

Director, International & Movement Relations

Information pack



the
power of
humanity



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 wellbeing 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. 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, now extended until 2022, is summarised on the next page.

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



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



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

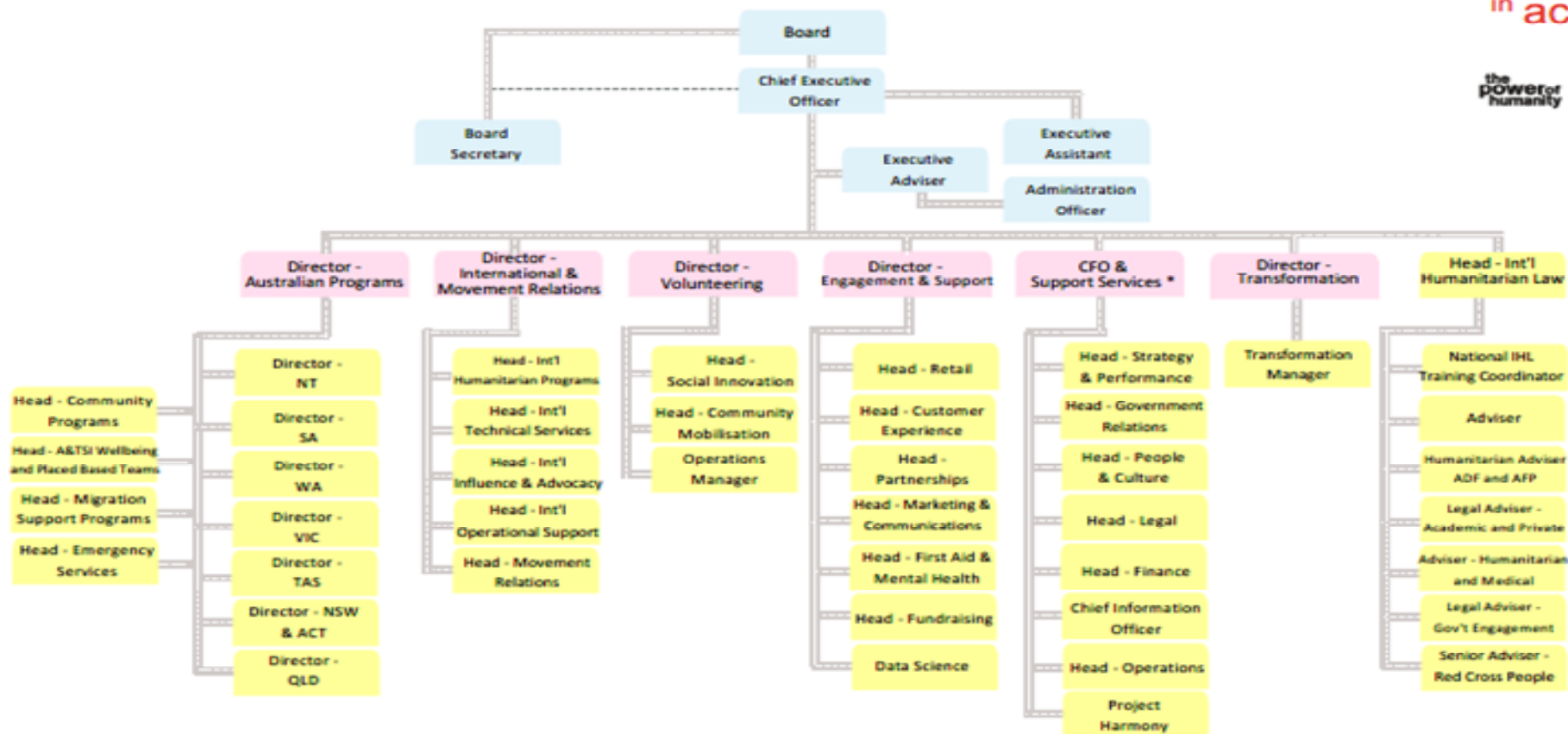
the power of humanity



* exact amount to be confirmed.

Red Cross Leadership Organisational Structure

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in action



Indicates Executive Team Member

* Title to be confirmed

as at January 2020

Red Cross 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 is fully responsible for leading Australian Red Cross— 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.

Judy Slatyer | Chief Executive Officer

Christopher Wheatley | CFO & Support Services (Acting)

Penny Harrison | Director, Volunteering

Michael Annear | Director, International and Movement Relations (Acting)

Noel Clement | Director, Australian Programs

Belinda Dimovski | Director, Engagement and Support

Caroline Sheehan | Director, Transformation



International and Movement Relations Leadership Team

The International & Movement Relations Leadership Team provides a bridge between strategy and operations across Asia Pacific to achieve Strategy 2020.

The team works to enhance the impact of the Movement as a whole and the role of Australian Red Cross within the Movement.

The team:

- Provides operational leadership and direction setting for programs and services
- Partakes in strategic and operational networking
- Undertakes field intelligence and horizon scanning to stay abreast of emerging trends
- Identifies resource mobilisation, needs and prioritising resource allocation
- Inputs into executive decision making and strategy

Michael Annear | Acting Director, International

Katy Southall | Head of International Humanitarian Programs

Veronica Bell | Head of International Technical Services

Fiona Tarpey | Head of Influence and Advocacy (International Programs)

Kalene Caffarella | Acting Head of International Operations Support

Sughra Fiaz | Executive Assistant

Position Description

Position: Director, International and Movement Relations

Location: Melbourne, Victoria

Reports to: Chief Executive Officer

Budget: Expenditure - \$25M / Revenue - \$30M

Position summary

The role of Director, International & Movement Relations leads the work of Australian Red Cross on international disaster risk reduction and humanitarian outcomes with a focus on the Asia Pacific, provides thought leadership on global reforms in the humanitarian sector, and leads and coordinates our organisation-wide strategy and relationship with the Red Cross, Red Crescent Movement. The position reports to the CEO and is part of the Executive Team.

Key Responsibilities

- Oversee the implementation and ongoing evolution of the organisation’s international programs and Movement engagement strategies; taking advantage of external trends and mitigating risks through regular horizon scanning and strategic adaptation
- Translate the Australian Red Cross strategy into actionable goals and implement goal setting, performance management and annual planning and budgeting across international programs and movement relations group
- In collaboration with other Directors, coordinate and lead the organisation to enhance the impact of the Movement as a whole and the role of Australian Red Cross within the Movement.
- Specifically, be a key influencer in the Movement on locally-led humanitarian action, international disaster risk reduction and management, capacity and resilience building of National Societies and protection, gender and inclusion

- Working closely with the Engagement and Support Director and Head of Government Relations to ensure Australian Red Cross has the necessary government and non-government relationships to broker and maintain mutually beneficial partnerships; and mobilise the resources needed to deliver the international programs strategy
- Ensure Red Cross’ international programs deliver humanitarian impact and outcomes and meet all contractual and compliance obligations
- Ensure Red Cross has appropriate policies, frameworks and procedures in place to safeguard vulnerable people who encounter Red Cross through its international programs
- Oversee the support, deployment, management of and hold responsibility for the security of delegates deployed internationally in a range of advisory roles
- Oversee reporting in areas of accountability, ensuring that it is relevant, simple and timely with actionable recommendations for the Executive team and, where necessary, governance
- Represent the organisation at appropriate media, speaking and other engagements

What you will bring

- Extensive knowledge and leadership experience in international humanitarian sector (experience in the field strongly preferred)
- Significant experience operating in the global humanitarian context including experience with multilaterals such as Red Cross/ Red Crescent Movement, UN agencies and International NGO’s
- Experience in international disaster risk reduction and international emergency response

- Demonstrated success in achieving positive outcomes through working with partners and key stakeholders including in large networked organisations
- Experience working in – or exposure to - the not for profit sector and /or ability to work effectively with volunteers, members and Boards and delivering outcomes on approved objectives
- Ability to work within an ambiguous, fast-moving environment, while also driving toward clarity and solutions; demonstrated resourcefulness in setting priorities and best use of limited resources
- Outstanding verbal and written skills
- Possess personal qualities of integrity, credibility, and commitment to corporate mission

Qualifications / Licences

- Relevant tertiary qualifications
 - A working with children check is a mandatory requirement for this role
- Behavioural Capabilities

Achieve results | Demonstrated ability to lead individuals and teams to achieve the results committed to. A proven track record in developing and maintaining a high-performance culture to support the organisation’s work with clients and communities.

Collaborating | Proven track record as an approachable and collaborative leader. Demonstrated understanding of the needs of internal and external stakeholders and works to build effective relationships with all.

Focussing on clients | Proven track record in developing strategies focussed on delivering quality outcomes for clients. Takes into account external events and trends impacting the organisation and identifies opportunities to influence the external environment.

Thinking strategically | Demonstrated understanding of key drivers of success to

enable achievement of organisational goals. Ability to continually review environmental factors potentially impacting clients and services and grow the influence of the organisation on humanitarian issues.

Innovating and improving | Demonstrated capability to lead and model work habits and behaviours that ensure individuals and teams can contribute to new ideas and ways of working constructively.

General Conditions

- All Red Cross staff and volunteers are required to adhere to the 7 fundamental principles of Red Cross
- Act at all times in accordance with the Australian Red Ethical Framework 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 5 years thereafter. Police check renewals may be required earlier than 5 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/territory legislative requirements
- Assist the organisation on occasion, in times of national, state or local emergencies or major disasters

Humanity in action: our international work

Our international work reflects the work we do with the Australian community every day helping people cope with disasters and personal crises, reuniting families separated by war and conflict, strengthening families and communities and promoting humanitarian values and international humanitarian law.

In times of crisis, Red Cross is there

Australian Red Cross is part of the Red Cross Red Crescent Movement, a worldwide community of humanitarians

Local impact, global reach

We work in the remotest of villages and the largest of cities. We can help a family to develop an emergency preparedness plan or a country to create better disaster management laws. Our people know the communities and are first on the scene in a crisis

Auxiliary to government

We support the public authorities of 189 countries in their humanitarian work. At the same time, we remain independent from all governments to pursue our humanitarian mandate.

Neutral, impartial and independent aid

We do not take sides in conflict or politics. This means we will treat the wounded and offer aid to those who need it, regardless of which side they are on. We maintain our autonomy to act at all times in accordance to our principles.

Voluntary service

We work through volunteers – 17 million of them – recruited from the communities they serve.

International engagement

We work along the humanitarian-development continuum.

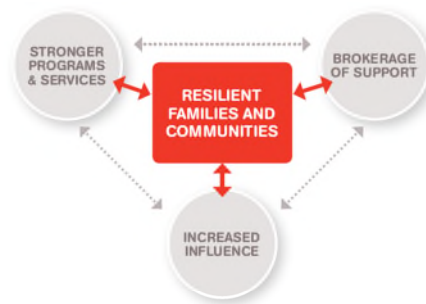
We are part of a global humanitarian network that also supports international development work. Our work is aligned with globally endorsed humanitarian and development frameworks, policies and principles.

We partner with National Societies in the Asia Pacific region to support communities prepare for, respond to and recover from disasters and humanitarian crises.

We work globally to strengthen the capacity of the Movement to respond to emerging vulnerabilities and challenges through the development of policy, strategic frameworks, resolutions, implementation plans strengthening technical capacity, and the provision of specialist aid workers where needed.

How we help

We seek to save lives, build resilient communities and support people in disasters.



Program themes

Disaster management

Reducing the impact of disasters

Health and water, sanitation & hygiene

Improving health and wellbeing

Humanitarian action

Responding to humanitarian crises

Protection, gender and inclusion

Working with women, children and people with disability.

Organisational development

Strengthening local humanitarian organisations

How we measure success

A commitment to quality and effectiveness drives everything we do.

- Being accountable to those we work with
- Acting on evidence
- Demonstrating our value for our donors

Other information

Submitting your application

During your online application you will be prompted to upload your resume and the option to upload your cover letter.

It is not necessary for you to address each of the selection criteria as part of your application but you could highlight your transferrable key skills and experience in a cover letter.

We strongly encourage you to include a covering letter as part of your application for this role.

To submit your application visit www.redcross.org.au/careers.aspx and keyword search job reference number **514148** to apply online.

Closing date: 10 March 2020

Additional enquiries

For initial enquiries please contact: Carissa Williams – 03 9345 1881

Selection process

Shortlisting of applications will commence shortly after the closing date. This will be followed by panel interviews conducted with shortlisted applicants.

Remote applicants shortlisted for interview will be interviewed via video conferencing or Skype. Where we request an applicant to attend an interview in person, travel expenses will be reimbursed 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/user/AustralianRedCross/>

Facebook

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

LinkedIn

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

Twitter

<https://twitter.com/RedCrossAU>

Instagram

<https://www.instagram.com/redcrossAU/>

Learn more about our Strategy 2020

<https://www.redcross.org.au/about/how-we-help>

View our latest annual reports

<https://www.redcross.org.au/news-and-media/publications/annual-reports>

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>