

Position Description

POSITION TITLE:	National Manager, Practice Leadership & Innovation
POSITION TYPE & TENURE:	0.8 - 1.0 EFT, ongoing
PROPOSED PAY GRADE:	SCHADS 7
REPORTS TO:	Head of Workforce & Sector Development
DIRECT REPORTS:	Senior Practice Lead – NSW NSW Practice Development Officer Sector Project roles
LOCATION:	Remote/Hybrid or Work from Office in Sydney / Melbourne / Adelaide / Hobart Note: Some interstate travel may be required

ABOUT NO TO VIOLENCE

No to Violence is Australia’s peak body for individuals and organisations that work with men that use violence. We provide training, sector development and policy advice and advocacy on behalf of members. We operate the Men’s Referral Service, providing a counselling service and referral pathways directly to men who use violence. As a pro-feminist organisation, women and children are at the centre of what we do - by ending men’s use of family violence, families, individuals, and communities are safer.

POSITION SUMMARY

The **National Manager, Practice Leadership & Innovation** will work collaboratively to engage and provide NTV Members and broader sector with practice leadership, develop practice guidance, host communities of practice (COPs) and chair network meetings.

The role is critical in ensuring:

- NTV members are supported with best practice resources and guidance that are informed by the evidence base consistent with NTV’s values and strategic vision
- contemporary best practice is included in State and National standards and advocacy efforts on behalf of members and the sector
- advocacy and policy positions and training and sector resources that reflect current best practice.

DELIVERABLES

Lead practice excellence across the working with men who use violence sector – supporting NTV members and broader sector professionals

- Identify priority member and sector learning and development needs, collaborate with NTV Policy and Research and Workforce Development teams to inform the design and delivery of training and forums for NTV Members

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<ul style="list-style-type: none"> ▪ Work with members and external and internal stakeholders to support the translation of evidence to practice and collect, review and disseminate practice-based evidence as appropriate to improve practice and outcomes across the sector ▪ Provide high level advice in terms of practice excellence, guidance and consultation on working with men who use family violence as required to internal and external stakeholders as appropriate ▪ Review and provide feedback and insights on practice across the sector and identify systemic issues and continuous improvement opportunities to lead innovative, outcome focussed interventions that create authentic and sustainable change ▪ Support the development and delivery of NTV conferences, workshops and practice-based events ▪ Develop, draft and implement comprehensive evidence-based practice resources ▪ Support capacity building in practice within NTV and externally amongst member and sector organisations
<p>Member and Sector Development and Advocacy</p>
<ul style="list-style-type: none"> ▪ Represent NTV, members and the sector with external stakeholders, including Government agencies and participate in advisory groups, panels and external events in relation to men and Men’s Behaviour Change practice issues ▪ Provide thought leadership and support to the development of innovative responses to men who use family violence ▪ Work with internal stakeholders, including Workforce and Sector Development and Advocacy, Policy, Research and Communication and Marketing Departments, on NTV’s advocacy on behalf of member organisations and the broader men’s family violence sector ▪ Working with a range of internal stakeholders, contribute to and support member and sector engagement with sector development initiatives and activities
<p>Provide expert practice advice and guidance</p>
<ul style="list-style-type: none"> ▪ As requested, work with external stakeholders in the development of practice guidance and the delivery of projects and programs to NTV Members and sector ▪ Provide expert advice and guidance to NTV Members and sector in response to program delivery that meets jurisdiction minimum standards for men’s behaviour change work ▪ Work with the Manager Clinical Leadership to develop and implement best practice clinical interventions and counselling supervision support when required ▪ Provide expert advice and guidance to NTV staff relating to the scope of work undertaken by NTV members and the broader sector in delivery of behaviour change intervention work
<p>Support NTV Member practice as requested</p>
<ul style="list-style-type: none"> ▪ Lead NTV ‘incident based’ member support; respond to requests for support ▪ Provide advice and support to NTV Members on the risk and safety management of high risk and/or complex client case presentations as requested
<p>Adhere to policies, procedures and systems, keeping up to date with current reforms across Australia</p>

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- Ensure work undertaken is compliant with NTV frameworks, policies, procedures, clinical governance principles and legislation
- Ensure in all interactions with stakeholders that NTV’s reputation, brand and relationships are maintained and enhanced
- Continuously improve family violence policy and practice development within the organisation and the wider sector nationally
- Keep up to date with family violence reforms across Australia
- Maintain proficiency in all data capture systems and SharePoint

Team collaboration and management

- Work in respectful, open, and accountable ways with the Sector Development Team, Head of Workforce and Sector Development and broader NTV staff
- Provide regular and timely feedback and encourage two-way communication via regular 1:1 supervision, team meetings and reflective practice to help Sector Development Team members increase their work capacity and continue their learning journey
- Develop performance improvement plans as required
- Actively participate in, and contribute to, internal meetings and regular team meetings and share resources and best practice approaches as appropriate
- Undertake other appropriate duties as required

WHAT WE ARE LOOKING FOR IN THIS ROLE

Skills, Experience and Knowledge

- Demonstrated sector leading clinical experience in working with men to end their use of family violence including specialist knowledge and skills and prior experience providing male family violence services, including intake and risk assessment, information sharing and other legislation
- Deep understanding of the men’s family violence intervention sector and current practice issues
- Experience supporting best practice at an individual clinical level and program level
- Demonstrated understanding of the social and gendered context of family violence and the impact of violence on women and children and a commitment to the practice and principles of non-violence, justice, social inclusion, and gender equity issues
- Ability to identify, assess and prioritise the risk and need of women, children and families using jurisdiction specific risk assessment and management and information sharing frameworks and other relevant risk management, practice frameworks and guidelines
- Demonstrated capacity to work collaboratively with a team to achieve organisational goals
- Understanding of legislation, risk management and reforms pertaining to the family violence sector
- Commitment to working inclusively with Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse communities, LGBTI people and people with disabilities
- Ability to work independently and part of a wider team
- Strong presentation skills
- Proven people leadership and coaching abilities

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Qualifications/Competencies/Licences

- A social work degree or qualification in a related field or relevant experience, in line with the mandatory minimum qualification requirements for specialist family violence practitioners
- Completion of a Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.

EXPECTED FOR ALL NTV STAFF

- Act in accordance with NTVs code of conduct, policies and procedures and is committed to NTVs vision, mission, values and service standards
- Participate in all relevant required NTV meetings
- Promote a 'safety first' culture and act in accordance with NTV health and safety policies and risk management systems
- NTV values equity, diversity and inclusion and promotes an inclusive and collaborative work environment where all staff, volunteers and service users feel welcomed, respected and valued and encouraged to fully participate, irrespective of their individual differences in background, experience and perspectives
- Be curious, reflective and open to continuous learning and new ways of working
- Complete all mandatory training in a timely manner, to support the delivery of high quality, safe and effective services
- Contribute to innovation, quality activities and continuous improvement and openly share information and knowledge to enable optimal outcomes for the organisation
- Regional and interstate travel will be required from time to time
- Members of the NTV leadership team may be required to attend Board and Board Sub-Committee meetings which typically take place in the evening. Attendance may be required up to 6 times per year, or as required.

Signature of Job Holder _____ Date signed _____