

Position description

Position title	: Director, Education
Reports to	: Executive Director, Social Impact Initiatives
Employment type	: Maximum term (12 months), Full-time or Part-time
Location	: Sydney or Melbourne
No. of direct reports	: 0-1
Date	: August 2024
Approved by	: Chief Executive Officer

The operating environment

SVA overview

Social Ventures Australia (SVA) is a not-for-profit organisation that works with partners to alleviate disadvantage – towards an Australia where all people and communities thrive.

We influence systems to deliver better social outcomes for people by learning about what works in communities, helping organisations be more effective, sharing our perspectives and advocating for change.

SVA Values

As a purpose-driven organisation, our values guide who we are, how we work and the decisions we make.



People at
the centre



Difference gives
us strength



Open and ready
to learn



Real change
takes time

Learn more about SVA's values [here](#).

First Nations Practice Principles

SVA is committed to providing a culturally safe workplace for all our First Nations employees, partners and clients. We commit that our work with First Nations peoples is aligned with our First Nations Practice Principles set out below.



Learn more about SVA's First Nations Practice Principles [here](#).

Team overview

SVA's Social Impact Initiatives (SII) conceives of and delivers projects to drive systemic change that will bring us closer to an Australia where all individuals and communities can thrive by reducing inequality.

Predominately philanthropically funded, the team uses a diverse set of capabilities to develop solutions to challenging social problems by shifting practices, policies and funding that impact the lives of people experiencing exclusion, poverty, or disadvantage.

The team's knowledge and expertise span a number of practice areas; currently First Nations, Education, Early years, Employment, Policy and Advocacy, Impact Investing and Commissioning for Outcomes. It delivers these initiatives in line with SVA's prioritisation framework, pricing methodology, project management, resource allocation and financial discipline/s to maximise the impact of our work and ensure the financial sustainability of SVA.

Activities include convening sector stakeholders, incubating innovative service delivery approaches, advocating for positive change, building the evidence base of what works and developing new ways of financing and contracting services.

Position purpose

The Director, Education is responsible for leading SVA's system change initiatives in the Education space and is a highly entrepreneurial role for an experienced leader, with deep knowledge of and passion for impact at scale in Education. This includes conceiving, directing and managing a suite of innovative programs delivering on outcomes, budgets, stakeholder relationships, business development and team performance.

The position also guides thought leadership, positioning and developing SVA's Education work, research and emerging innovation.

As part of SVA's Social Impact Initiatives Leadership Team, the role also contributes to the implementation of SVA's strategic plan, seeking to increase the impact and financial sustainability of the work and the overall unit. Furthermore, the role supports the development, improvement and conception of all SII work as a member of the SII leadership team. Finally, the Director Education is responsible for modelling SVA's values and behaviours and carries additional organisation wide leadership duties.

Position responsibilities

Specific responsibilities include:

- Build on existing work done in the Education space to understand the drivers of better outcomes for children from disadvantaged backgrounds, and ecosystem mapping, with identification of key gaps across the education system.
- Identifying, forming and managing key partnerships across the not- for-profit, government and business sectors.
- Work jointly with SVA's Partnerships and Fundraising team to identify and secure funding for the program of work.
- Build, structure, and manage a team to drive complex, new program/s of work, in collaboration with partners in the ecosystem. Building a team will be contingent upon sourcing funding.
- Lead program/s design including definition of operating model, activity design and scoping, financial model and impact targets.
- Lead strategy and advocacy design to develop opportunities for the initiative/s to realise their full potential.
- Achieve revenue, cost and expense targets according to financial plan/s.
- Lead stakeholder engagement and management including funders, school leaders and system supporters.
- Lead co-design and implementation of measurement and evaluation framework/s.
- Achieve and report on program/s activity targets.
- Provide high level advice and contribute to SVA's Education policy and advocacy agenda.
- Represent SVA at education sector events and forums.
- Lead, participate in and support organisational and transformational change initiatives.
- Contribute and support the implementation of SVA Stretch Reconciliation Action Plan commitments.
- Contribute to team goals, ensuring a safe and healthy environment for colleagues and stakeholders.
- Model SVA values.

Special requirements

To perform this position interstate travel may be required.

Person requirements

To effectively perform this position, the person will require the following:

Knowledge

- Demonstrated knowledge, passion and commitment to working in the social sector and on society's most important challenges.
- Understanding of Australian education systems, including early childhood and school settings across jurisdictions and sectors
- Demonstrated knowledge of education research and evidence processes
- Knowledge of current education systems policy environment and reform processes
- Understanding of policy and advocacy approaches.

Experience

- Entrepreneurial skill and experience – either in starting own organisation or program of work, or track record of large-scale innovation and building new things (e.g. setting up a new function with new teams in an organisation, creating a significant innovation in the sector)
- Experience in social sector, with established reputation, knowledge and networks in the Australian education sector.
- Proven success working across multiple Australian education sectors and jurisdictions desirable.
- Strong existing relationships with key players in Australian education systems
- Experience in shaping and successfully running complex programs of work, with ability to scale up and down; high levels of comfort when responding to rapidly changing environments with agility.
- Experience representing an organisation or team/project externally in different contexts with a variety of audiences.
- Track record of pitching to funders (philanthropic and/or government).
- Experience operating in diverse cultural settings, including experience in partnering with First Nations communities and organisations.
- Proven success in project management with complex stakeholders.
- Experience in business development, proposal writing and contract negotiation.
- Experience in business management, budget and financial reporting.
- Experience in building and leading multi-disciplinary teams

Qualifications

- Tertiary qualifications in a relevant discipline such as education, business, management, social sciences or communications, and/or equivalent knowledge and experience.

Skills & Abilities

- Self-driven with the ability to multi-task and allocate/ review priorities to meet deadlines.
- Clear and compelling communication (both written and oral), and facilitation skills at all levels.
- Ability to express complex ideas and extract critical information
- Proven analytical skills, including the ability to think clearly and logically and synthesis complex information.
- Ability to apply and embed design capabilities and mindsets e.g. flexibility, responsiveness, clear communication, understanding end-beneficiaries.
- Ability to foster and drive continuous improvement and a culture of innovation across the organisation.
- Leadership capabilities including coaching, relationship building, influencing and negotiation skills.
- Flexibility to move quickly from high level strategic conversations to the operational detail inherent in the role.
- Commitment to quality, attention to detail and ability to maintain high standards.
- Autonomous and self-starter to progress the work.
- Flexibility to respond to start-up change
- Strong team ethic and ability to effectively manage and support team members and stakeholders.
- Ability to work collaboratively and consultatively within the team and the broader organisation.
- Skills in influencing others where no formal authority/accountability exists.
- Ability to work in cross-cultural settings and connect with diverse teams across the organisation.
- Ability to successfully drive and manage systems and/or organisational change.