

Position Brief
Director, Tasmania



About Red Cross

Who we are: people helping people

Australian Red Cross is part of the world's largest humanitarian organisation. As an organisation independent of government; and with no political, religious or cultural affiliation, our aim is to improve people's lives and build their resilience – no matter who they are or where they live.

Our vision | human dignity, peace, safety and well-being for all.

Our purpose | supporting and empowering people and communities in times of vulnerability, preventing and alleviating suffering across Australia and internationally through mobilising the power of humanity.

The International Red Cross Movement was founded to bring assistance without discrimination to those wounded in war, and to alleviate human suffering wherever it may be found.

Red Cross was founded in Australia in 1914, nine days after the outbreak of the First World War.

For a century our mission has been to deliver humanitarian services to vulnerable people in need, both here in Australia and further afield, no matter who they are or how big or small the crisis they face.

Today one million members, volunteers, donors, staff, blood donors and supporters form the Australian Red Cross family.

Our global connections

Australian Red Cross is one of 190 National Societies in the International Red Cross and Red Crescent Movement, which has supported and protected people for over 150 years.

We work together with the International Federation of Red Cross and Red Crescent Societies (IFRC) to provide international assistance following disasters in non-conflict situations, and with the International Committee of the Red Cross (ICRC) to protect the lives and dignity of all people in conflict and war.

- We are there for people in need, regardless of nationality, race, religious beliefs, class or political opinions.
- We promote mutual understanding, friendship, cooperation and lasting peace among all.
- We are impartial, neutral and independent of government.
- We are a voluntary relief movement and give priority to the most urgent cases of need.

Our fundamental principles

All Red Cross work is guided by the seven Fundamental Principles of the Red Cross Red Crescent Movement:

Humanity | The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and ensure respect for the human being. It promotes mutual understanding, friendship, co-operation and lasting peace amongst all people.

Impartiality | It makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

Neutrality | In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

Independence | The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

Voluntary Service | It is a voluntary relief movement not prompted in any manner by desire for gain.

Unity | There can be only one Red Cross or Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

Universality | The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

Strategy 2020

We are working to achieve Strategy 2020 – Humanity in Action and our roadmap for the future. It takes into account key shifts, opportunities and challenges

Key shifts:

- The impact of climate change and its humanitarian consequences within Australia and our region
- Increasing mass migration as a result of armed conflicts, human rights abuses and natural disasters and the impact this has on so many people
- The gap between rich and poor is growing. Inequality generally is also growing, including between those who can and who can't take advantage of technology and the online world
- Rising conflict and terrorism; and increasingly intolerant attitudes to refugees and asylum seekers
- The rise of internet-enabled peer to peer networks that are challenging business models and traditional organisations such as ours
- Increasing expectations that organisations like ours are transparent about their use of funds and the impact they are delivering

With these shifts come some extraordinary opportunities and challenges for us to leverage, including:

- Rethinking the nature and means of volunteering in the 21st century, in an internet-enabled world, to deliver even greater humanitarian action
- Taking advantage of the digital world to allow all Red Cross people (members, volunteers, staff and others) to assist us in achieving our goals and creating solutions
- Partnering with others to co-design, share resources and capabilities to deliver support to help people overcome deep social exclusion
- The power of the Movement and Red Cross reputation to make an impact on the serious humanitarian challenges we identified
- Influencing decision-makers so that resourcing goes into building resilience, mitigating the impact of disasters and helping the most vulnerable in our communities


We also believe these outcomes and targets make a valuable contribution to global ambitions in the Sustainable Development Goals, adopted by world leaders at a United Nations summit in 2015.

Our strategy is summarised below:

Strategy 2020: Goals and outcomes

1 

Build an inclusive, diverse and active humanitarian movement based on voluntary service


 **2.5 million** people, reflecting the diversity of our community, take voluntary humanitarian action with Australian Red Cross to help others


 **50%** (of 2.5 million) are self organising and leveraging Australian Red Cross knowledge, expertise and evidence to advocate for and help others

 **Australians trust and respect** Australian Red Cross

2 

Save lives, build resilient communities and support people in disasters

 **3 million** Australians are equipped to be prepared for and recover from disasters

 There has been a **four-fold national increase** in investment (government, corporate, other) in disaster risk reduction and community resilience

 **14** Key partners in **14 Asia-Pacific** countries can demonstrate increased capacity to support communities prepare for, respond to and recover from disasters and humanitarian crises


 Australian Red Cross is responding to disasters and other significant emergencies **100%** of the time

3 

Prevent and alleviate human suffering in times of war and conflict and promote non violence and peace

 Australian attitudes and behaviours strongly reflect humanitarian values

 **100%** of Australian organisations working in conflict zones have implemented an IHL action plan

 Australian Red Cross has contributed directly to the **Movement's increased impact** in migration, disaster risk reduction, ensuring respect for IHL, the elimination of nuclear weapons and health care in danger

4 

Improve the wellbeing of those experiencing extreme vulnerability


 **500,000** Australians are connected to and supported by the community to overcome their deep social exclusion

 The wellbeing of young Aboriginal and Torres Strait Islander peoples has improved by **20%**


 Migrants in transition have their **humanitarian needs met** and are participating in and included in Australian society

 There has been a **50% improvement** in community determined indicators in up to 20 of the most vulnerable communities in Australia

 Australian governments are directing into justice reinvestment at least **50%** of savings delivered by a 10% reduction in Australian prison numbers


5 

Maintain a strong, innovative, sustainable and accountable organisation capable of achieving our humanitarian goals

 All Red Cross people are empowered, engaged, accountable and acknowledged for their contribution to our humanitarian goals

 **[80 cents]*** in every dollar raised is going directly to humanitarian outcomes and impacts

 There are diversified multi-year funding streams in place with no single funding source exceeding **50%**

 Through an annual report, we have been transparent with the public each year about what we have achieved, where we have failed and the impact we have delivered

* exact amount to be confirmed.

6 

Provision of a safe, secure and cost effective supply of blood and related products

 To deliver leading edge outcomes we will produce products and services that are fit for purpose and meet stakeholders and customer needs

 To be at the leading edge of performance we will make the best use of funding by delivering lean operations and a more efficient blood sector

 To deliver a leading edge national network we will maximise the impact of our infrastructure and skills

humanity in action

STRATEGY 2020



The Executive Team

The Executive Team has ultimate accountability for ensuring that we deliver our 2020 strategy and outcomes and we are operationally and financially healthy and sustainable.

They meet fortnightly ensuring strong communication across all states and territories and are the primary decision-making body (within the delegation framework set by the Board).

The team are fully responsible for leading Australian Red Cross in the way you asked for in the recent engagement staff survey – providing a clear sense of direction and leadership, moving quickly from ideas to implementation, acting to address under performance and building a culture of innovation.

Membership of the team is as follows:

Judy Slatyer | Chief Executive Officer

Chris Wheatley | Director, Strategy and Performance

Kerry McGrath | Director, Community Programs

Penny Harrison | Director, Volunteering

Peter Walton | Director, International Programs

Noel Clement | Director, Migration, Emergencies & Movement Relations

Belinda Dimovski | Director, Engagement and Support

Elaine Montegriffo | Director, People & Organisational Effectiveness

Cameron Power | Chief Financial Officer

The Leadership Team

The Leadership Team includes our leaders from each of the States and Territories as well as subject-matter experts. The primary role of the Leadership Team is to ensure that we achieve

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Each Leadership Team member has 'two hats' - one for their specific area; the second to take the lead on a 2020 outcome, an important cross-cutting theme, or thought leadership on an important trend (such as digital disruption or climate change).

Membership of the team is as follows:

Members of the Executive team

Andrew Kenyon | Director, Northern Territory

Jody Broun | Director – New South Wales & ACT

Leisa Bourne | Director, Queensland

Linda Crumlin | Director, Western Australia

Vacant | Director, Tasmania

Wenda Donaldson | Director, Victoria

Mark Groote | Director, South Australia

Tom Scarborough | Director, Commercial Operations

Veronica Frost | Chief Information Officer

Leanne Joyce | Head of Government Relations

Bruce Moore | General Counsel - Legal & Policy

Amanda Robinson | Head of Social Innovation

Caroline Sheehan | Head of Strategy

Ebony Gaylor | Head of Community Mobilisation

State Directors Team

The State Directors Team provides a bridge between strategy and operations across Australia to achieve Strategy 2020. The team work across geographic and program boundaries, acting together to find solutions and remove barriers.

The State Directors Team:

- Provides operational leadership and direction setting for programs and services
- Strategic and operational networking
- Undertakes field intelligence and horizon scanning to stay abreast of emerging trends
- Identifies resource needs and prioritising resource allocation
- Inputs into executive decision making and strategy
- Focuses on harmonised implementation and collective impact Provides peer support, review and guidance.

Director Tasmania

Position Summary

The Director, Tasmania is accountable for leading Australian Red Cross operations in Tasmania. As part of the Leadership team they are responsible for the delivery of Strategy 2020 outcomes, ensuring financial sustainability and positively positioning Red Cross within the community.

With a direct reporting line to the Director of Community Programs, the Director, Tasmania has a significant role in developing positive and productive relationships with key external organisations and both internal and external stakeholders at a state level. This includes working proactively with the Tasmanian Divisional Advisory Board.

The Director, Tasmania has a dotted reporting relationship to the Director, Migration, Emergencies and Movement Relations for the effective delivery of related services, including responding to disasters in the state.

The Director, Tasmania works collaboratively across the organisation and will take leadership of one of the Strategy 2020 outcomes and/or will be the subject-matter-expert on a cross-cutting theme of national or global importance.

Location | Hobart

Budget Approximately 4.3M

Reports | Direct: up to 7

Key responsibilities

- Lead Red Cross in Tasmania to achieve our common objectives and outcomes, including the programs specific to their geographic responsibility
- Take a national leadership role focused on achieving Strategy 2020 and the related goals and outcomes
- Become a subject-matter-expert on a cross-cutting theme of national or global importance
- Build strong external relationships, and, influence and advocate on issues relating to Strategy 2020 and impacting on the community
- Proactively and effectively support and work with the Tasmanian Divisional Advisory Board
- Lead, support and mobilise Red Cross members and volunteers in Tasmania
- Apply sound financial acumen and strategic thinking to all budget and planning processes
- Positive contributor and member of the Leadership Team
- Lead and model values and behaviours to maximise empowerment, performance and effectiveness of the Tasmanian team
- Inspire a positive culture of innovation, learning and contribution.
- Manage all areas of compliance and risk to protect the organisation and its people, and manage an acceptable level of underlying risk

Selection Criteria

- Demonstrated leadership experience within a community service or service delivery organisation
- Demonstrated success in driving cultural change, and high levels of engagement within a team or organisation
- Proven experience in working and engaging with local communities, advocating and implementing positive and lasting change
- Well-developed financial management skills and organisational acumen

- Demonstrated ability to build and foster relationships with external stakeholders such as peak bodies, local and state Governments and partner organisations
- Relevant tertiary qualifications, skills and/or experience in public service, business administration, community services or related fields

Leadership Capabilities

- Decision Making – makes decisions with open and informed thinking using data and evidence
- Influence – able to understand others, co-create solutions and influence using relevant information
- Planning – ability to design and implement short and long term goals, and measure the impact of these activities
- Innovation – create a learning environment, possess the courage to try new things and encourages other to learn from failure
- Adapting – managing self and wellbeing of others to respond to change and adapting conditions
- Achievement – strong belief in developing self, goal setting and the belief that your efforts can make a difference
- Leading – acting with self-awareness to lead and develop others
- Connection – creating and maintaining strong relationships both internally and externally

General Conditions

All Red Cross staff and volunteers are required to:

- Adhere to the 7 fundamental principles of Red Cross:
Humanity | Impartiality | Neutrality | Independence | Voluntary Service | Unity | Universality
- Act always in accordance with the Australian Red Cross Code of Conduct and Child Protection Code of Conduct
- Ensure our workplaces and services are inclusive and accessible for people of all abilities, backgrounds, cultures and identities
- Comply with the Work Health and Safety management system
- Undertake a police check prior to commencement and every 3 years thereafter. Police check renewals may be required earlier than 3 years to comply with specific contractual or legislative requirements

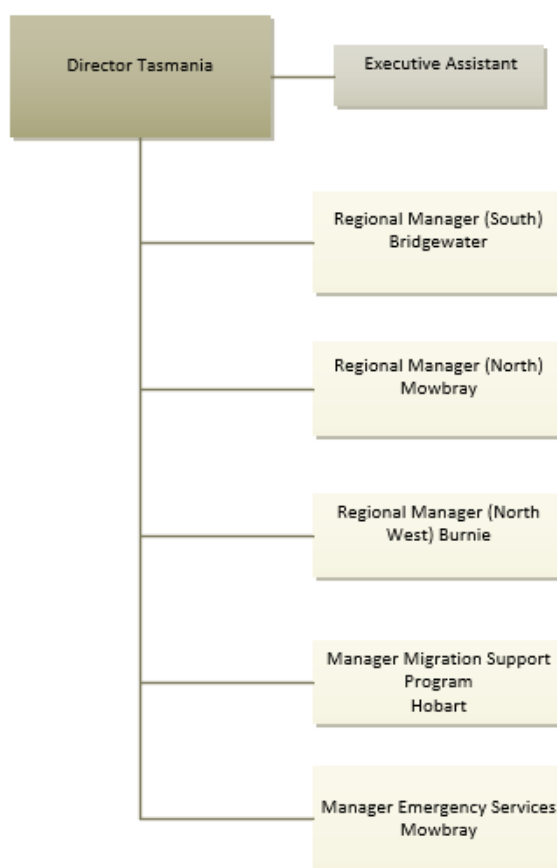
- Support a child safe organisation by undertaking screening for suitability to work with children, youth and vulnerable people and to comply with relevant state legislative requirements
- Assist the organisation on occasion, in times of national, state or local emergencies or major disasters

Tasmanian Operations

The Tasmanian directorate of Red Cross delivers services and programs across the State, with the main office based in Hobart. Other offices include Launceston, Bridgewater and Burnie.

Red Cross people in Tasmania:

- ▶ Volunteers: 1800
- ▶ Members: 450 (including 12 branches)
- ▶ Staff: 53 FTE (98 people)



In addition, support is provided to Tasmania from Human Resources, Finance and Volunteering.

There is a number of nationally reporting staff also based in Tasmania as well as Retail Stores, First aid trainers, Property and Travel functions

Other information

Submitting your application

Applications should include a cover letter highlighting relevant skills and experience together with a current resume.

A detailed written response to the selection criteria is not required. Key transferable skills and experience should be evident in your covering letter and resume.

To submit your application visit www.redcross.org.au/careers.aspx and keyword search job reference number 506774 to apply online.

Closing date: Sunday 11.55pm 10 December 2017

Initial enquiries

For initial enquiries please contact: Janice Murphy, Recruitment Manager on 03 8327 6932

Selection process

Short listing of applications will commence shortly after the closing date. It is anticipated that Panel interviews will be conducted with short listed applicants in mid-December.

Interstate applicants

Travel expenses will be reimbursed to short listed applicants attending interview from interstate upon provision of receipts (return economy airfare, taxi to and from airport).

Relocation assistance

Relocation reimbursement and assistance may be provided to the successful applicant if interstate relocation is required.

Useful links

For further information about Australian Red Cross please view:

Website

www.redcross.org.au

YouTube

<https://www.youtube.com/channel/UCYYwjiNOzS CCqDty8GQEtSPQ>

Facebook

<https://www.facebook.com/AustralianRedCross>

LinkedIn

<https://www.linkedin.com/company/australian-red-cross>

Twitter

https://twitter.com/RedCrossAU?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauth%5Eor

Instagram

https://twitter.com/RedCrossAU?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauth%5Eor

Learn more about our Strategy 2020

http://www.redcross.org.au/strategy2020/?_ga=1.89546905.304007636.1441320358

View our latest annual reports

<http://www.redcross.org.au/annual-reports.aspx>

Meet our people

<http://www.redcross.org.au/our-people.aspx>

Learn more about salary packaging

<http://www.maxxia.com.au/employers-business/your-industry/charity>

Australian Red Cross Blood Service

<http://www.donateblood.com.au/>

International Red Cross Movement

<http://www.redcross.org.au/movement.aspx>