

## Manager – Early Intervention Youth Programs

### 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

- 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:	Manager, Early Intervention Youth Programs
PROGRAM:	The Men's Project
LOCATION:	Richmond
REPORTING RELATIONSHIPS:	Reports to General Manager, Violence Prevention Supervises Program Coordinator/s
EFFECTIVE DATE:	June 2025

## Position Purpose

- To draw on experience, skills and expertise to identify, design, oversee and inform the evaluation of evidence-based approaches that support recovery from trauma with a focus on enabling young people to form healthy relationships with themselves and others.
- To seek funding to trial new programs across Australia that address unmet need with a particular focus on engaging children and young people to reduce the risk of violence and abuse.
- Drawing on lived experience of participants, practice insights and research evidence, engage in a range of advocacy efforts including by representing Jesuit Social Services in public forums, contributing to policy submissions and leading on the development of partnerships.

## Program Purpose

The Men's Project.

The Men's Project is an initiative of Jesuit Social Services launched in 2017. We provide leadership on the reduction of violence and other harmful behaviours prevalent among boys and men and build 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: enabling adults of all gender to take action that makes our community safer including by promoting positive change related to what it means to be a man in the 21st century; a range of initiatives that prevent child sexual abuse engaging adults and young people at-risk of harming others; and learning from and expanding programs that build positive relationship skills and improve the wellbeing of boys and men with a focus on young people who have experienced harm themselves.

Across each of these areas of work, The Men's Project seeks to:

- better understanding the attitudes and behaviours of boys and young men;
- design, deliver and evaluate innovative ways to stop cycles of violence and harmful behaviour among boys and men; and
- promote help seeking including through online / digital engagement for a range of cohorts.

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

### **Targeted early intervention with young men and boys to prevent violence**

This role will be focused on developing and overseeing programs that support recovery from trauma with a focus on children and young people in order to contribute to promoting healthy relationships.

Programs will:

- be therapeutic with a focus on directly addressing the harm of past trauma
- consider and where appropriate address intersections with gender and harmful gender norms,
- address violence-supportive attitudes and behaviours,
- build knowledge and skills that can contribute to reducing violence / abuse,
- build the capacity of key workforces and other adults (including families) to work with boys and young men to prevent violence including by promoting positive conversations about gender, challenging rigid masculine stereotypes and engaging as a bystander, and

- work in collaboration with evaluators to build the evidence base to understand the extent to which the program is likely to improve outcomes for participants.

### **Duties of the position**

- Develop, implement and oversee violence prevention programs for at risk young people by addressing the impacts of trauma and supporting participants to reflect on themselves, their experiences, their attitudes and their behaviours.
- Develop innovative early intervention approaches that are based on evidence, lived experience and practice wisdom and, in collaboration with the senior leadership team, seek funding to trial and evaluate these new approaches.
- Oversee, manage and support staff who deliver a range of programs nationally with a focus on at risk young people.
- Build strong relationships with key stakeholders including funders, young people who participate in programs, parents, partner services, and Jesuit Social Services colleagues.
- Contribute to Jesuit Social Services Social change efforts by initiating, contributing to and where appropriate leading a range of advocacy efforts including by representing Jesuit Social Services in public forums and contributing to policy submissions.

### **Key Selection Criteria**

1. Demonstrated experience in managing therapeutic programs that directly address trauma for young people who are disadvantaged and have a range of complex needs.
2. Understanding of the current issues which impact young people particularly as it relates to factors impacting different types of violence.
3. Capacity to develop, implement and evaluate evidence-based programs that prevent violence and abuse using strength-based strategies that will help young people identify and change harmful attitudes and behaviours, and problem solve without using violence.
4. Demonstrated experience overseeing and supervising productive and positive multi-disciplinary teams.
5. Demonstrated experience securing funding from a range of partners, including Government and philanthropy.

## Key Performance Indicators

- Successful execution of an agreed program of work within agreed timelines and budget, monitoring and evaluation, communication of learnings and outcomes.
- Use of skills and experience to develop, implement and evaluate programs that meet the needs of disadvantaged young people, including young people who have experienced trauma, including family violence / abuse.
- Demonstrable contribution to building the reputation of Jesuit Social Services related to a range of efforts to support recovery from violence / abuse and break the cycle of violence.
- Evidence of effective staff supervision and support.
- Timely and satisfactory completion of all administrative and reporting duties.

## 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 Driver's License
- 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 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



**Position Description Approved by:**

Sue Grigg

**Position Description Review Date:**

**3 months from effective date**