

Position Description

POSITION TITLE:	Growth and Partnerships Lead
POSITION TYPE & TENURE:	Full Time Ongoing
CLASSIFICATION:	SCHADS 6.3
REPORTS TO:	Head of Workforce and Sector Development
DIRECT REPORTS:	Nil
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 Growth and Partnerships Lead is responsible for extending NTV's national reach through exploration of new and untapped opportunities to build relationships and provide fee for service family violence training and practice advisory.

The position works across both the family violence sector and external sectors, including corporate, community and government organisations to scale the reach and impact of family violence training and practice advisory services, by connecting with like-minded organisations and fostering partnerships that create meaningful change.

This role is responsible for developing the strategy, planning, identification, coordination, and implementation of external business development activities and revenue opportunities. These activities will support organisational growth, strengthen NTV's external profile, and increase potential clients' awareness of NTV's family violence training and practice advisory services.

DELIVERABLES

Develop Partnerships and Growth Strategy

- Develop for approval by the Head of Workforce Development and Sector Development (WFD &SD), the overarching strategy business development strategy for NTV's fee for service family violence training and practice advisory
- Research sector and industry trends, client needs, competitor offerings, and sector developments to inform business development strategy
- Identify target markets, client segments, and partnership opportunities for fee-for-service growth.

Position Description

- Identify and prioritise high-impact opportunities, client segments, and partnerships to expand reach and influence.
- Translate sector insights and trends into innovative opportunities.
- Work with WFD & SD leadership team to define value proposition, service positioning, and key points of differentiation within the family violence sector.
- Draft recommendations for innovative approaches to business development, service delivery, and client engagement.
- Present strategy options and final recommendations for review and approval by the Head of WFD and SD.
- Continuously review and adapt pricing strategy, based on responses and feedback from clients and potential clients
- Stay up to date with current reforms, trends in the sector and identify how NTV family violence training and advisory services can respond to these and approach clients impacted to support

Implement Partnerships and Growth Strategy

- Identify, research, and approach prospective client organisations within and beyond the family violence sector. This includes government, corporate organisations, non-profit, community and specialist family violence organisations as well as those in intersecting areas.
- Generate new leads and identify and contact decision-makers to arrange business development meetings.
- Lead client engagement and relationship management activities to build trust and credibility with decision-makers.
- Identify appropriate specialist family violence workforce and sector development team members to partner with for meetings with potential clients.
- Work with the marketing and communications team to develop marketing and communications materials to promote NTV's family violence training and practice advisory family violence services.
- Develop a proposal template and tailored proposals that align NTV's family violence training and practice advisory services with client needs and sector-specific requirements.
- Demonstrate professionalism and sector insight in external client and potential new client meetings.
- Collaborate with internal teams to ensure fee for service offerings are aligned with demand and client expectations.
- Support the development and execution of business development strategies and quarterly sales targets.
- Maintain accurate and up-to-date client information, pipelines, and activity tracking via Salesforce.

Identify and secure opportunities and events for NTV's Workforce Development (WFD) and Sector Development (SD) teams to represent the organisation, with the aim of expanding awareness of NTV's family violence training and practice advisory services.

- Research and monitor sector, industry, and professional networks to identify relevant conferences, forums, and events.
- Assess alignment of opportunities with NTV target audiences and strategic goals.
- Collaborate with other specialist family violence and related organisations to work on new business opportunities or events together.
- Develop and maintain a forward calendar of events, segmented by sector and industry.

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- Initiate contact with event organisers to secure and manage speaking, presenting, or participation opportunities.
- Coordinate with the Head of WFD and SD leadership to nominate appropriate representatives to represent, participate or present at the event.
- Support nominated staff with event preparation, including presentation materials, key messages, and briefing notes.
- Track and evaluate event participation outcomes to inform future engagement decisions.
- Maintain records of contacts, opportunities, and outcomes to strengthen organisational visibility and influence and organise follow up meetings with other attendees and participants.

Event development to create exposure to target potential clients

- Plan, coordinate, and deliver events (workshops, information sessions, webinars, and forums) that showcase NTV's family violence training and practice advisory services.
- Liaise with internal stakeholders to develop event content, presentations, and information and promotional materials tailored to target audiences
- Work with Events and Promotions and Marketing and Communications team members to:
 - organise and manage event logistics, including venue bookings, online platforms, catering, registrations, and participant communications
 - coordinate marketing activities to attract current and potential clients, including through social media, newsletters, direct email and sector networks
- Engage internal and external presenters, facilitators, and guest speakers to strengthen event impact and credibility.
- Ensure events align with organisational strategy, brand, and messaging around family violence and practice advisory services.
- Monitor event budgets, contracts, and supplier relationships to ensure cost-effective delivery.
- Collect and analyse participant feedback to evaluate event effectiveness and identify opportunities for improvement.
- Maintain records of event outcomes, client engagement, and follow-up actions to support business development.
- Follow up with attendees to arrange follow up meetings to discuss NTV's fee for service family violence training and practice advisory services

Requests for Tenders (RFTs), Requests for Proposals (RFPs), and Grant submission opportunity identification, response and development

- Monitor procurement portals, grant databases, government websites, and sector networks to identify aligned funding and tender opportunities for family violence and practice advisory
- Assess alignment of opportunities with NTV's strategy, capability, and capacity. Conduct analysis of requirements, risks, and strategic fit to inform NTV's bid/no-bid decision making.
- Summarise key requirements, timelines, and risks and present analysis to leadership for informed decision-making.
- Develop project plans, timelines, and coordinate cross-functional teams to deliver high-quality submissions.
- Draft persuasive narratives and responses to selection criteria, incorporating evidence, case studies, and program outcomes
- Collaborate with Head of Finance to prepare accurate budgets and costings
- Work with Quality Risk and Compliance (QRC) team to review, edit and incorporate risk and quality assurance processes to ensure compliance with formatting, eligibility, and submission requirements

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- Develop project timelines and allocate responsibilities across the team.
- Gather supporting evidence (e.g., data, impact outcomes, testimonials, references).
- Manage on-time lodgement of submissions and coordinated follow-up, feedback, and continuous improvement processes.
- Establish and maintain centralised templates, records, and knowledge bases to strengthen efficiency in future tender and grant applications future submissions.

Sector, industry trend activity and success reporting

- Provide a monthly report to the Head of WFD & SD summarising:
 - Organisations and potential clients approached and status
 - Meetings held with potential clients and outcome
 - Total revenue generated through business development activity for the month and broken down by client and activity – training or practice advisory
 - Updates on existing and emerging trends and risks

Team collaboration

- Work in respectful, open, and accountable ways with the Workforce Development and Sector Development Teams, Head of Workforce and Sector Development and broader NTV staff
- 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

- Demonstrated success in business development, income generation, or client acquisition ideally with training and consultancy in the family violence sector working across diverse client organisations and sectors such as corporate, community and government organisations.
- Experience preparing and delivering proposals, tenders, or funding and grant submissions.
- Strong strategic thinking and planning skills, with the ability to design and implement business development strategies aligned to organisational strategy.
- High-level relationship and stakeholder management and networking skills, with the ability to engage credibly with decision makers in government, corporates, community organisations, and peak bodies.
- Market analysis and opportunity identification skills, with a focus on fee-for-service growth in human and community services.
- Financial and commercial acumen, including experience with pricing models.
- Strong organisational skills with the ability to manage multiple priorities.
- Experience in planning, coordinating, and delivering events, workshops, and promotional activities is desirable.
- Excellent verbal and written communication skills (including delivery of presentations)

Experience and Knowledge

- Demonstrated credibility and understanding of the family violence or related sector, including its principles, frameworks, and challenges highly desired

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- Familiarity the gendered nature of family violence and with trauma-informed approaches as well as an understanding of best practices in gender equity and family violence prevention.
- Understanding of how to position social impact offerings within corporate, philanthropic, or government procurement environments.
- Experience with CRM systems and reporting
- Experience in contextualising products for organisations across sectors and industry

Qualifications/Competencies/Licences

- 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.
- Promote a 'safety first' culture and acts 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.
- Contributes 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.

Signature of Job Holder _____ Date signed _____