



WOMEN'S HEALTH & WELLBEING

Barwon South West

POSITION DESCRIPTION

Project Lead - Respect 2040

There is flexibility for this position to be worked from any location within the Barwon / South West regions (subject to negotiation).

WHWBSW's head-office is based in Warrnambool, meaning there will be a requirement for some work to be performed from this location.

Our Organisation

Women’s Health and Wellbeing Barwon South West Inc. (WHWBSW) is a feminist organisation committed to intersectionality, gender equality and great practice health promotion that leads to positive change.

We collaborate. We provide our partners with advice, training and resources to progress equality between women and men.

We use the best available evidence to understand the key health problems for women and to guide our activity. We focus our work on the causes of ill-health and violence, seeking to prevent problems before they occurs. We lead change by shifting public discussion, translating evidence into action and pushing for policy changes in businesses, organisations and all levels of government. Our current priorities include the prevention of violence against women before it occurs, improving women’s sexual and reproductive health and advancing gender equality.

The Barwon South West region cover 9 Local Government Areas (LGAs). The G21 region includes City of Greater Geelong, Borough of Queenscliff, Surf Coast and Colac Otway Shires, and the Great South Coast (GSC) region includes that City of Warrnambool and Corangamite, Moyne, Glenelg and Southern Grampians Shires.

Our Vision

We strive towards an ambitious vision for change where women are healthy, safe, and can access all of life’s opportunities.

Our Purpose

We improve women’s lives through best practice health promotion.

Our Values

<i>CENTERING WOMEN:</i>	We centre women in all of our work
<i>RESPECT:</i>	We respect and welcome all people and value different perspectives
<i>ACCOUNTABILITY:</i>	We hold ourselves accountable through leadership and advocacy
<i>INTEGRITY:</i>	We act with integrity and honesty in everything we do
<i>COURAGE:</i>	We will pursue our vision and purpose with courage

We proudly acknowledge Aboriginal people as the First Peoples, Traditional Owners and custodians of the lands and waters on which our work occurs. We acknowledge and respect the wisdom, living culture and unique role that Aboriginal people hold, and which has seen them thrive for thousands of years.

About the Position

Project Lead Respect 2040

Funded through the Victorian Government Office for Women, the Respect 2040 project builds on a G21-wide commitment to preventing violence against women before it occurs.

The Project Lead for Respect 2040 oversees a regional approach to ending violence against women. This approach, Respect 2040, brings individuals, organisations and groups in this region together to progress evidence-based action.

The role requires collaboration with our partners to implement and evaluate evidence informed health promotion that is effective and successful. You will lead the Respect 2040 campaign across the G21 region and ensure WHWBSW is recognised as the experts for progressing equality and respect across the Barwon South West.

For clarity the G21 covers the municipalities of City of Greater Geelong, Colac Otway Shire, Surf Coast Shire, Borough of Queenscliff and Golden Plains Shire. (WHWBSW operates across the Barwon South West, which includes the following additional Local Government Areas: Glenelg, Corangamite, Moyne and Southern Grampians Shires; and Warrnambool City Council).

Responsible to	WHWBSW Regional Manager
Location	Any location with the G21
Award	<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>
Classification and Salary	Pay range: \$88,757.76 - \$92,775.80 for full time equivalent. Social and Community Service Employee Level 5. <i>Social, Community, Home Care and Disability Services Industry Award 2010</i> 12% superannuation Salary will be based on skills and qualifications Full salary packaging available
Hours of work	This position is 0.6 – 0.8FTE, fixed term to 30/06/2026
Travel	WHWBSW operates throughout the Barwon South West region and you will be required to travel within the region. Applicants must have a valid Victorian driver's licence.
Probation	A six-month probationary period applies to this position
Additional Requirements	Satisfactory Police Check and in some circumstances staff are also required to undertake a Working with Children Check.

Sector Context

The Women's Health sector state-wide has, effective 1/7/2022, received unprecedented funding commitments from the Victorian State Government. Women's Health and Wellbeing Barwon South West is a critical partner in ensuring this funding is used impactfully in our region.

The growth in our sector translates to growth within Women's Health and Wellbeing Barwon South West's team with increased resources committed to advancing gender equality including, but not limited to: Violence against women and children, women's safety, childcare access, quality and affordability, workplace gender equality, gender pay gap, recognition of primary carer rights and opportunities, and women's mental health.

Position Objectives

Reporting to the Regional Manager, the Project Lead will expand networks and relationships with organisations across the G21 Region in addition to supporting the broader activities undertaken by WHWBSW's Integrated Health Promotion Team.

Position Accountabilities

The Respect 2040 Project Lead is accountable for:

Outcomes

- Contribute to delivering on the WHWBSW Strategic Plan with specific relevance to the Respect 2040 initiative, in alignment with our vision and values.
- Adopt a strategic, regional and evidence informed approach to the implementation of Respect 2040 and WHWBSW's broader Integrated Health Promotion activity.

Collaboration and Partnerships

- Confidently develop strategic relationships in line with and inspire partners to engage with Respect 2040 vision and work.
- Coach and equip partners to progress improvements in gender equality and the prevention of violence against women before it occurs.
- Ensure collaboration and shared understanding is at the heart of everything we do.

Specialist Skills and Knowledge

- Oversee the implementation of Respect 2040 ensuring that the work is evidence informed and translate this evidence and research into local activity with partners.
- Ensure collective regional effort is consistently and comprehensively monitored and evaluated.
- Uphold a commitment to best practice across the planning, development, and delivery of our work.

Communication

- Ensure the work of Respect 2040 and WHWBSW is seen, understood and trusted.
- Ensure all Respect 2040 activity is communicated and disseminated in a way that meets our audience's needs.

Key Attributes

Key Attributes required for success in this role include:

- The capacity to develop strong strategic partnerships, facilitate cooperation, and build commitment to achieving agreed outcomes
- Skills in influencing others, and supporting them to develop skills and confidence in progressing actions
- A commitment to ensure contemporary best practice health promotion informs everything that we do
- Demonstrated experience in successfully managing projects to a high standard, on time and to budget
- High level communication skills with the ability to convey and impart project information in an easy-to-understand format
- Expectation management skills, using an independent and decisive manner to effectively form views and make decisions will be critical to your success

WHWBSW Values will strongly resonate with the Project Lead Respect 2040 and inform practices in the way in which our internal and external stakeholders are supported.

Professional Attributes and Behaviours

It is expected that all staff will undertake their role in a manner which is aligned to the WHWBSW values and a commitment to the following:

- Adopting a strategic approach to our work and solving complex problems
- Achieve outcomes
- Model our values
- Contribute to thriving relationships and a robust learning culture
- Welcome different perspectives and creative solutions
- Work within WHWBSW policies and procedures
- Promote WHWBSW vision, purpose, and excellent reputation
- Undertake other duties as directed by your line manager from time to time

Key Selection Criteria

Qualifications, Skills and Experience

1. Demonstrable experience in developing partnerships including the capacity to identify key partners, engage, educate, inform and respectfully collaborate with them to ensure meaningful actions are developed, implemented and evaluated
2. Experience in translating program/contract deliverables into meaningful action, ideally within the community / service sectors
3. Highly developed communication skills and experience in leading community group forums and discussions, facilitating presentations and meetings, applying active listening and collaborative consultation skills, and maintaining respect and integrity in partnership management
4. Capacity to develop a regional approach to action development and implementation to ensure the nuanced needs of various communities within our region are understood, respected and addressed
5. Demonstrated commitment to the Vision and Values of WHWBSW, including an understanding of the core principles of gender equality and how this aligns with our organisational purpose and informs health promotion planning
6. Exceptional writing, research and report-writing skills with high level verbal and interpersonal skills, with the ability to deliver oral presentations and training
7. Ability to work autonomously, manage own time, set priorities, consistently plan and deliver work on time and to a high standard

How to Apply

We welcome confidential role enquiries to Catriona Hardiman via m: 0448 971 711 or e: catriona@cooperhardiman.com.au.

To apply please forward your application letter addressing the Key Selection Criteria, along with your resume to:

Catriona Hardiman – Director
Cooper Hardiman Pty Ltd
Via email at: catriona@cooperhardiman.com.au

Applications Close: Tuesday 9 August, 2022

WHWBSW have a Victorian Civil and Administrative Tribunal exemption no: H355/2018 and can advertise for and employ only women.