

POSITION DESCRIPTION

POSITION TITLE	Head of Strategic Partnerships and Business Development
FUNCTION	Strategy and Impact
DEPARTMENT	Strategic Partnerships
REPORTS TO	Chief Strategy and Impact Officer

ORGANISATIONAL PURPOSE

Our vision at the Brotherhood of St Laurence is for an Australia free of poverty. We pursue lasting change for a fairer and more compassionate Australia.

Our organisation employs over 1,500 staff and is supported by 1,000 volunteers. We partner with governments, industry and communities to address poverty across the nation.

Our work is varied. We deliver services to build capability and confidence across the life course, from the early years, youth and employment to services for people with disability and for older people in Australia. Our Op Shops and social enterprises are well known. So too are our programs that support digital literacy, energy efficiency and financial wellbeing. We research the causes and effects of poverty and connect policy, practice and research to advocate national, state and local policy responses for people experiencing disadvantage.

FUNCTIONAL PURPOSE

The Strategic Partnerships and Business Development function engages with the non-government, philanthropic, private and public sectors to grow BSL's opportunities and amplify its impact to create lasting change and an Australia free of poverty. Partnerships will leverage the strengths of other organisations to complement BSL's strategic priorities and advance common goals and interests.

POSITION PURPOSE

The Head of Strategic Partnerships and Business Development is responsible for building BSL's capacity to innovate and pursue opportunities in line with our mission by:

- Building income streams that are independent of service delivery commitments, including fundraising;
- Developing & deepening long-term partnerships that will support BSL's work in policy development, research and advocacy;
- Coordinating and supporting grant applications (private and government) across the life-cycle from opportunity identification, through to submission and handover;
- Establishing practices and standards that enable BSL to operate effectively as one organisation with key strategic partners.

KEY RESPONSIBILITIES AND DUTIES:

Strategy/Planning	<ul style="list-style-type: none"> • In collaboration with the Chief Strategy and Impact Officer, champion and drive BSL's strategic priorities. • As a Head of Department at BSL, contribute to the development, prioritisation, implementation, monitoring and refinement of BSL's strategic priorities, working collaboratively to coordinate strategic direction, and to synthesise insights on near and long term impact, opportunities and challenges. • Take responsibility for developing and implementing the strategic partnerships and business development strategy • Undertake strategic modelling, analysis and scenario planning for the organisation that measures impact and return on investment. • Support the effective use of monitoring, reporting and evaluation of strategic priorities, service activity, outcomes and impact, to articulate the value of BSL at the individual, community and broader society levels. • Support greater innovation and practice development across BSL, developing a shared understanding of how policy, research and practice combine to deliver lasting change in our community.
Partnership identification and development	<ul style="list-style-type: none"> • Identify and cultivate potential partners across philanthropic, private and public sectors. • Identify gaps in social service delivery at state and federal level that pose a risk to cause poverty. • Build networks and alliances of like-minded organisations based on highlighting and addressing areas of disadvantage and inequality such as unemployment, homelessness, and access to education and early childhood services. • Monitor the limits in BSL's capability and identify opportunities to address this by partnering with other organisations and agencies • Work with key partners and stakeholders to create multi-organisation funding proposals to meet gaps in service delivery and areas of acute community need. • Help diversify BSL's funding profile by building partnerships with non-government financial supporters.
Identification of new revenue streams and partnership opportunities	<ul style="list-style-type: none"> • Ensure that new business and service opportunities are identified and assessed against strategic priorities. • Support the development of new programs, services and enterprises, especially those operating in contestable markets, by providing expert advice, analysis and commercial insight • Obtain market intelligence, promote BSL, and enhance our reputation. • Identify, develop business cases and seek approval for opportunities to grow existing services in accordance with organisational strategy. • Support, and where necessary lead, the development of tender applications and other promotional writing • Seek opportunities to ensure continuous improvement • Coordinate and manage execution of contractual agreements with stakeholders, ensuring agreements are fully executed by both parties and stored in BSL's Contract Repository • Handover to internal stakeholders for implementation, including any performance metrics, reporting or acquittals required, providing guidance and support until commencement of services.

People Management and Accountability	<ul style="list-style-type: none"> • Lead and development a high performing team across Strategic Partnerships, maximising employee engagement and enablement. • Foster a culture of collaboration, empowerment, respect, trust and inclusion within Strategic Partnerships and across BSL by modelling and demonstrating constructive working relationships. • Contribute to the strategic management by leading the organisation's push for a customer focused culture. • Demonstrate a commitment to BSL's quality framework and culture by participating in and promoting quality actions through continual improvement activities. • Provide coaching and support to all direct reports in the performance of their duties, monitoring and providing appropriate feedback in accordance with BSL policies and procedures • In collaboration with the Chief Strategy and Impact Officer set goals and objectives to ensure outcomes are met. • Model BSL values and adhere to the Code of Ethical Behaviour in everyday work practices. • Take responsibility for managing risk, safety, health and compliance in own area of responsibility and ensure steps are taken to prevent unsafe work practices in accordance with Brotherhood policies and procedures.
Stakeholder Management	<ul style="list-style-type: none"> • Builds strong partnerships, identifies ways to build and strengthen relationships, and delivers solutions. • Represent the organisation in a variety of professional forums, boards, and committees, in order to promote the organisation.
Compliance and Reporting	<ul style="list-style-type: none"> • Undertake strategic and tactical risk modelling and scenario planning for business-critical decisions to support business strategy and to identify and mitigate risk in line with the risk appetite.
Adapt to organisational needs	<ul style="list-style-type: none"> • Carry out other duties as are within the limits of their skill, competence and training.

SCOPE OF RESPONSIBILITY

Direct Reports: TBA

Indirect Reports: TBA

ORGANISATIONAL RELATIONSHIPS

Internal Stakeholders: Members of BSL's workforce, Leads, Managers, Senior Managers, and the Executive Team

External Stakeholders: Philanthropic, Business, Government Strategic Partners, Supporters, Suppliers, Statutory Authorities, Peak Bodies and Community Organisations.

KEY SELECTION CRITERIA

Career experience

- proven experience in strategic stakeholder engagement and business development or similar role within the not-for-profit or government sector.
- demonstrated understanding of "for purpose sector" business models, philanthropy, and

government funded service provision.

- demonstrated knowledge and experience with organisational strategic development, planning, continuous improvement, evaluation and monitoring.
- track record of leadership and familiarity with BSL's current and potential partners.

Personal qualities

- an energetic, inspiring, and collaborative leadership style with demonstrated success in building and maintaining effective working relationships at all levels both internally and externally.
- well-developed interpersonal, influencing, negotiation and communication skills
- applies knowledge of business and the marketplace to advance BSL's goals
- relates openly and comfortably with diverse groups of people.
- demonstrated experience delivering organisational projects, problem solving and leading multiple priorities in a changing environment.
- modelling ethical behaviours to establish and maintain a culture of collaboration, honesty and integrity that reflects BSL's values and ideals.
- consistently achieves results, even under tough circumstances.

Qualifications/other

- relevant tertiary qualifications and significant relevant experience.

Mandatory Employment Criteria

- As a senior role this position may work at any time across the week in various work locations in order to successfully perform the role.
- Proof of eligibility to work in Australia is required.
- A satisfactory Police Check is required. BSL will facilitate this process.
- A Working with Children Check is required for this position. BSL will facilitate this process.