



WOMEN'S HEALTH
AND WELLBEING
Barwon South West Inc.

POSITION DESCRIPTION

Regional Facilitator

This position will be located in our Warrnambool office





About us

Women's Health and Wellbeing Barwon South West Inc (WHWBSW) is an independent, not-for-profit feminist organisation committed to intersectionality, gender equality and great practice health promotion.

Our focus is on translating the evidence into action leading to positive change. WHWBSW was established to accelerate progress on gender equality as it is one of the most direct and effective ways to improve health outcomes for women and is a pre-condition for the prevention of violence against women before it occurs and the realisation of women's sexual and reproductive health, rights and choice.

WHWBSW are the regional champions for women and girls. We address gender inequality and the determinants of women's health through leadership, advocacy, knowledge translation, capacity building and strategic partnerships.

Our region includes 3 recognised Traditional Owner groups, the Gunditjmara People, the Eastern Marr People and the Wadawurrung People and 9 Local Government Areas (LGAs). The G21 region includes City of Greater Geelong, Borough of Queenscliff, Surf Coast and Colac Otway Shires, and the Great South Coast (GSC) region includes that City of Warrnambool and Corangamite, Moyne, Glenelg and Southern Grampians Shires.

WHWBSW have a Victorian Civil and Administrative Tribunal exemption no: H355/2018 and can advertise for and employ only women (including trans and intersex women).

Our Vision:

Women are healthy, safe and can access all of life's opportunities

Our Purpose:

We improve women's lives through best practice health promotion.

Our Values:

RESPECT: We respect and welcome all people and value different perspectives

ACCOUNTABILITY: We hold ourselves accountable with effective leadership and advocacy

INTEGRITY: We act with integrity and honesty in everything we do

COURAGE: We will pursue our vision and mission with courage and passion

WOMEN AT THE CENTRE: We centre women in all of our work



About the position

Regional Facilitator

As Regional Facilitator, you will ensure WHWBSW is progressing population improvements in women's health. You will collaborate with our partners to implement evidence informed health promotion that is effective and successful. Ensuring WHWBSW is recognised as the *go to people* for action with regard to progressing equality and respect across the Barwon South West is central to this role.

Responsible to	WHWBSW Regional Manager
Location	Warrnambool
Award	<i>Social, Community, Home Care and Disability Services Industry Award 2010</i>
Classification and Salary	Social and Community Service Employee Level 5 Pay range: \$84,854.12 - \$88,693.80 full-time equivalent Salary will be based on skills and qualifications 12% superannuation Full salary packaging available
Hours of work	This position is 0.8FTE
Travel	WHWBSW operates throughout the Barwon South West region and you will be required to travel within the region. A vehicle will be available for work related travel. Applicants must have a valid Victorian driver's licence.
Probation	An initial three-month probationary period is required, with a performance review at this time.
Additional Requirements	Satisfactory Police Check and in some circumstances, staff are also required to undertake a Working with Children Check

Position Objectives - *Regional Facilitator*

Reporting to the Regional Manager, you will provide quality, contemporary expertise in translating, implementing, and evaluating research, policy and initiatives that progress population improvements in women's health.

You will:

- Develop strong and strategic partnerships
- Provide expert, credible advice to a range of stakeholders including senior management
- Have demonstrated expertise in data analysis, needs assessment and environmental scanning
- Ensure contemporary best practice health promotion informs everything that we do
- Bring competence in understanding and evaluating systems change
- Communicate complex ideas in simple language
- Influence others, supporting them to develop skills and confidence in progressing women's health



Key Responsibilities

Strategic oversight

- Ensure that outputs support WHWBSW's established Strategic Plan, in alignment with our vision and values
- Adopt a strategic, regional and evidence informed approach to the implementation of WHWBSW integrated health promotion activity

Specialist skills and knowledge

- Demonstrate expertise in contemporary best practice health promotion and understanding of the ecological framework, systems thinking and capacity building.
- Ensure WHWBSW work is evidence informed and translate this evidence and research into local activity with partners
- Ensure collective regional effort is consistently and comprehensively monitored and evaluated

Leadership

- Motivate and inspire partners to engage with WHWBSW vision and work
- Coach and equip partners to progress improvements in women's health and gender equality
- Lead by example, behaving in ways that are consistent with WHWBSW vision and values

Collaboration

- Ensure collaboration and shared understanding is at the heart of everything we do
- Confidently develop strategic relationships in line with WHWBSW purpose and approach

Program Delivery

- Uphold a commitment to best practice across the planning, development, and delivery of our work
- Ensure delegated budgets are monitored and managed to an exceptionally high standard
- Ensure all WHWBSW reports are presented well, on time and demonstrate our achievements
- Assist with the identification and sourcing of funding and contribute to funding submissions

Communication

- Ensure health promotion and WHWBSW broader work is seen and understood
- Ensure all WHWBSW activity is communicated and disseminated in a way that meets our audiences needs

Professional attributes and behaviours

It is expected that all staff will undertake their role in a manner which is aligned to the WHWBSW values and a commitment to the following:

- Adopting a strategic approach to our work and solving complex problems
- Achieve outcomes
- Model our values
- Contribute to thriving relationships and a robust learning culture
- Welcome different perspectives and creative solutions
- Work within WHWBSW policies and procedures
- Promote WHWBSW vision, purpose, and approach, upholding our reputation
- Undertake other duties as directed by your line manager from time to time



Key selection criteria

Qualifications

Appropriate tertiary qualifications in the broad fields relevant to gender equality work including: Gender Studies, Health Promotion, Social Work, Social Sciences, Psychology, Humanities, Public Policy and Arts or related fields. The applicant would need demonstrable, relevant post-qualification experience or an equivalent combination of tertiary qualifications and experience.

Experience

1. Demonstrated commitment to the vision and values of WHWBSW, including a highly developed understanding of, and commitment to, intersectional feminism when addressing gender inequities
2. Demonstrated skills and experience in adopting a strategic, evidence-informed, and regional approach to health promotion planning, implementation, and evaluation.
Expertise in the prevention of violence against women before it occurs, improving women's sexual and reproductive rights and choices and advancing gender equity would be advantageous.
3. Extensive experience in developing and maintaining effective and collaborative working relationships with relevant stakeholders to achieve identified outcomes.
4. Demonstrated high level interpersonal and communication (written and verbal) skills, including the ability to:
 - engage, influence, and negotiate with a wide variety of audiences;
 - work respectfully cross-culturally with mainstream and Aboriginal organisations;
 - communicate complex concepts in simple language; and
 - use research and evidence to inform the development of practical tools and resources for a variety of stakeholders.
5. Ability to manage own time, set priorities, plan, and consistently deliver work on time and to a high standard.