

ROLE PURPOSE



Role Title: Head of Global Risk, Integrity & Safety

Division: Enabling Services

Location: Australia, Kenya, Vietnam or Philippines

Date: November 2025

Employment type: Full time, Permanent (flexible work arrangement available)

Reports to: LGRC Director & Global General Counsel

Number of direct reports: Insert

Leadership Band: Leads Function

Purpose of the role:

The Head of Global Risk, Integrity & Safety provides strategic leadership and operational oversight to embed a culture of proactive risk management and continuous improvement across The Fred Hollows Foundation, which operates in more than 25 countries worldwide. The role strengthens organisational resilience and accountability through integrated approaches to risk, safety and assurance.

This role encompasses oversight of risk management, investigations, financial crime risk; safety and crisis preparedness.

The Head of Global Risk, Integrity & Safety leads the design and implementation of global risk management policies and practices that enable effective decision-making and accountability at all levels and serves as The Foundation's lead investigator for safeguarding, financial crime, and integrity matters.

The **Head of Global Risk, Integrity & Safety will own the outcomes of:**

Strategic Risk Leadership

1. Lead the design and implementation of global risk management policies and practices, ensuring alignment with The Foundation's governance and operational priorities across its global operations.
2. Develop and embed a risk management approach that supports effective decision-making, accountability, and resilience across all levels of the organisation
3. Act as a strategic risk partner to country teams, supporting Country Managers and their teams to identify, understand, and respond to high-level risks in real time.
4. Lead training and capability building of staff on risk awareness, ownership, and mitigation strategies
5. Lead and guide the Global Safeguarding Manager, who is accountable for overseeing safeguarding of people and harm prevention across The Foundation, ensuring alignment with The Foundation's risk and safety priorities.

Crisis Management and Business Continuity

6. Participate in crisis planning and response efforts to ensure optimal business continuity and risk mitigation in all countries of operation.
7. Support the Global Security & Safety Manager in their role to support teams to preparing for, and responding to, operational disruptions, safeguarding people and programs.

Investigations and Internal Audit

8. Strategically plan and oversee the investigations function ensuring it is fit-for-purpose for complex, high-risk environments and supports organisational integrity and accountability.
9. Serve as the lead investigator for The Foundation, responsible for conducting and overseeing investigations, and engaging relevant internal investigators as required.
10. Collaborate closely with the independent internal audit function to ensure alignment with organisational needs and governance priorities, while respecting independence.
11. Use insights from audits and investigations to inform risk strategy and strengthen organisational governance.

Financial Crime and Due Diligence

12. Act as The Foundation's Financial Crimes & Investigations Officer, accountable for the financial crime risk domain.
13. Monitor and mitigate risks related to fraud, money laundering, and terrorism financing.

Assurance and Continuous Improvement

14. Develop and implement an assurance approach that leverages audit findings to improve systems, controls, and practices.
15. Identify and drive simplification and process improvement opportunities across governance, risk and compliance functions.

Cross-Functional Collaboration

16. Strategically partner with country teams, program leads and operational managers to embed risk thinking into daily decision-making and planning.
17. Provide thought leadership and contribute to organisational learning through risk insights and trend analysis.
18. Other tasks as requested by your manager

Core Capabilities

Strategic Risk Leadership

- Demonstrated expertise in designing and implementing global risk management frameworks that align with governance and operational priorities within a programming context
- Highly developed skills in building trusted partnerships with country teams and leaders to identify, assess, and respond to high-level risks in real time.
- Proven experience in strengthening organizational risk awareness and ownership

Crisis Management and Safety Oversight

- Demonstrated proactive and strategic approach to crisis planning and response, ensuring business continuity and protection of people and programs.
- Proven ability to provide clear oversight and guidance to safeguarding and safety functions, ensuring alignment with The Foundation's risk and safety priorities and fostering a culture of harm prevention

Audit, Integrity and Financial Crime

- Demonstrated advanced expertise in planning and overseeing investigations into complex, high-risk matters, with sound judgement, and a strong understanding of organisational integrity and accountability.
- Proven ability to provide strategic oversight of the internal audit process, ensuring alignment with organisational needs and governance principles, while recognizing and respecting the independence of the audit function.
- Strong investigative acumen, with the ability to engage and guide internal investigators as required.
- Proven ability to take ownership of the financial crime risk domain, with a superior understanding of fraud, money laundering, and terrorism financing risks, and the controls required to mitigate them.

Assurance and Continuous Improvement

- Highly developed skills in developing and implementing assurance approaches that strengthen internal controls and foster a culture of continuous improvement across the organisation.
- Demonstrated ability to identify and lead simplification and process improvement initiatives across governance, risk and compliance functions.

Cross-Functional Collaboration and Influence

- Highly skilled at building strategic partnerships across country teams, program leads and operational managers, with a strong ability to embed risk thinking into daily decision-making and planning.
- Proven ability to provide thought leadership through deep understanding of risk trends and insights, contributing meaningfully to organisational learning and strategic direction.

Interpersonal and Communication Skills

- Highly developed interpersonal and cross-cultural skills, with the ability to build trust and engage effectively with diverse stakeholders, donors, and partners.
- Employ a partnership approach that is characterised by humility, respect and curiosity, and model a culture of self-reflection and cultural safety.
- Expert in translating complex evidence into accessible formats for advocacy, programming, and donor engagement.

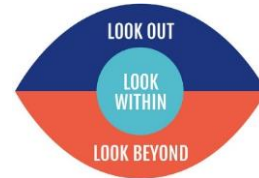
Ways of Working

- **Availability and responsiveness:** As much as possible, be available to country teams at times at times that work for them, and respond to requests in a timely manner, respecting the time constraints of country teams.
- **Adopt a 'support team' philosophy:** Adopt a support team approach, ensuring your role remains collaborative and does not overstep into leadership or decision-making.
- **Prioritise local ways of working:** Tailor working methods to align with the preferences and needs of country teams and partners.
- **Work in solidarity:** align support with priorities and goals of country teams and partners.
- **Act as a 'Critical Friend':** provide advice and guidance when requested, and act as a sounding board for ideas, challenges and opportunities.
- **Champion locally-led approaches:** Advocate for country teams and partner organisations, and actively seek opportunities for local leadership to promote their expertise and impact.
- **Yield Power and Avoid Directive Approaches:** Look for opportunities to yield power, encourage respectful and constructive discussion while avoiding instructing or coercing country teams or partners, respecting that all final programming decisions sit with the Countries.
- **Challenge Hierarchical Processes:** Identify and challenge practices or ways of working that reinforce social hierarchies

Qualifications & Experience

- Extensive experience in leading global risk management functions – including internal audit, investigation and financial crime risk, within complex high-risk programming environments across multiple countries or regions.
- Demonstrated ability to partner with country teams and program leaders to embed risk thinking into operational decision-making, with a deep understanding of the realities and constraints of field-based programming.
- Strong programmatic work experience in an international development context, in order to ensure audits are effective in our context.
- Proven track record in designing and implementing risk frameworks and assurance models that are contextually relevant and responsive to country-level needs.
- Experience serving as a lead investigator for sensitive and high-stakes matters, with the ability to engage and guide internal investigators across diverse geographies.
- Strong experience in providing strategic oversight of independent audit processes, ensuring alignment with governance principles and programmatic priorities.
- Familiarity with safeguarding, safety and crisis management practices in global operational settings, particularly in humanitarian or development contexts

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.

Qualifications:

insert

Travel:

Internationally and domestically as required

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

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.

Additional Responsibility:

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

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