

Our vision

Trusted as the leading humanitarian organisation making a genuine difference in the lives of people and communities.

Our purpose

Bringing people and communities together in times of need and building on community strengths.

We do this by mobilising the power of humanity.

Our Fundamental Principles

Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, Universality

Our Values

We are part of a movement.



We Respect

As humanitarians, we put people first, listening to, understanding and respecting each other.



We aspire

We are curious, optimistic and we learn, because we want to do and be better.



We collaborate

We achieve our best by bringing people together on shared goals.



We stand up

We face challenges and opportunities with courage and compassion.



We deliver

We take ownership of delivering on our goals and make genuine impact.



<https://www.redcross.org.au/>

At Australian Red Cross we:

- Adhere to the 7 fundamental principles of Red Cross
- Act at all times in accordance with Australian Red Cross Ethical Framework and Child Protection Code of Conduct and applicable policies
- Strive to create a safe and inclusive culture with wellbeing at its centre. We embrace diversity and welcome Aboriginal and Torres Strait Islander people, and people with different lived experiences, abilities, gender, ethnicity, age, and sexual orientation. We are a child safe organisation with zero tolerance of any harm to children. Our vision is to be trusted as the leading humanitarian organisation making a genuine difference in the lives of people and communities.

Position Description

Position Title	Specialist – Modern Slavery	Department	Risk
Location	Flexible	Direct/Indirect Reports	No Reports
Reports to	Senior Manager - Modern Slavery	Date Revised	October 2023
Industrial Award	Social, Community, Home Care and Disability Services Industry		
Award Level	5	Red Cross Job Grade	5
Job Level	Individual Contributor	Job Evaluation No:	HRC0080207
Special Measures			

Position Summary

This role will lead in the developing and establishment of corporate, philanthropic, and other partnerships to increase capacity to respond to modern slavery in a way that protects survivors and deliver further support for the Support for Trafficked People Program (both financial and non-financial). Together with the partnerships team, establish and grow partnerships that deliver both financial and non-financial value for the Support for Trafficked People Program

Position Duties

Key responsibilities/accountabilities

- Work with the Lead for Trafficking to map and analyse current service gaps and additional support requirements for people in the Support Program and identify partners that can provide services and benefit from modern slavery resources and training
- Design and execute plans to engage with corporates, philanthropic, industry and other partners to increase capacity to respond to modern slavery risks based on lived experience
- Develop partnerships to increase supports available for survivors of trafficking and slavery currently supported through the Support Program
- Lead the development and delivery of training packages and training materials targeted to businesses as part of existing or new partnership agreements.
- Together with the Modern Slavery Project Lead, provide specialist advice on how to identify and respond to modern slavery risks
- Prepare and submit high-quality pitches, funding proposals and grants/tenders
- Consult and engage with other areas across Red Cross to identify and promote opportunities to develop partnerships to support survivors in the Support Program.
- Perform other duties, tasks and activities associated with this role as reasonably required by Australian Red Cross

Key relationships

- Senior Manager – Modern Slavery
- Support for Trafficked People Program
- Partnerships
- Key partners and industry groups

Person Requirements

Key Behavioural and Technical Capabilities

- Excellent relationship building skills with the ability to develop strong relationships with decisions makers
- Ability to work under general direction from senior employees, autonomously and as part of a team with flexible, positive and collaborative approach
- Ability to lead and facilitate productive discussions with staff and stakeholders
- Well-developed planning, research and proposal/report writing skills
- Ability to develop interactive, engaging training materials around technical subject matter
- Sound project management, problem solving and analytical skills and attention to detail
- Ability to exercise initiative with discretion and judgement and apply risk management controls as needed
- Sound analytical and research skills including the ability to analyse data and evidence and apply findings as appropriate
- Achieve the best outcomes by bringing people together to work towards common goals (both internally and with external partners)
- Excellent interpersonal, written and verbal communication skills

Experience

Desirable:

- Sound discipline knowledge gained through experience in modern slavery and human trafficking/forced labour
- Knowledge of relevant Australian legislative and regulatory frameworks
- Experience in developing partnerships and engaging stakeholders
- Experience in research, proposal writing and developing interactive and engaging training materials
- Demonstrated knowledge of and experience in working with culturally appropriate and sensitive services supporting people from culturally and linguistically diverse backgrounds

Qualifications

- Relevant degree in law, Arts, Business, Commerce, Marketing or related field with relevant experience or less formal qualifications with specialised skills

Wellbeing, Health and Safety

It is our vision to be harm free and committed to providing and maintaining a safe and healthy environment for volunteers, members, staff, contractors, clients, customers, and others who may be involved in our work. Our Wellbeing Health and Safety direction is aimed at building a 'safety mindset' into our daily work, assessing and reducing risk, reporting hazards and incidents, and providing Red Cross people with a positive, healthy workplace.

- Identify and understand the current and future risks involved in undertaking your role and service delivery activities, then competently manage those risks so that everyone is safe
- Comply with the Work Health and Safety management system

Key Job Requirements

Licenses/compliance screening

Screening is required prior to commencement. Renewals may also be required during your employment in order to comply with specific contractual or legislative requirements.

A clearance to work with children	No
Driver's License	Yes
A clearance to work with vulnerable adults	No
Police check	Yes - every 5 years
National Disability Insurance Scheme (NDIS) check	No
Influenza Vaccination	No