



WOMEN'S HEALTH & WELLBEING

Barwon South West

POSITION DESCRIPTION

Regional Manager

This position will be located in our Warrnambool office, with some flexibility for working from home arrangements.



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

Regional Manager

This position will ensure WHWBSW is progressing population improvements in women's health. This role will lead a small, yet growing, team of experts (Regional Coordinators and Facilitators) to implement evidence informed health promotion.

This position will ensure the team at WHWBSW are recognised as the *go to people* for action progressing equality and respect across the Barwon South West. We will translate the evidence into action and partner with others to ensure this work is on track to be effective and successful – advancing equality between women and men.

Responsible to	WHWBSW CEO
Location	Warrnambool
Award	<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>
Classification and Salary	Pay range: \$104,875.16 - \$109,253.56 for full time equivalent. Social and Community Service Employee Level 7 <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 0.7-0.9FTE
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

The Regional Manager has responsibility for the effective implementation of the WHWBSW Integrated Health Promotion Plan and oversight of the team of Regional Coordinators and Facilitators. This role collaborates closely with the CEO to translate the WHWBSW Strategic Plan into action with a strong focus on effective operation, great practice health promotion and a commitment to a thriving culture. Our Regional Manager is a systems thinker with demonstrated leadership and health promotion expertise and experience engaging and influencing senior staff in a diversity of settings.

The Regional Manager partners with the CEO to help inform the strategic priorities of the organisation, and operationalise these through leading the team with accountability and an outcomes-focus.

Key Responsibilities

Strategic Oversight

- Collaborate closely with the CEO to translate the WHWBSW Strategic Plan into action in line with our Vision, purpose and values
- Contribute to the development of WHWBSW policy and process that ensures a thriving learning culture and effective operation

Content Expertise

- Oversee the development and implementation of WHWBSW Integrated health promotion plan, in line with the organisation's guiding principles, adopting a strategic and regional approach
- Ensure WHWBSW health promotion activity is informed by contemporary best practice, including capacity building frameworks, systems thinking/collective impact and critical research notably Our Watch's Change the Story framework
- Ensure WHWBSW translate and communicate the evidence that informs our (and our partners) work and ensure health promotion is seen and understood
- Locate WHWBSW as the regional evaluators, ensuring collective effort aiming to prevent violence against women before it occurs, improve women's sexual and reproductive health and advance gender equality is successful and effective

Leadership

- Provide supervision and guidance to the WHWBSW team of Regional Facilitators and Coordinators and other specialist Project Lead roles, underpinned by a commitment to developing staff's skills and confidence
- Ensure WHWBSW are recognised as *the go to* people to support action to prevent violence against women before it occurs, improve women's sexual and reproductive health and advance gender equality
- Lead by example, behaving in ways that are consistent with WHWBSW values, contributing to a positive, performance-focused and learning culture at WHWBSW in line with our Vision, policy and values

Collaboration

- Ensure collaboration is at the heart of everything that WHWBSW does, and that collaboration is consistently achieved by staff in all positions in line with our strategic outcome aspirations and organisational Values
- Lead the identification and development of thriving strategic relationships that deliver outcomes
- Oversee the development and implementation of stakeholder and community engagement planning and practice

Program Delivery

- Ensure delegated budgets are monitored and managed to an exceptionally high standard
- Ensure all project deliverables are achieved and funding agreements met
- Ensure all WHWBSW reports are presented well, on time and demonstrate our achievements
- Secure additional funding in line with WHWBSW strategic priorities

Communications

- Ensure our health promotion activity and WHWBSW more broadly is seen and understood
- Ensure all WHWBSW activity is communicated and disseminated in a way that meets our audience

Key Attributes

The Regional Manager has demonstrable experience in leading organisational strategy and teams of specialist professionals, with a capacity to effectively partner with external stakeholders to impactfully drive change. Experience in social change portfolios in health promotions, prevention of family violence, gender equality or a related community development or social field is highly regarded. Our Regional Manager requires highly developed leadership skills and experience in team management, including demonstrated ability to lead and drive change by collaborating with and influencing senior stakeholders. The Regional Manager also demonstrates leadership qualities that strike a balance between employee growth, development and empowerment whilst also driving accountability.

The Regional Manager will have the capacity to smoothly transition between operational and strategic leadership, ensuring that the strategic objectives of WHWBSW are well informed and operationally achievable.

WHWBSW Values will strongly resonate with the Regional Manager 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 leading organizational strategy and teams of specialist professionals, ideally in a not for profit or social/service setting. 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. It is anticipated that you will likely hold Bachelor qualifications in Health Promotion, Social Work, Community Development or alternatively in leadership and/or management disciplines
2. Highly developed leadership skills and experience in team management, including demonstrated ability to lead and drive change by collaborating with and influencing senior stakeholders
3. Demonstrated skills and experience in adopting a strategic and regional approach to service development and implementation. Expertise in the prevention of violence against women before it occurs, improving women's sexual and reproductive rights and choices and advancing gender equity would be advantageous
4. Extensive experience in developing and maintaining effective and collaborative working relationships with relevant stakeholders to achieve identified outcomes
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. Demonstrated high-level systems thinking, with experience adopting a strategic and evidence informed approach to solving complex problems
8. 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.