li>• Experience supporting organisational change and developing the capacity of others to implement evidence-based prevention activities.</li> <li>• An understanding of the impact of intersectional theory and practice on the implementation of preventing violence against women initiatives</li> </ul>
<b>Program design and implementation</b>	<ul style="list-style-type: none"> <li>• Demonstrated understanding of the principles of program planning and implementation for the prevention of violence against women.</li> <li>• Experience in development of high-quality tools and resources for prevention practice or other social change initiatives.</li> <li>• Experience with program logic models and evaluation frameworks to frame action and track progress in areas of complex and multi-level change.</li> <li>• Confidence with contributing ideas and solutions for websites and online channels that engage practitioners.</li> </ul>
<b>Stakeholder engagement and relationship development</b>	<ul style="list-style-type: none"> <li>• Excellent relationship management and communication skills including the ability to develop and maintain strong collaborative partnerships with individuals and groups.</li> <li>• Ability to work effectively as part of a team in a fast-changing environment, to work productively with limited supervision and to work to deadlines.</li> <li>• Ability to lead a small project team.</li> </ul>

<b>Policy development</b>	<ul style="list-style-type: none"> <li>• Demonstrated capacity for innovation, creativity, and strategic and lateral thinking.</li> <li>• Experience in providing evidence-based advice to decision-makers within organisations and funding bodies.</li> </ul>
<b>Written and verbal communication</b>	<ul style="list-style-type: none"> <li>• Proven ability to produce high quality written communication that is suited to the audience and provides clear messages.</li> <li>• Proven ability to develop and deliver presentations and workshops.</li> </ul>
<b>Commitment</b>	<ul style="list-style-type: none"> <li>• Commitment to Our Watch’s vision, purpose and mandate.</li> <li>• Contribute to maintaining a work environment where differences are valued, encouraged and supported.</li> <li>• Promote Our Watch’s ideals of gender and cultural diversity at all times.</li> </ul>