

# POSITION DESCRIPTION



## Director – The Men’s Project

### Community and Systems Impact

#### About Jesuit Social Services

Jesuit Social Services is a social change organisation working to build a just society where all people can live to their full potential. We do and we influence. We accompany people and communities to foster and regenerate the web of relationships that sustain us all – across people, place and planet; and we work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

#### Our Vision

Building a Just Society

#### Our Mission

Standing in solidarity with those in need, expressing a faith that promotes justice.

#### Our Values

- Welcoming – forming strong, faithful relationships
- Discerning – being reflective and strategic in all we do
- Courageous – standing up boldly to effect change

#### Our Purpose

We work to build a just society where all people can live to their full potential – by partnering with community to support those most in need and working to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

#### Position details

POSITION TITLE:	Director – The Men’s Project
PROGRAM:	Community and Systems Impact
LOCATION:	Central Office, Richmond
REPORTING RELATIONSHIPS:	This position reports directly to Executive Director, Community and Systems Impact
EFFECTIVE DATE:	November 2023

## **The Men's Project – Role overview**

The Director – The Men's Project is responsible for leading a team of professionals working to make a significant contribution to support men and boys to live flourishing lives free from violence and other harmful behaviours. This role will lead key priority areas in line with the Strategic Plan, building on Jesuit Social Services significant reputation in the design and delivery of proven and emerging initiatives and approaches to reduce violence and improve community safety. This role will increase our impact nationally including by leading/contributing to key research and advocacy priorities relevant to The Men's Project.

## **The Men's Project overview**

Jesuit Social Services engages with people from diverse backgrounds experiencing complex problems, including those associated with mental illness, substance misuse, family breakdown, offending behaviour, homelessness, unemployment, poverty and social exclusion.

The Men's Project is an initiative of Jesuit Social Services launched in 2017 which builds on Jesuit Social Services' over 45-year engagement with boys and men. It provides leadership on the reduction of violence and other harmful behaviours prevalent among boys and men, and builds approaches to improve their wellbeing and keep families and communities safe. The Men's Project's focus is prevention and early intervention.

Our vision is for engaged men, respectful relationships and safe communities.

## **Key Director Responsibilities and Accountabilities**

**Directorate Management:** Provide leadership and oversight of The Men's Project with responsibility for portfolio planning, identifying and responding to emerging needs, implementation, and evaluation to ensure the delivery of high-quality initiatives.

**Operational Excellence:** Focus on the operational integrity and consistency within The Men's Project, developing and implementing practices, policies, procedures, and quality assurance measures to ensure efficient and effective service delivery.

**Staff Supervision and Development:** Provision of leadership, supervision and guidance/support to the staff working in The Men's Project. Promote professional development, cross-program integration and collaboration, foster a positive work environment, and ensure adequate staffing, skills and resources to meet program goals.

**Reporting and Data Analysis:** Ensure timely monitoring and reporting of program outcomes, outputs, and impact. Collect and analyse data to measure portfolio effectiveness, identify trends, and make evidence informed and data-driven decisions for portfolio improvement drawing on research/data, lived experience and practitioner wisdom.

**Compliance and Funding:** Actively manage budgets, ensure risk and compliance measures are in place to meet relevant regulations, standards, and contractual requirements. Actively lead/contribute to grant writing, fundraising efforts, and managing relationships with funders and donors.

**Collaboration and Partnerships:** Collaborate with other directors, community organisations, government and other stakeholders to coordinate services, share resources, and address needs and priorities effectively. Actively engage in networking including representing the organisation in key forums relevant to The Men's Project and seek opportunities for collaboration and partnerships.

## Role Specific Responsibilities and Accountabilities

1. To lead The Men's Project with oversight of all activity to ensure integrity of design, implementation and evaluation, with a focus on key priorities of:
  - research to better understand the attitudes and behaviours of boys and young men;
  - promoting positive change related to gender norms and what it means to be a man in the 21st century particularly through community / workforce capacity building;
  - designing, piloting and evaluating interventions that intervene earlier to fill crucial gaps in the services system; and
  - advocating for systemic reform that increases the prevalence and effectiveness of efforts to engage with men and boys to prevent violence working in partnership with a range of organisations including those who support victims of violence.

Current areas of focus include supporting teachers implement the Respectful Relationships curriculum, promoting healthier masculinities, building positive relationship skills particularly among adolescents, addressing adolescent family violence and child sexual abuse prevention.

2. Promote and advance gender justice principles and practices across all Jesuit Social Services portfolios, with the focus on raising awareness and embedding evidence-based practices to engage men and boys in efforts to prevent violence.
3. Collaborate with funding bodies, key stakeholders locally and internationally, thought leaders and researchers to fund and trial new initiatives to address violence and child sexual abuse, with a particular focus on prevention and early intervention.
4. Oversee the development and delivery of workshops, training sessions, and awareness raising activities that build individual, systems and community capability to recognise and respond to violence and other harmful behaviours.
5. Lead ground breaking research and program evaluations with a particular focus on knowledge sharing / translation including contributing to media, events, articles/ opeds, ambassador development, social media and building communities of justice.
6. Drawing from The Men's Project initiatives, provide evidence, policy analysis, advice, and recommendations to Jesuit Social Services submissions and advocacy campaigns.
7. Demonstrate leadership in building a culture of integration within The Men's Project team, fostering collaboration, sharing practice insights and drawing on expertise in other portfolios.
8. Secure ongoing funding to ensure sustainability of The Men's Project.

## Key Selection Criteria

- Tertiary qualification/s and/or relevant senior leadership experience in social services field;
- Experience leading the design, implementation and growth of an innovative initiative in the social sector;
- Experience leading research, advocacy, and/or community capacity building, program design, delivery and rigorous evaluation to achieve significant change;
- Professional experience working with young men/ boys in settings such as schools, community and recreation, TAFE, residential settings, and / or male dominated workplaces;

- Experience in developing strategic partnerships, engaging senior social sector / government / academic stakeholders and representing an organisation externally with the ability to 'cut through' in order to achieve social change;
- Demonstrated experience leading multi-disciplinary teams of professionals;
- Excellent interpersonal skills including demonstrated experience implementing strategy; translating 'big ideas' into practice, and building broad based coalitions for change;
- Practice experience in one or more of our policy/program areas with an understanding of the opportunities/ risks associated with social change work (e.g. masculinities; primary prevention of violence; adolescent family violence; child sexual abuse prevention);
- Experience using digital technologies and alternative funding models to achieve scale;
- Demonstrated success in raising funding and building relationships with funders in order to deliver strategic intent.

## Key Performance Indicators

### Director KPIs

The following Executive KPIs are measured through a variety of ways including but not limited to periodic reviews, annual operational plans, quality and risk processes, leadership consultation, financial outcomes, staff surveys, professional development reviews (PDR) and supervision.

1. Commitment to providing leadership in fostering the organisation's Jesuit Identity reflected in behaviours and an approach that upholds the organisation's vision, mission, values and culture.
2. Active involvement in senior leadership and planning meetings.
3. Active input into strategic priorities for the organisation.
4. Active monitoring and completion of Operational Plan priorities, as reflected in the Strategic Plan.
5. Evidence of effective line management structures in place, evidenced by line management reports, supervision structures and performance development of staff.
6. Active leadership and mentoring of staff, evidence through workplans and encouraging collaborative contributions at leadership level.

## Role Specific KPIs

Measurable indicators for Director – The Men’s Project:

1. Successful progression of initiatives through the innovation life-cycle (e.g. scaling where positive pilot evaluation data exists; moving from design to pilot; moving from need identification to program design);
2. Delivery of innovative research and program evaluations aligned with The Men’s Project mission which reaches target audiences nationally and has a significant influence on practice, ideas, values and policies;
3. Achieve an attributable impact on systemic reform that increases the prevalence and effectiveness of national efforts to engage with men and boys to prevent violence;
4. Positive engagement and impacts of The Men’s Project within Jesuit Social Services
5. Formulation and documentation of strategic priorities with a national focus for The Men’s Project and other innovative initiatives endorsed by the ED Community and Systems Impact;
6. Increased sustainability of The Men’s Project including exploring alternative revenue models
7. Demonstrated increased brand recognition of The Men’s Project and other innovative initiatives endorsed by the ED Community and Systems Impact;

## Key responsibilities of Jesuit Social Services Employees

### Service delivery/ Practice Framework

- Deliver services consistent with program guidelines, relevant legislation and funding agreements.
- Ability to clearly communicate with others.
- The ability to manage competing priorities in a high-volume work environment.
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

### Team work and supervision

- Work effectively as part of a team, contributing to reflective practice and group outputs.
- Actively participate in regular supervision with the line manager, staff meetings and professional development opportunities.

### Continuous Improvement and Professional Standards

- A growth mindset with a commitment to own learning and development.
- Commitment to risk management and continuous quality improvement processes.
- Compliance with relevant legislation, Code of Conduct, policies and procedures of Jesuit Social Services.

### Diversity, inclusion and culture

- Demonstrate respect and acceptance of diversity at all times and provide culturally appropriate support.
- Interact with staff, participants and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.
- Understanding and a demonstrated capacity to provide leadership in the identity and ethos of Jesuit Social Services.

**Mandatory Position Requirements**

- Current National and International (where required) Police Check.
- Current Employee Working with Children Check.
- Valid and current Australian Drivers Licence.
- Proof of eligibility to work in Australia.

**Safeguarding Children and Young People**

Jesuit Social Services takes child protection seriously, and you are required to meet the behaviour standard outlined in our Code of Conduct.

**Conditions of Employment**

Conditions of employment are in accordance with the current Jesuit Social Services Collective Agreement and Jesuit Social Services Policy and Procedures, including the Code of Conduct.

**Employee Acknowledgement**

I, \_\_\_\_\_ (please print name) acknowledge that I have read and understood the contents of this position description.

**Employee Signature:**

\_\_\_\_\_ **Date:** \_\_\_\_\_

**Position Description Approved by: ED Community and Systems Impact**

**Position Description Review Date: October 2025**