

POSITION DESCRIPTION



General Manager, Violence Prevention and Early Intervention

The Men's Project

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

1. Welcoming – forming strong, faithful relationships
2. Discerning – being reflective and strategic in all we do
3. 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, Violence Prevention and Early Intervention
PROGRAM:	The Men's Project
LOCATION:	Richmond
REPORTING RELATIONSHIPS:	This position reports directly to the Executive Director, The Men's Project and Systems Impact This position has line management of 3-5 staff
EFFECTIVE DATE:	September 2025

Position Purpose

- To provide leadership on strengthening, overseeing and monitoring programs related to The Men's Project's efforts to reduce violence and other harmful behaviours that are prevalent among boys and men.
- To oversee several teams and initiatives, with a focus on program development, ongoing implementation of clear processes such as a supervision framework as well as knowledge translation from research into practice. Evaluation and continuous improvement – including the development of new and innovative responses including seeking funding to support new initiatives.
- To support the broader aims and priorities of The Men's Project and Jesuit Social Services.

Program Purpose

The Men's Project is an initiative of Jesuit Social Services launched in 2017. 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.

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

We will achieve this by:

- research to understand the behaviours and underlying attitudes of men and boys including related to violence, child sexual abuse and the well-being of men and boys themselves.
- building the knowledge, skills and confidence among those who work with men / boys and have opportunities to make our communities safer including promoting positive change around gender norms.
- developing innovative ways to stop cycles of violence and harmful behaviour among boys and men.

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 who have often been victims of harm themselves;
- 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

- Lead the refinement and ongoing implementation of systems, processes and procedures to drive effective approaches that prevent violence consistent with Jesuit Social Services 'Our Way of Working', existing evidence based frameworks related to violence prevention and early intervention efforts including lessons emerging from our program evaluations.

- Provide strategic, innovative, operational leadership and management to staff including the provision of support, supervision, training and direction fostering a positive work environment aligned with the organisation's values and identity.
- Ensure appropriate risk management and continuous quality improvement processes which inform the development of new and innovative responses including seeking funding to support new initiatives and integration with other areas across Jesuit Social Services such as Justice programs and the Learning & Practice Development Unit.
- Take responsibility for reporting to funders and delivering on / maintaining associated contracts.
- Work collaboratively with program staff, funders, other service providers, community organisations, other relevant stakeholders and the broader community to identify and respond to service gaps as well as seek opportunities to scale interventions through digital platforms.
- Provide leadership on practice and knowledge translation to promote The Men's Project's efforts to reduce violence and other harmful behaviours that are prevalent among boys and men including actively engage in networking, including representing the organisation in key forums and seeking opportunities for collaboration.
- Lead or support contributions to media, events, articles/op-eds, ambassador development, social media and building communities of justice.
- Work with the Executive Director, The Men's Project and Systems Impact, to develop and pursue funding (government and non-government), advocacy and other opportunities to sustain and increase our impact on the prevention of violence and other harmful behaviours, including expanding beyond Victoria.
- Lead and support with identification and implementation of opportunities to integrate service responses and collaborate across the organisation – to achieve the broader aims of Jesuit Social Services. |

Key Selection Criteria |

1. Significant senior leadership and management experience in a relevant field and context.
2. Demonstrated capacity to provide leadership and supervision to a team of program managers.
3. Significant practice expertise and professional experience working with men and boys to prevent violence and other harmful behaviours ideally in one or more of the settings where our work takes place (e.g. schools; sports; construction; justice).
4. 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;
5. Excellent relationship building, interpersonal and stakeholder management skills, including experience developing a diverse range of partnerships, engaging with funders and fostering collaboration to increase influence and impact.
6. Demonstrated experience in program planning, development and review, in particular the development of new strategies as new areas of need are identified.
7. Understanding and sympathy and a demonstrated capacity to provide leadership in the mission and ethos of Jesuit Social Services.
8. Background in social work, psychology or related field. |

Key Performance Indicators

- Evidence of systems and processes that provide practice oversight managing practice related risks and ensuring practice approaches are aligned with intent as well as Jesuit Social Servicers 'Our Way of Working'.
- Growth and increased recognition of The Men's Project, in Victoria and nationally.
- Evidence of the development and delivery of processes, resources and activities to enable and enhance knowledge translation.
- Increased impact of The Men's Project's efforts to prevent and reduce violence and other harmful behaviours that are prevalent among boys and men, evidenced through rigorous evaluation, partnerships, increased scale / reach and ongoing funding.
- Effective development and implementation of new initiatives and innovative approaches to preventing violence and other harmful behaviours - including successful progression of initiatives through the innovation life-cycle (e.g. scaling including through digital platforms where positive pilot evaluation data exists; moving from design to pilot; moving from need identification to program design).
- Timely and satisfactory completion of priority projects and activities, including reporting.
- Integration of The Men's Project's gender justice principles and practice across the broader organisation.
- Behaviours and leadership approach which reflect, foster and uphold the organisation's vision, mission, values and culture

Key responsibilities of Jesuit Social Services Employees

Service delivery / Practice Framework

- 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.

Team work and supervision

- 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.

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
- A relevant tertiary qualification, including research project
- Proof of eligibility to work in Australia

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 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 & 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, The Men's Project
and Systems Impact**

Position Description Review Date:

September 2026