

## POSITION DESCRIPTION – TEAM MEMBER

|                       |  |                         |                      |
|-----------------------|--|-------------------------|----------------------|
| Position Title        | Strategy and Growth Lead                       | Department              | Victoria Directorate |
| Location              | North Melbourne/Flexible                       | Direct/Indirect Reports | Nil                  |
| Reports to            | State Lead – Policy and Business Improvements  | Date Revised            | Aug 2021             |
| Industrial Instrument | Social Home Care and Disability Services Award |                         |                      |
| Job Grade             | Job Grade 6                                    | Job Evaluation No:      | HRC0021502           |

### • Position Summary

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 vision is human dignity, peace, safety and wellbeing for all. Our purpose is supporting and empowering people and communities in times of vulnerability, preventing and alleviating suffering across Australia and internationally through mobilizing the power of humanity.

Supporting this vision, the Strategy & Growth Lead will drive the identification and development of long-term growth strategies in Victoria to support implementation of Australian Red Cross' emerging new Strategy

Critical to the role's success will be the ability to develop key strategic relationships and partnerships both internally and externally (private, government and community) to achieve strategic growth and investment/re-investment in Red Cross' areas of interest. leadership to determine and build consensus around priorities

The role will work closely with national and state key stakeholders in Strategic planning to ensure an informed and integrated approach, leveraging shared opportunities for collaboration and growth across the Organisation.

### • Position Responsibilities

#### Key Responsibilities

- In line with Red Cross' vision, and in consultation with the Victorian Director and Senior Leadership Team, identify and develop a future growth strategy that reflects organisational strategic growth priorities that are adaptive, agile and measurable leveraging current program successes and points of difference
- Research and develop a current Mapping Profile (i.e. stakeholders, services and programs) of appropriate sectors (eg. Justice, Emergency Services or Migration)
- Develop and maintain meaningful and productive relationships with internal stakeholders
- Consult and work closely with program advisers and subject matter experts to ensure strategic growth strategies align with best practice national and international research and evidence
- Engage and liaise with Program Leads and across departments in order to facilitate strategic growth planning and growth by consulting, negotiating, influencing and building consensus among internal stakeholders with different priorities and perspectives

- Provide balanced, evidence-based and frank advice to leadership on a variety of strategic opportunities and considerations/issues supporting leadership to determine and build consensus around priorities
- Shape and drive the development of strategic growth strategies, plans and tactics that underpin priorities and assist in the implementation of activities designed to realise priorities
- Develop plans for growth and expansion to existing, new and/or reimagined services in alignment with Red Cross Strategic direction and best practice principles and other related frameworks
- Develop appropriate frameworks and tools to implement the growth strategy to achieve measurable impact for people experiencing vulnerability
- Develop and maintain meaningful and productive relationships external stakeholders to promote the work of Red Cross and identify opportunities for growth, investment/re-investment and shared collaboration
- Actively support department planning in line with growth outcomes, especially in regional areas and help maintain Red Cross presence in communities
- Seek funding opportunities to support strategy delivery in emerging markets, considering both potential threats and opportunities
- Raise the profile of Red Cross by actively networking, attending and presenting at forums etc identifying future growth opportunities and sharing the work of Red Cross with future/prospective key stakeholders and partners.

## □ Position Selection Criteria

### Technical Competencies

- Excellent stakeholder management skills and demonstrated ability to negotiate, advocate, and influence internal and external stakeholders at all levels, with exceptional skills in building consensus
- Demonstrated ability to develop and implement growth strategies with clear understanding of short, medium and long-term goals
- Demonstrated ability to think strategically to support the delivery of program outcomes with clear experience in environmental scanning, innovative thinking and analysis
- High level understanding of and experience in one or more key focus area, understanding the operating environment and knowledge of future trends in the sector
- Highly developed communication skills, including writing strategic proposals, concept notes, project plans, briefs and polished presentations
- Excellent interpersonal skills and cultural competency skills with ability to communicate and collaborate effectively with a diverse range of stakeholders to negotiate outcomes
- Demonstrated ability to work autonomously and as part of a team in a complex organisation, with highly developed organisational skills managing competing priorities within specified time frames
- Demonstrated ability to identify funding opportunities, engage with potential funders, develop, and write grant proposals
- Demonstrated high level of confidence and competency in MS office and use of software packages, programs and other technologies.

### Qualifications/Licenses

- Tertiary qualifications with/or in depth experience in a corporate, consultancy growth environment
- Demonstrated leadership experience, in one or more key focus areas: **Emergency Services, Justice, or Migrations Support**
- Human Centred Design and Agile qualifications or experience desirable.

## Behavioural Capabilities

- **Personal effectiveness | Achieve results |** Demonstrated ability to manage work and achieve the results committed to. Ability to evaluate progress and make adjustments needed to achieve goals. Accept responsibility for mistakes and learn from them.
- **Team effectiveness | Collaborating |** Demonstrated capability to work with others to reach common goals, sharing information, supporting and building positive and constructive relationships.
- **Team effectiveness | Communicating |** Demonstrated capability to communicate clearly and concisely ensuring messages are understood. Ability to express ideas clearly, listen effectively and provide feedback constructively.
- **Organisational effectiveness | Thinking strategically |** Demonstrated understanding of how an individual's role and work contributes to achieving organisational goals. Ability to think ahead and plan accordingly.

## □ 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 at all times in accordance with the Australian Red Cross Ethical Framework and Child Protection Code of Conduct
- Demonstrate skill, knowledge and behaviour to work with Aboriginal and Torres Strait Islander people in a culturally respectful way
- Comply with the Work Health and Safety management system
- Undertake a police check prior to commencement and every 5 years thereafter. Police check renewals may be required earlier than 5 years in order 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/territory legislative requirements
- Assist the organisation on occasion, in times of national, state or local emergencies or major disaster

