

Executive Director – Research and Advocacy

Department/Team

Research and Advocacy

Reports To

This role reports to the Chief Executive Officer

Supervisory Scope

This role has positions reporting to it and may manage time-limited projects and programs

Position Type

Full-time, flexible

Location

Hybrid, Brisbane CBD

Objective/Purpose of the Role

To lead and drive PeakCare's research and advocacy initiatives, focusing on creating systemic changes in the child, youth and family sector. This role aims to integrate an understanding of the complex interplay between child protection and sectors such as youth justice, mental health, education, and disability, while also promoting sector education and public awareness activities. By fostering effective partnerships, maintaining high member engagement, and employing evidence-based approaches, the Executive Director will ensure that advocacy efforts are inclusive, culturally informed, and effectively communicate the organisation's mission to protect and support children and their families.

Key Responsibilities and Duties

- **Member Engagement and Management:**
 - Lead Member Relations: Manage PeakCare's relationships with its members, ensuring their active engagement and satisfaction. Regularly consult with members to align organisational activities with their needs and perspectives.
 - Support Member Needs: Implement strategies to support members in service delivery, offering guidance, resources, and opportunities for professional development.

- **Policy Analysis and Submission Development:**
 - Conduct Policy Analysis: Lead the analysis of policies impacting the child, youth, and family sector, ensuring recommendations are evidence-based and intersectional.
 - Coordinate Submissions: Oversee the development of policy submissions, ensuring they reflect member priorities and are informed by research.
- **Advocacy Initiatives:**
 - Develop Advocacy Strategies: Execute advocacy initiatives that support members and advance the sector's goals, with a focus on intersectionality and evidence-based approaches.
 - Intersectional Advocacy: Drive advocacy and policy development with an intersectional focus, addressing the interconnected needs of young people in care across sectors like youth justice, mental health, education, and disability. Lead efforts to integrate services for holistic support and improved outcomes.
 - Engage Stakeholders: Represent PeakCare in advocacy efforts, ensuring member voices are central and building partnerships to amplify impact.
- **Research Leadership:**
 - Oversee Research Projects: Direct research initiatives that inform advocacy and policy work, ensuring alignment with member needs and intersectional perspectives.
 - Disseminate Findings: Ensure research findings are communicated effectively to members and stakeholders to inform public discourse.
- **Awareness Raising and Sector Education:**
 - Sector Knowledge: Ensure the sector is aware of changes that may affect them through new research, strategies, policies and legislation and educate organisations on the impact of the change.
 - Lead Awareness Campaigns: Coordinate campaigns to raise public awareness of key issues, ensuring alignment with advocacy goals.

Required Qualifications

- Possession of a relevant degree from a recognised tertiary institution relevant to the duties of the position. Post graduate experience would be viewed favourably.
- Previous appointments, service and/ or study combined with high-level experience, expertise and exemplary competence relevant to the duties of the position
- Applicants are advised that PeakCare staff are required to attain and maintain a current Blue Card (Queensland's Working with Children Check)

Preferred Qualifications

- Applicants with post-graduate qualifications in social services or health would be viewed favourably.

Performance Goals

1. **Member Engagement and Influence:** Drive member engagement initiatives that lead to high levels of member satisfaction and active participation in PeakCare's activities, ensuring that member voices inform all organisational activities.
2. **Policy Analysis and Advocacy Impact:** Lead the development of policy submissions and advocacy strategies that result in significant policy and legislative changes within the child, youth, and family sector, with a focus on intersectional issues and the promotion of rights and entitlements for children, young people, and families.
3. **Research Excellence:** Lead research projects that produce actionable insights and evidence, directly informing policy changes and enhancing practices within the child, youth, and family sector.
4. **Intersectional Policy Development:** Develop and advocate for policies and strategies that are informed by rigorous research and consider intersectional perspectives, ensuring that all voices, particularly those of marginalised communities, are represented.
5. **Sector Education and Awareness:** Lead sector education and public awareness initiatives that effectively increase understanding of key issues within the child, youth, and family sector, driving positive change and supporting improved service outcomes.
6. **Team Development and Leadership:** Build and lead a high-performing team dedicated to research, policy, and advocacy excellence. Build and maintain strong collaborative relationships with the senior leadership team, contributing to and promoting organisation's strategic priorities and supporting high-quality outcomes.

Working Conditions

This role is expected to travel intra and interstate on occasion.

Salary Range and Benefits

The position is classified as above-award for remuneration but aligns with the employment conditions as outlined in – Social, Community, Home Care and Disability Services Award (Social and Community Services Employees). A salary level will be established that is commensurate with the successful applicant's experience and qualifications. It is noted that PeakCare employees are able to access salary packaging options, as well as five weeks of annual leave per annum.

PeakCare makes an employer superannuation contribution in accordance with the Superannuation Guarantee plus an additional 1% which may be periodically reviewed and made subject to availability of funds.

Career Path

This role is on the senior leadership team and reports directly to the CEO. PeakCare strongly supports and actively invests in the development of its staff and a personalised career plan will be included as part of your ongoing performance review.

PeakCare's Core Principles

- Children and young people are at the centre of everything we do
- Our advocacy is independent, evidence-based and informed by the voices of our members and sector
- Our work is inclusive and respectful of diversity, culture and living-experience
- We are transparent, consistent, trustworthy and accountable in everything we do
- We are available to our members when and where we are needed
- Meaningful and trusted partnerships with governments, service providers and individuals are critical for our success
- We invest in our people and strive for excellence
- We create and hold a safe and inclusive environment where all ideas and contributions are valued and respected without judgment or prejudice.

Equal Opportunity Statement

At PeakCare Queensland, we are committed to creating and maintaining a fair, respectful, and inclusive environment for all individuals, regardless of their age, gender, race, ethnicity, national origin, disability, sexual orientation, gender identity, religious beliefs, or any other characteristic protected by applicable laws. We believe that diversity and inclusion are essential to our success and are integral to our mission to ensure the wellbeing of all children, young people, and their families.

We provide equal opportunities in all aspects of employment, including recruitment, hiring, training, promotion, and compensation. We strive to create a workplace that reflects the diversity of the communities we serve and where everyone feels valued, respected, and empowered.

PeakCare Queensland is committed to taking proactive steps to eliminate barriers and to foster an environment where differences are embraced, and individual contributions are recognised and valued. We encourage open dialogue and continuous improvement in our policies and practices to enhance equity and inclusion.

Together, we can build a stronger, more inclusive community that benefits everyone.

Application Process

Please submit your resume and a cover letter outlining your experience and suitability for the role to tallsop@peakcare.org.au . Applications for this role are assessed on the following criteria:

- **Member Engagement and Relationship Management:** Demonstrated ability to actively engage with members or stakeholders, manage relationships, and align organisational activities with member needs. Evidence of previous success in increasing stakeholder satisfaction and participation in organisational initiatives.
- **Policy Analysis and Submission Expertise:** Proven experience in conducting thorough policy analysis within the child, youth, and family sector, with an emphasis on evidence-based and intersectional approaches. Ability to coordinate and develop impactful policy submissions that influence legislative and policy changes.
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- **Advocacy Strategy and Execution:** Strong track record in developing and executing successful advocacy strategies that advance organisational goals. Experience in driving intersectional advocacy initiatives that integrate multiple sectors including youth justice, mental health, housing, domestic and family violence, education, and disability.
- **Research Leadership and Application:** Leadership in directing research projects that inform advocacy and policy work, ensuring alignment with organisational and member needs. Ability to disseminate research findings effectively to stakeholders, contributing to informed public discourse and policy development.
- **Sector Education and Public Awareness Campaigns:** Experience in leading sector education programs and public awareness campaigns that enhance understanding of key issues within the child, youth, and family sector. Demonstrated ability to drive positive change through education and awareness initiatives.
- **Cultural safety and partnerships:** Experience in developing genuine and culturally safe partnerships with Aboriginal and Torres Strait Islander Community Controlled Organisations and individuals.
- **Team Development and Leadership:** Evidence of building and leading high-performing teams dedicated to research, policy, and advocacy excellence. Ability to foster a collaborative and inclusive work environment that encourages continuous improvement and professional growth.