

Director of Community-Led Change



How to apply

Applications to	Lisa Stanford lisa@justreinvest.org.au
Closing date	5pm, Wednesday 13 th July 2022
Requirements	<p>All applications must include:</p> <ol style="list-style-type: none"> 1. Completed application form (see below); 2. Cover Letter (this must include a statement detailing how you meet the selection criteria); 3. Up to date resume; and 4. Details of no more than three (3) referees. <p>Applications will only be accepted via email. Please note incomplete applications will not be accepted.</p>

Application Form

Contact details				
Full name				
Phone number				
Email address				
Residential address				
Check				
Due to the nature of our work many of our positions require Employee's to obtain and maintain a satisfactory Working with Children Check, National Police Check and a Criminal Police Check.				
Do you consent to undertaking a Police Check?	Yes		No	
Please note that not all items which appear on a Police Check will prevent a person from obtaining employment.				
Do you consent to undertaking a Working with Children Check?	Yes		No	
Do you hold a driver's licence?	Yes		No	
Other				
How did you hear about us?				

Director of Community-Led Change



Position Basics	
Position title	Director of Community-Led Change
Location	Sydney, NSW
Term of employment	Full time (24-month contract)
Remuneration	\$145k – \$160k (depending on experience)
Salary sacrificing	At the time of advertising, JRNSW is deemed to be a Public Benevolent Institution. As a result, JRNSW currently offers the option of salary sacrificing a portion of an Employee's salary (salary packaging). Salary packaging allows employees to elect an amount, up to the annual Australian Taxation Office limit (currently \$15,900 per FBT year), to be deducted from their before tax salary. Salary sacrificing is dependent on the Employee's personal circumstances, JRNSW cannot provide financial advice.
Identified position	This is an Aboriginal/Torres Strait Islander identified position which is a genuine occupational qualification and is authorized under section 14(d) of the Anti-Discrimination Act 1977.
Direct report	Chief Executive Officer

Organisational environment

Just Reinvest NSW (**JRNSW**) supports Aboriginal communities to explore and establish justice reinvestment initiatives and advocates for systemic changes that build safer and stronger communities.

- Our goal is to reduce the number of Aboriginal and Torres Strait Islander peoples in contact with the criminal justice system in NSW; and
- our approach is to work alongside Aboriginal communities to find place-based, community-led and data driven solutions, such as local 'justice circuit breakers', with a particular focus on better outcomes for young people.

This place-based approach informs our broader policy and advocacy work. JRNSW currently partners with the Bourke, Moree and Mt Druitt communities and is guided by an Executive of Aboriginal and non-Aboriginal peoples. We are also supported by a diverse network of people and organisations across the corporate, government and not for profit sectors.

Position purpose

The Director of Community-Led Change leads our partnerships with Aboriginal communities across New South Wales that are developing and exploring a justice reinvestment (JR) approach. They provide management and leadership to the Community-Led Change team including our site-based staff, youth and new sites teams, ensuring a commitment to their professional development and well-being.

They ensure resources are placed into the hands of community to:

- (a) build an understanding of justice reinvestment in the community;
- (b) support local capability and leadership development;
- (c) support multidisciplinary collaboration and data-driven decision making across community, service delivery and through our corporate, government and non-government partnerships;
- (d) support community processes for identifying new and expanding existing strategic partnerships at the local, state and national level; and

- (e) working with stakeholders to oversee the identification and implementation of justice circuit breakers to reduce the interactions with the criminal justice system in the communities we work with.

They also work closely with the leadership team to contribute to the strategic policy priorities and framework development of JRNSW in a broader sense, including implementation of the Strategic Plan set by the Executive Committee. The Director is responsible for the day-to-day management and support of the Community-Led Change Team, which when fully staffed may consist of approximately 15 members.

Working relationships

Internal

Direct report: the position reports directly to the Chief Executive Officer, JRNSW (Sydney-based).

JRNSW is currently undergoing a restructure. Following the proposed restructure of existing positions and recruitment of new positions, the following positions will report directly to the Director of Community-Led Change:

- Youth Manager (Sydney based);
- Community Partnerships Manager (Sydney based);
- JR Moree Manager (Moree based); and
- JR Mt Druitt Manager (Mt Druitt based).

Close working relationships: the position holder is a staff member of the JRNSW team and works collaborative across the organisation. The position holder is a member of the JRNSW leadership team and supports the Chief Executive Officer to manage the organisation as it implements the Strategic Plan and expands community led JR.

Both the JR Moree Manager based in Moree and Mt Druitt will lead a team of approximately four (4) members. These positions are all within the Community-Led Change Team that is led by the Director.

The Director will interact with the Executive Committee, including by providing reports at meetings of the Executive Committee in relation to the Community-Led Change Team.

External

The position holder will build and maintain relationships with other key strategic partners and organisations, including other non-government organisations, key state and federal government stakeholders, academic institutions and local community organisations and service providers.

Alongside the Chief Executive Officer, the Director will represent the organisation publicly through speaking engagements and the media.

Responsibilities and accountabilities

Key Result Area:

Key responsibilities

Key responsibilities include, but are not limited to:

1. Support monitoring, evaluation, learning and reporting, including:

- work closely with the Policy and Impact team and Community Data Leads to support effective data collection and analysis processes, a data platform and MEL frameworks;

2. Oversee engagement with Aboriginal communities to explore and expand a justice reinvestment approach, including:

- ongoing and active engagement with community members and external stakeholders to build strong, trusted relationships;
- scope opportunities to explore and leverage partnerships with local agencies, local, state and National agendas and initiatives to further community identified priorities;
- support JR Managers to build site-based team capability and community leadership;
- grow better understanding of community-led justice reinvestment in site-based staff and community members;
- oversee site-based staff partnership with community to develop community goals and 'justice circuit breakers' to reduce the rate of young people's contact with the criminal justice system and the underlying drivers of interactions with the criminal justice system
- support community collaboration during data collection, facilitating community and data-driven decision-making processes to align to priority areas and goals and ensuring all data work is informed by Indigenous Data Sovereignty principles and practices
- elevate community expertise and lived experiences into JRNSW's broader systems change work

3. Act as the link between JRNSW and expert partnerships to further community priorities, including:

- ongoing and active engagement with corporate, government, academic and expert stakeholders to explore and develop partnerships between these stakeholders, JRNSW and community.

4. Exercising executive leadership and direct management of the Community-Led Change team, including:

- Act as the key contact for consultants and expert partnerships; and
- Support the capability, human resources, and professional development needs of all staff, with a particular focus on building the leadership of local Aboriginal peoples.

5. Contribute to whole of team responsibilities, including:

- Support funding opportunities;
- Support professional development opportunities;
- Participate in meetings and training; and
- Develop strong intra-office working relationships.

Selection Criteria

Essential criteria

- Knowledge and appreciation of the cultural and social needs of Aboriginal people including a commitment to Aboriginal self-determination, a demonstrated understanding of the justice system, its impacts on Aboriginal and Torres Strait Islander people and the need for community-led justice reinvestment initiatives;
- Ability to identify and leverage opportunities to partner with expert partners that align with community-led justice reinvestment;
- Ability to work independently as a leader, flexibly, and to exercise initiative, discretion and apply problem solving skills;
- Substantial experience in Aboriginal community engagement and facilitation around complex and sensitive matters;
- Experience and skill in guiding, advising, and training teams with varied levels of skills and experience;
- Ability to assess the needs and gaps in project capacity and plan programmes of work to build capacity in complex environments;
- Experience in the development of strategic priorities using a bottom-up approach;
- Experience in people management;
- Proven organisational and administrative skills combined with excellent oral and written communication skills; and
- Demonstrated commitment to the effective implementation of Workplace Health & Safety and Ethical and Diversity practices in the workplace.

Desirable criteria

- Masters level qualifications and/or equivalent professional experience at a senior level;
- Experience in the not-for-profit or related sector;
- Strong relationships within the Aboriginal community and the government sector; and
- Current valid unrestricted NSW Driver's licence and a willingness to drive in metropolitan and country locations, travel intrastate and stay overnight or longer.

Effective date

Approved By	Chief Executive Officer
Review Date	23/06/2022

It is important to note and recognise that no position description can completely capture the complexity of tasks required. Therefore, this position description should not be seen as limiting, as we acknowledge that there will be other tasks, not outlined above, that may be required from time-to-time.

All positions evolve and change over time, and we commit to regularly review and update position descriptions to accurately reflect the contribution of employees.