



WOMEN'S HEALTH & WELLBEING

Barwon South West

POSITION DESCRIPTION

Regional Facilitator

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

CENTERING WOMEN:

We centre women in all of our work

RESPECT:

We respect and welcome all people and value different perspectives

ACCOUNTABILITY:

We hold ourselves accountable through leadership and advocacy

INTEGRITY:

We act with integrity and honesty in everything we do

COURAGE:

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

Regional Facilitator

Our Regional Facilitators ensure WHWBSW is progressing population improvements in women's health by collaborating with our partners to implement evidence informed health promotion that is effective and successful. Ensuring WHWBSW is recognised as the *go to people* for action with regard to progressing equality and respect across the Barwon South West is central to these roles.

Responsible to	WHWBSW Regional Manager
Location	Warrnambool
Award	<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>
Classification and Salary	Social and Community Service Employee Level 5 Pay range: \$88,757.76 - \$92,775.80 full-time equivalent Salary will be based on skills and qualifications 12% superannuation Full salary packaging available
Hours of work	This position is 0.6 – 0.9FTE, fixed term to 30/06/2024
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 Regional Facilitators provide quality, contemporary expertise in translating, implementing, and evaluating research, policy and initiatives that progress population improvements in women's health.

Specifically, the Regional Facilitators:

- Develop strong and strategic partnerships
- Provide expert, credible advice to a range of stakeholders including senior management
- Have demonstrated expertise in data analysis, needs assessment and environmental scanning
- Ensure contemporary best practice health promotion informs everything that we do
- Bring competence in understanding and evaluating systems change
- Communicate complex ideas in simple language
- Influence others, supporting them to develop skills and confidence in progressing women's health

Key Responsibilities

Outcomes

- Ensure that outputs support WHWBSW's established Strategic Plan, in alignment with our vision and values
- Adopt a strategic, regional and evidence informed approach to the implementation of WHWBSW integrated health promotion activities and broader gender equality measures
- Represent WHWBSW fully and meaningfully across our regions with the provision of tailored and regionally-interfacing initiatives
- Identify and address with the Regional Manager and Regional Co-ordinators regional needs for consideration in future planning based on coal-faced feedback and observation

Specialist Skills and Knowledge

- Demonstrate expertise in contemporary best practice health promotion and understanding of the ecological framework, and/or specialised skills in advancing gender equality or other social and community outcome areas
- Ensure WHWBSW work is evidence informed and translate this evidence and research into regional activity with partners
- Ensure collective regional effort is consistently and comprehensively monitored and evaluated

Leadership

- Support the work of the Regional Manager and Regional Co-ordinators in providing services in a manner that motivate and inspire partners to engage with WHWBSW's vision and work
- Coach and equip partners to progress improvements in women's health and broader gender equality initiatives
- Lead by example, behaving in ways that are consistent with WHWBSW vision and values
- Inspire confidence in our regional partners around the work of WHWBSW, and feedback through our Regional Manager opportunities for enhanced services and partnerships

Collaboration

- Ensure collaboration and shared understanding is at the heart of everything we do, following the strategic guidance of our Regional Manager and Co-ordinators in ensuring the right businesses, organisations and community groups are partnered with, and with tailored services of relevance
- Support the organisation's strategic relationship development in line with WHWBSW purpose and approach y ensuring best in class service provision and collaboration at all times

Program Delivery

- Uphold a commitment to best practice across the planning, development, and delivery of our work
- Ensure delegated budgets are monitored and managed to an exceptionally high standard
- Ensure all WHWBSW reports are presented well, on time and demonstrate our achievements
- Assist with the identification and sourcing of funding and contribute to funding submissions

Communication

- Ensure health promotion and WHWBSW broader work is seen and understood across our region
- Ensure all WHWBSW activity is communicated and disseminated in a way that meets our audiences needs

Key Attributes

Our Regional Facilitators are experienced in facilitating social change programs or services regionally, or have a health background with a drive and passion for positively influencing population health agendas. Alternatively, the focus area for our Regional Facilitators can be in program presentation and facilitation, with an affinity for analysing, interpreting and applying legislation, research and data. An interest in making an impact in any or all aspects of gender equality is key to these positions.

Regional Facilitators need not have experience in health promotions, women's health, or gender equality frameworks to be successful in this role. Success factors will include the capacity to work as an effective member of our talented specialist teams to deliver our key strategic priorities, whilst managing trusted and respected partnerships throughout the communities we serve.

WHWBSW Values will strongly resonate with the Regional Facilitator 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 health promotions, evidence-informed program development or evaluation and/or research and evaluation roles within the social services or related field. Experience within social change portfolios in health promotions, prevention of family violence, gender equality or a related community development or social field is highly advantageous although not essential. Whilst not essential, it would be advantageous to have Bachelor-level qualifications in Gender Studies, Health Promotion, Social Work or Social Sciences, Community Development or alternatively in Public Policy, Arts or related fields.
2. Demonstrated skills and experience in adopting a strategic, evidence-informed, and regional approach to social change related planning, implementation, and evaluation.
3. 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
4. Exceptional writing, research and report-writing skills with high level verbal and interpersonal skills, with the ability to deliver oral presentations and training
5. Demonstrated high level interpersonal and communication (written and verbal) skills, including the ability to:
 - engage, influence, and negotiate with a wide variety of audiences;
 - work respectfully cross-culturally with mainstream and Aboriginal organisations;
 - communicate complex concepts in simple language; and
 - use research and evidence to inform the development of practical tools and resources for a variety of stakeholders.
6. 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.