

ROLE PURPOSE

Role Title: Transformation and Strategy Director

Division: Business Operations

Location: Sydney

Date: April 2024

Employment type: Full time, Permanent with flexible work arrangement

Reports to: Business Operations Executive Director

Number of direct reports: 2-3

Leadership Band: Leads Organisation

Purpose of the role:

The Transformation and Strategy Director will be instrumental in implementing The Foundation's strategy including leading The Foundation through an organisation-wide transformation to achieve the strategic objectives.

The role will be responsible for leading the transformation of the operating model to enable the successful delivery of the strategy.

The **Transformation and Strategy Director will own the outcomes of:**

1. Leading immediate team and cross-divisional stakeholders in strategy and transformation initiatives.
2. Leading the Transformation Office in delivering program and change management and overseeing and advising on workstream implementation.
3. Driving the operationalisation of strategy through the target operating model and tracking implementation progress against Areas of Work and strategic objectives.
4. Monitoring progress of the strategy using the Results & Impact Framework
5. Oversee strategy and transformation communication in collaboration with the internal communication team.
6. Incubate and oversee strategic projects as required.
7. Provide consulting support on strategy processes across the organisation.
8. Other tasks as requested by your manager.

Our Capabilities:

As a member of The Foundation Family you will:



1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

Essential Experience:

- Extensive experience in leading operational transformation
- Proven leadership in strategy development
- Demonstrated strategy implementation, including strategic planning and reporting expertise
- Financial Acumen Proficiency in linking strategic plans to financial objectives
- Strong analytical and problem-solving skills
- Board and Executive stakeholder skills

Skills:

- Leadership and Management skills
- Highly developed interpersonal skills with the ability to effectively influence stakeholders at all levels.
- Excellent communication skills, ability to work effectively in cross-cultural environment with fluency in written and spoken English.
- Highly developed facilitation and capacity building skills
- Exceptional attention to detail

Desirable Experience:

- Experience in global operational transformation
- Not for profit or international development experience
- Identifying and analysing strategic project opportunities, e.g. social impact opportunities

Qualifications:

A bachelor's degree and/or master's degree or higher qualification in business administration, management, finance, or a related field.

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect (**note: all positions are classified as having indirect or incidental contract with children**) This position does not involve "Working with Children" either direct or indirect.

Travel:

Domestic and International

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plans for more specific details

To work in The Foundation, you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children