

General Manager –Child Sexual Abuse Prevention

Child Sexual Abuse Prevention

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:	General Manager, Child Sexual Abuse Prevention
PROGRAM:	Child Sexual Abuse Prevention – The Men's Project
LOCATION:	Richmond
REPORTING RELATIONSHIPS:	This position reports directly to the Executive Director, The Men's Project This position has line management of 2-64 staff
EFFECTIVE DATE:	August 2025

Position Purpose

- To provide leadership on Jesuit Social Services' child sexual abuse prevention efforts, with will include overseeing offender prevention service building on our Stop It Now! Australia service. In addition, the General Manager will oversee the development of an initiative focused on trialing warning messages, our youth-focused program to prevent harmful sexual behaviours, a range of research as well as advocacy efforts and other child sexual abuse prevention programs develops as required.
- To work with the Executive Director of The Men's Project and other staff to provide operational leadership, oversight and support on a range of cross-directorate functions, including strategy and planning, business development, research and evaluation, finance and budget management, staff development, recruitment and on-boarding, communications and marketing, and partnership development as it relates to the prevention of child sexual abuse.
- To represent Jesuit Social Services at key networks and forums, building partnerships with a range of organisations and stakeholders, and advocating to support program and organisational priorities related to supporting men and boys to live respectful, accountable and fulfilling lives free from violence and other harmful behaviours, keeping children safe from sexual abuse and building a just society.

Program Purpose

Offender Prevention Service

Stop It Now! is a child sexual abuse prevention program which works with individuals concerned about their own or someone else's sexual thoughts or behaviours towards children. It was first established by a victim-survivor of child sexual abuse in the U.S 30 years ago, and we have been delivering the service here in Australia for over two years.

The program's key feature is an anonymous phone helpline for people who are worried about their own sexual thoughts and behaviours in relation to children, as well as professionals and family members who are concerned about the behaviour of others. The service also includes a website with advice, self-help materials and guidance to raise awareness around child abuse. Stop it Now!/Offender Prevention Service is dedicated to reducing or eliminating the sexual abuse and exploitation of children and seeks to achieve this by engaging with adults who may go on to harm children, and other protective adults. While the service can be accessed anonymously, all mandatory reporting guidelines are complied with.

Trialing warning messages to prevent child sexual abuse

In collaboration with Jesuit Social Services and University of Tasmania, we are seeking to disrupt child sexual abuse materials (CSAM) and other forms of online child sexual exploitation by working with technology companies to integrate deterrence messaging which deter offending and facilitate help-seeking. Through Government advocacy, partnerships, public awareness, and workforce development, we are committed to shifting deterrence messages to core practice, fostering a safer digital environment and driving sustained, effective action against online child sexual abuse and exploitation.

Worried about Sex and Pornography Project (WASAPP)

Child-on-child harmful sexual behaviour is the fastest growing form of sexual abuse in Australia, with up to 50% of child sexual abuse happening at the hands of another child. In collaboration with the University of Melbourne, WASAPP aims to provide a service, similar to Stop It Now!, focused

on reducing harmful sexual behaviour displayed by children and young people, as well as providing valuable information on normal sexual behaviour.

The Men's Project

The Child Sexual Abuse Prevention (CSAP) team sits within The Men's Project. The Men's Project 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.

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

Current priorities for The Men's Project include:

- drawing on our Man Box research and child sexual abuse prevalence study, building a greater understanding of perpetration including opportunities for prevention and early intervention;
- supporting people who work with men and boys every day (e.g. teachers, sports coaches, social workers) to prevent violence and improve the well-being of men and boys;
- developing new early intervention approaches with adolescents at-risk of using violence;
- strengthening early intervention responses for adults and young people to prevent child sexual abuse; and
- drawing on our grounded practice experience, advocating for systemic changes that seek to prevent violence and child sexual abuse.

The Men's Project builds on Jesuit Social Services' over 45 year engagement with boys and men in trouble, but it also involves us leading new work to reduce violence, to improve the wellbeing of boys and men, and to keep families and communities safe.

Duties of the position

- Provide leadership on the Offender Prevention Service, trialing warning messages, and WASAPP, working in collaboration with our practice staff, our partners and in collaboration with our funders to meet strategic or contractual goals.
- Work with the Executive Director The Men's Project to provide operational leadership on a range of cross-directorate functions, including strategy and planning, finance and budget management, communications, staff development recruitment and on-boarding, and partnership development.
- Work with and support supervisee's/direct reports to lead and develop high performing teams that are aligned with the organisation's values and identity. Provide support to guide work planning, risk management and project delivery. Promote capacity building, professional development and foster a positive work environment.
- Ensure the efficiency and effectiveness of the child sexual abuse prevention activities, including establishing systems, processes and templates to manage funding applications, program design, project and partnership proposals, costings and reporting, and a strategic approach to exploring growth of this work.
- Contribute to and lead advocacy, research, and knowledge translation efforts, including through submissions in collaboration with the policy team, the launch and distribution of reports and sharing key findings of our research and evaluation in a range of forums, and engagement with media (this may include travel).
- Enhance the organisation's reach, relationships, standing and reputation among key stakeholders and partners, including funding bodies and law enforcement agencies.
- Collaborate with Executive Directors, General Managers and a variety of internal stakeholders across the organisation to support the broader aims and priorities for the Offender Prevention Service, child sexual abuse prevention efforts, The Men's Project and Jesuit Social Services.

Key Selection Criteria

- Experience in managing offender prevention services, specifically as it relates to child sexual abuse, or similar relevant experience
- Over five years of senior leadership and management experience in a relevant field and context.
- An understanding of evidence, policy and reform directions, and relevant stakeholders related to the prevention of child sexual abuse.
- Highly organised and methodical, with demonstrated capabilities across business development, project management, compliance and budget management.
- Strong relationship building and stakeholder management skills, including experience developing a diverse range of partnerships and advocating to increase influence and impact.
- Versatility, creativity and curiosity, including advanced conceptual and problem-solving skills.

Key Performance Indicators

- Effective leadership of the Offender Prevention Service/Stop It Now, trialing warning messages, WASAPP and other CSAP programs.
- Leadership in program development including identifying trends, new approaches and new opportunities for program responses in child sexual abuse prevention, including development of the organisation's response to these.
- Evidence of implementation and consistent practice oversight / consistency with Jesuit Social Services Practice Framework, and continuous improvement framework.
- Evidence of effective engagement in advocacy, research, contact with media, attendance at forums, conferences etc.
- Effective partnership development with advisory group members, key stakeholders, and active representation of Jesuit Social Services at networks, forums, and in media
- Ensure effective use of current program resources, including appropriate development and support of staff in the portfolio, acting as the main point of contact for funding bodies, and securing resources for additional activities and programs, as required

Key responsibilities of Jesuit Social Services Employees

Service delivery/ Practice Framework (program delivery roles)

- Engage and build positive and constructive relationships with internal and external stakeholders and program participants
- Deliver services consistent with program guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position

- Other duties as required.

Service delivery/ Practice Framework (share services roles)

- Engage and build positive and constructive relationships with internal and external stakeholders
- Deliver services consistent with shared services guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- 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 (program delivery)

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

Team work and supervision (shared services roles)

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

Continuous Improvement and Professional Standards

- Demonstrate 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 to all including Aboriginal and Torres Strait Islander peoples and those who identify as LGBTQIA+
- Interact with staff, participants and other stakeholders in a manner that is inclusive, respectful and non-discriminatory
- Demonstrate understanding, and a 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
- A relevant tertiary qualification, including Psychology

Safeguarding Children and Young People

Jesuit Social Services takes child protection seriously, we undertake a range of checks and processes to ensure safeguarding of children, and you are required to meet the behavior 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 & 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:

**Executive Director – Community and
Systems Impact**

Position Description Review Date:

August 2028