

Director, Western Australia



Information pack

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 – 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 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

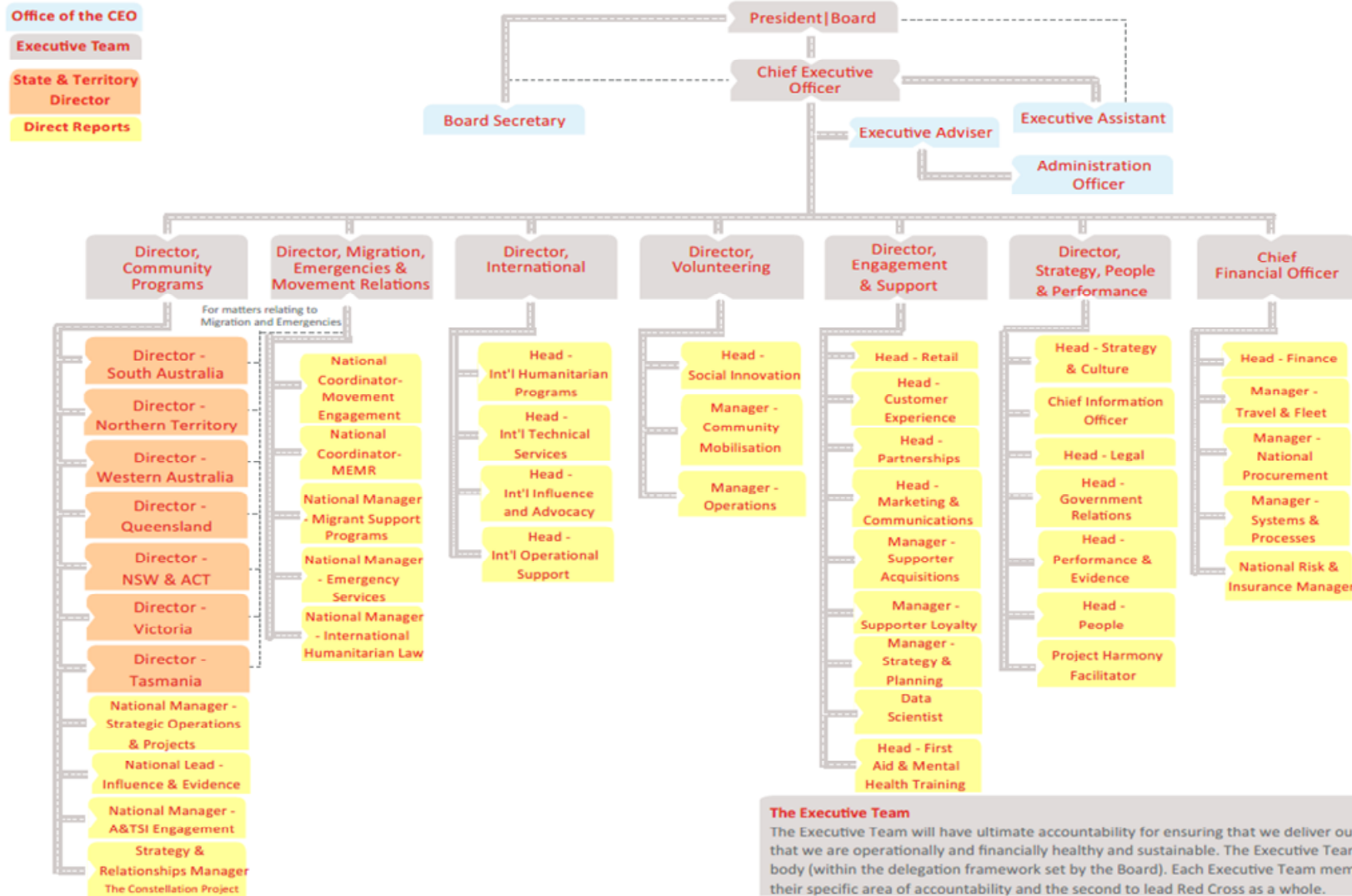
the power of humanity



* exact amount to be confirmed.

Red Cross Executive Organisational Structure

humanity
in action



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.

Judy Slatyer | Chief Executive Officer

Chris Wheatley | Director, Strategy, People 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

Cameron Power | Chief Financial Officer

State & Territory Directors

The State Directors Team provides a bridge between strategy and operations across Australia to achieve Strategy 2020. The team works 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
- 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
- Focuses on harmonised implementation and collective impact
- Provides peer support, review and guidance.

Andrew Kenyon | Director, Northern Territory

Poppy Brown | Director, New South Wales & ACT

Garry Page | Director, Queensland

Vacancy | Director, Western Australia

Sharon Watchel | Acting Director, Tasmania

Sue Cunningham | Director, Victoria

Mark Groote | Director, South Australia

Position Description

Position: Director, Western Australia

Location: Perth, Western Australia

Reports to: Director of Community Programs

Budget: Approximately \$21M

Position summary

The Director, Western Australia is accountable for leading Australian Red Cross operations in Western Australia. 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, this position 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 West Australian Divisional Advisory Board and building our member and volunteer base in WA.

The Director 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, and contribution to relevant strategic outcomes.

Key Responsibilities

- Lead Red Cross in Western Australia to achieve our common objectives and outcomes, including quality delivery of programs and activities specific to their geographic responsibility.
- Ensure local program consistency with Australia-wide policies, strategies and program models.
- Contribute to national leadership to achieve Strategy 2020 and the related goals and outcomes, including specific roles and focus as negotiated and agreed.

- Build strong external relationships/partnerships and influence and advocate on issues relevant to Strategy 2020 and impacting the community.
- Proactively and effectively support and work with the West Australian Divisional Advisory Board.
- Lead, value, support and mobilise Red Cross members and volunteers in Western Australia.
- Apply sound financial acumen and strategic thinking to all budget and planning processes.
- Significantly grow revenue/ sustainability of programs and activities aligned to Strategy 2020.
- Positive contributor and member of the Cross-organisation Leadership Team.
- Lead and model work behaviours to maximise empowerment, performance and effectiveness of the West Australian team.
- Inspire a positive culture of innovation, recognition, learning and contribution.
- Manage all areas of compliance and risk to ensure meet all contract deliverables, legal requirements and protect the organisation and its people, and manage an acceptable level of underlying risk.

What you will bring

- Demonstrated leadership experience within a community service or service delivery organisation
- Demonstrated success in working with volunteers, driving cultural change and high levels of engagement within a diverse team or organisation
- Proven experience in engaging with local communities including Aboriginal and Torres Strait Islander communities
- Well-developed financial management skills and organisational acumen
- Demonstrated ability to build relationships with external stakeholders such as peak bodies, local and state Governments and partner organisations

- Demonstrated track record to mobilise funding and resources to achieve strategy and sustainability.
- 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

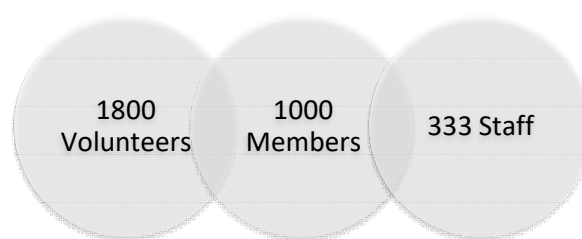
General Conditions

- All Red Cross staff and volunteers are required to adhere to the 7 fundamental principles of Red Cross
- 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

West Australian Operations



The Western Australia (WA) office values our members, volunteers and staff and the work they do to help people with a vulnerability achieve their goals and independence.

Services and programs are delivered across the State, with the main office based in East Perth.

We have regional offices in Broome, Bridgetown, Bunbury, Derby, Kwinana, Kalgoorlie and Boulder (Short Stay); and two other premises in Perth – Lady Lawley cottage in Cottesloe, and Community Programs Office in Osbourne Park.

Services and programs

Community Programs helping people and communities experiencing vulnerability. Programs currently delivered include – Homeless, Family Support, Justice, Aged Care, Place Based, Aboriginal Community work, Youth, Carers, Financial Counselling,

Emergency Services helping communities prepare, respond and recover from emergencies and disasters.

Lady Lawley Cottage providing respite care for children with disabilities.

Mobilisation Hub supporting and empowering member and volunteer action.

Migration support promoting inclusion and actively supporting newly arrived and vulnerable migrants, including through the Humanitarian Settlement Program.

Direct reports

- Executive Assistant
- Project Manager
- Aboriginal and Torres Strait Islander Lead
- State Manager Emergency Services
- Mobilisation Lead
- State Lead Migration
- Senior Manager Community Service
- Senior Manager Lady Lawley Cottage

Dotted line reports

- Regional Finance Business Partner
- Human Resources Manager SA / WA
- Regional General Manager Retail

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.

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 **512291** to apply online.

Closing date: 11.55pm Sunday 1st September 2019

Initial enquiries

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

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>