

ROLE PURPOSE: Indigenous Australia Program Director



Our Vision

We see a world in which no person is needlessly blind or vision impaired.



Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

At The Fred Hollows Foundation we offer a career where your talent and energy will help many see tomorrow.

How we value your contribution:

Remuneration package

We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

Salary packaging

We qualify as a health promotion charity so the Australian Taxation Office (ATO) allows us to reimburse you for personal expenses without having to pay any income or fringe benefits tax that would normally be payable. These tax concessions are in addition to the income Tax Free Threshold.

Leave

You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees) and receive 17.5% leave loading when you take annual leave. You will also receive 5 days paid leave between the Christmas and New Year period and other types of leave such as personal (sick or carers') leave, paid parental leave, long service leave and compassionate leave. In addition, we provide culturally significant leave for employees with commitments under Indigenous and other cultural customs, traditional laws or religions.

Paid parental leave

We provide 14 weeks paid parental leave for primary carers at full pay and 4 weeks paid parental leave for non-primary carers. In addition, upon receipt of notification from the Family Assistance Office, primary carers may access 18 weeks paid parental leave at the statutory rate.

Performance & development

Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & development

Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership

Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study support

We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

Recognition

Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement

You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Health & safety

We are committed to supporting your health, safety and wellbeing. We have worker Health & Safety Representatives in each of our offices to assist in making your workplace safe.

Employee Assistance Program

You and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

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 which are identified as working with children.



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

ROLE PURPOSE

Role Title: Indigenous Australia Program (IAP) Director

Division: Programs

Location: Sydney, Melbourne or Darwin

Date: April 2022

Employment type:

Full time

Reports to:

Programs Executive Director

Number of direct reports: 3

Leadership Band:

Leads Organisation

Purpose of the role:

The IAP Director is The Foundation's lead for Aboriginal and Torres Strait Islander eye health and is accountable for the leadership and oversight of the Indigenous Australia Program and the delivery of programming and advocacy to achieve The Foundation's commitment to close the gap in eye health for Aboriginal and Torres Strait Islander Peoples.

In alignment with The Foundation's organisational strategy, the IAP Director is accountable for the delivery of our IAP program strategic objectives, connecting global and national priorities with local program plans, developing and maintaining successful partnerships and driving in-country advocacy to improve eye health equity for Aboriginal and Torres Strait Islander Peoples. The IAP Director is The Foundation's "Indigenous Australia Program" representative externally, including for government relationships, donor engagement, and public representation, and provides leadership and support within The Foundation in our efforts to be publicly accountable and a true ally for Australia's First Peoples.

The IAP Director is committed to operate within the Indigenous Australia Strategy, IAP Programming Principles, Team Charter, and The Foundation's Social Justice approach.

The IAP Director will own the outcomes of:

Leadership and Collaboration

- Provide inspiring strategic leadership and guidance to the IAP team and ensure The Foundation's profile and reputation with stakeholders (internally and externally) reflect organisational vision, values, culture, policies and procedures.
- Drive and lead the development and execution of a high-quality country strategy and oversee the design and delivery of a portfolio of projects and advocacy to achieve the IAP strategic objectives.
- Ensure the effective management of the country program's resources (financial, technical and operational) in order to achieve The Foundations strategic objectives.
- Be a driver of transformative change initiatives and support and enable effective continuous improvement of systems and processes.
- Support initiatives to increase The Foundation's visibility and enhance new and existing business opportunities.
- Work closely with The Foundation's Social Justice and Regional Engagement team to deliver on The Foundation's commitment to social justice: to continue Fred's legacy through public accountability of our commitment to achieving the right to sight, good health and self-determination for Aboriginal and Torres Strait Islander Peoples, as led by and determined by them; and, in activating others to support the calls of Uluru Statement from the Heart

Executive Contribution and Collaboration

- Support and actively contribute to the Aboriginal and Torres Strait Islander Strategic Roundtable.
- Support the IAP Team to prepare periodic and statutory reports for executive leadership team and make recommendations to the Executive Leadership Team and The Board on the Indigenous Australia strategy and our organisational commitment to eye health equity for Aboriginal and Torres Strait Islander Peoples.
- Support advocacy initiatives and develop and strengthen strategic partnerships and networks to increase the reach and impact of The Foundation's work.
- Ensure senior internal stakeholders and leaders, including the CEO and Board are provided with relevant, timely and accurate information and advice as required.

Advocacy and Partnerships

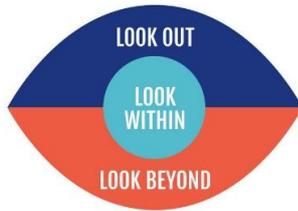
- Build and sustain strong relationships with strategic partners and networks, and advocate for systems and policy change at national and jurisdictional levels, with an approach that fosters cooperation and results in capacity development and improved health systems.
- Raise the profile of Aboriginal and Torres Strait Islander eye health and preventable blindness as a health issue and build support for The Foundation's vision and programs.
- Seek out, establish and extend The Foundation's collaborations and strategic partnerships with appropriate national and international organisations.
- Represent The Foundation in appropriate government and policy discussions, meetings and conferences.
- Be seen as a thought leader in the area of Aboriginal and Torres Strait Islander eye health advocacy and systems and hold the position of brand advocate to reinforce that we 'walk together' to achieve our outcomes.

Donor Relations and Resource Mobilisation

- Work with Public Affairs to maintain positive relationships with key existing donors.
- Represent The Foundation at fundraising or donor engagement events, and support Public Affairs in the development of partnerships for fundraising to enable our ongoing global operations.

- Liaise and negotiate with public and private sector organisations and major donors to develop new program and fundraising opportunities.
- In collaboration with the Public Affairs, manage the production of fundraising submissions (noting our principle of non-competition).

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 Requirement:

Applicants for this role must be of Aboriginal and/or Torres Strait Islander decent, identify as being Aboriginal and/or Torres Strait Islander and be accepted in the community as such. *The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s 57 of the Anti-Discrimination Act 1996 (NT). The position is therefore only open to Aboriginal and/or Torres Strait Islander applicants.*

Essential Experience:

- At least 10 years' experience leading Aboriginal and Torres Strait Islander programs, preferably with experience in the health or development sector;
- Extensive experience cultivating strategic relationships for mutual organisational gains.
- Working knowledge of the Australian public health system, specific to the needs of Aboriginal and Torres Strait Islander people and the ability to navigate the complex political context associated with Aboriginal and Torres Strait Islander health.
- Extensive experience working with Aboriginal and Torres Strait Islander Peoples and understating of their cultures.
- Demonstrated capacity for high-level representation and strategic advocacy to engage and influence senior levels of government and other partners.
- Strong experience of project cycle management for development effectiveness and program impact.
- Resource mobilisation expertise and track record of securing significant funding for programs in previous community or non-government organisations.
- Strong network of relationships and areas of influences across the Aboriginal and Torres Strait Islander health or related sectors.

Desirable Experience:

- Exposure to eye health programming.
- Experience in working within a global operating environment.

Skills:

- Strong leadership skills – with the ability to lead multiple teams / working groups and effectively influence / engage at the executive level, including exceptional people management skills.
- Commitment to and strong capacity for working through collaboration and partnerships – must have superior relationship management and interpersonal skills.
- High level problem-solving skills, demonstrating resilience and initiative when faced with challenges.
- Ability to manage change and program growth and transition.
- Excellent communication skills, including advanced writing and negotiation skills
- Demonstrated capacity to work effectively in cross cultural environments.
- Demonstrated capacity for high-level representation and strategic advocacy: able to engage and influence senior levels of government, multi-lateral agencies and other partners.
- In depth knowledge of the complexities and challenges of managing effective health sector programs.
- Ability to motivate your team and maintain a clear sense of priorities.
- Understand the current and future challenges within the health sector in preparation for future strategies.
- Capacity to fundraise, attract or mobilise resources effectively.
- Personal resilience, an active listener who holds a high level of comfort with ambiguity to succeed within an evolving culture.
- Ability to be flexible in the face of changing priorities.
- Public Speaking, presentation and media expertise a bonus, otherwise can be developed.

Qualifications:

Masters qualifications regarded, but not required.

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect.

Travel:

Domestic & 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.