

ROLE PURPOSE: Portfolio & Scale 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.

Leave

You will have access to annual leave each year (pro-rated for part-time employees) in line with local regulations. You will also have access to other leave such as personal (sick or carers') leave, maternity leave, paternity leave and compassionate leave.

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.

Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability

We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes: age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

Health & safety

We are committed to supporting your health, safety and wellbeing. If required, 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 the country 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.
- Be prepared to share evidence of full vaccination against COVID 19



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: Portfolio & Scale Director

Division: Programs

Location: International

Date: June 2023

Employment type: Full time, Fixed-term contract with flexible work arrangement

Reports to: Programs Executive Director

Number of direct reports: 3+

Leadership Band: Leads organisation

Dotted line to: Public Affairs Executive Director

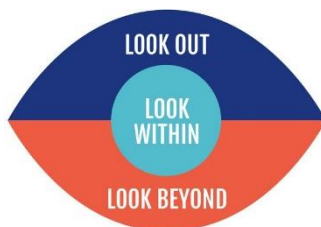
Purpose of the role:

The **Portfolio & Scale Director** is accountable for leadership, oversight, joint ownership and scaling up of The Foundation's programmatic portfolio aligned to The Foundation's strategy. They ensure the portfolio is balanced to 1) optimise impact through strategic targeting of investments; 2) distribute and manage risk; 3) position The Foundation for future growth and increased impact; and 4) respond effectively to emerging sector, partner and donor priorities.

The Portfolio & Scale Director will own the outcomes of:

1. Balancing and scaling the programmatic portfolio by designing a strategic portfolio that optimises impact through targeted investments.
2. In collaboration with the Programs Technical Director, ensure alignment between the fundraising initiatives and Country Strategies to achieve a balanced program portfolio and growth in programs impact.
3. Lead development of large-scale innovative program concepts, including helping to design and implement new ways of delivering impact outside of our current ways of working, and work with business development teams to develop funding bids and pitches to secure funding to deliver these initiatives. Oversee the early development of new projects in collaboration with the Programs Technical Director.
4. Co-lead with PA, collaborations and coalitions with both partners and funders, including co-design strategies.
5. Developing strong business relationship across The Foundation to drive shared ownership and visibility of the programmatic portfolio.
6. Under the leadership of Public Affairs, develop high impact pitches and strategic communications for the portfolio for internal and external audiences.
7. Contributing to Programs' and organisational leadership, and other strategic funding and programming collaborative meetings as required to ensure appropriate programmatic decisions are made.
8. Building capability within and across teams to drive a culture of engagement, collaboration, empowerment and locally led development within The Foundation and our implementing partners.
9. 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:

- Significant experience leading and scaling global public health and/or development programs.
- Substantial experience managing and leading global teams.
- Substantial experience in leading the design and implementation of international development programs.
- Substantial experience with innovation and developing new approaches.
- Substantial program management experience in at least some of the countries and regions where the Foundation works (Asia/Pacific and Africa).

<p>Skills:</p> <ul style="list-style-type: none"> • Strong leadership skills – with the ability to lead multi-disciplinary teams / working groups and effectively influence / engage at the executive level, including exceptional people management skills. • Cognitive skills - be perceptive, intelligent, and quick to understand more conceptually demanding ideas; be able to reason through problems and demonstrate their ability to introduce improved and innovative ways of doing things. • Persuasion/Negotiation – win concessions without damaging relationships; convince others of your point of view; listen to and assimilate information from others to identify their needs; identify and assess a range of possible options; be direct and clear as well as diplomatic and collaborative; present information in a manner appropriate to purpose and audience. • Interpersonal skills - highly effective interpersonal and communication skills with an open, direct, and diplomatic approach, and the ability to create and foster collaborative and productive relationships with internal stakeholders and external organisations. • Change management – ability to understand what change is needed and then to guide change that is required to transform delivery of the Programs functions and the overall efficiency and effectiveness of The Foundation. • Political/social awareness – understand and use the power relationships that impact on the role and understand the limitations and nature of the environment, including an understanding of interest groups and informal structures. • Strategic thinking - understand the current and future challenges within the health sector in preparation for future strategies and be able to identify or develop overall goals and see the linking strategies and actions required to achieve these goals. Ability to be flexible in the face of changing priorities. 	<p>Desirable Experience:</p> <ul style="list-style-type: none"> • Professional experience in the public health sector and ideally eye health. • Experience in working with innovative funders including impact investors and strategic philanthropists. • Significant experience working with donors, partners and in coalitions to design, win and deliver larger development programs.
<p>Qualifications: Masters qualifications regarded, but not required.</p> <p>Travel: Domestic & International</p>	<p>The position involves: This position is recognised as having “Contact with Children” either direct or indirect. This position does involve “Working with Children” either direct or indirect. This position does involve working with beneficiaries, donors and/or partners.</p> <p>Additional Responsibility: Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.</p>