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| **Position title** | | | **Strategic Adviser** | |
| **Team/Group** | | | Strategy and Planning – Strategy, Policy & Reform | |
| **Work level** | | | 3 | |
| **Position reporting to** | | | Strategic Planning Lead | |
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| **Vision, mission and values** |  | Beyond Blue’s vision is that all people in Australia achieve their best possible mental health. Our mission is to work with the community to improve mental health and prevent suicide. We aim to achieve this by:  1. Promoting mental health and wellbeing  2. Being a trusted source of information, advice and support  3. Working together to prevent suicide  Beyond Blue’s values are **Collaboration, Respect, Enthusiasm, Excellence, Innovation,** and **Integrity.** | | |
| **Position purpose** |  | The Strategy, Policy and Reform Group leads the strategic, policy and reform directions of Beyond Blue.  The Strategy and Planning Unit creates Beyond Blue’s strategy, objectives and business plans and ensures strategic alignment across the organisation. The unit also leads and coordinates Beyond Blue’s Enterprise Portfolio Management framework to ensure that our strategy is guiding our investments.  The Unit’s Strategic Planning team guides the continuous review of the enterprise strategy – Beyond 2020 – and its translation across the organisation within the context of our Enabling Beyond 2020 transformation. The team supports the Board and Executive through its strategic considerations and facilitates the development of program level strategies.  This role will be responsible for investigating strategic issues and collaborating with teams to facilitate the co-design of their strategies and implementation plans, to ensure activities across the organisation are strategically aligned and focused on better supporting the communities Beyond Blue serves. | | |
| **Role dimensions** |  | **Direct Reports** | | 0 |
| **Overall team** | | 4 (7 in wider Strategy and Planning unit) |
| **Financial Delegation** | | Refer to Delegated Authority policy |
| **Key accountabilities** |  | * Support the implementation of the Beyond 2020 Strategy and the development and implementation of a new Strategic Roadmap for Beyond Blue. * Collaborate with teams across the organisation to co-design program strategies, assisting teams to translate their thoughts into clear, logical and action-oriented recommendations and plans. * Develop discussion papers and position statements on strategic issues for Beyond Blue. Prepare briefing papers and presentations on these strategic issues for consideration by leadership and the Board. * Identify and map existing strategies/strategic action plans (and similar) across Beyond Blue to a new strategic hierarchy, including establishing a strategic planning register. * Maintain a thorough understanding of the mental health and suicide prevention ecosystems, the reforms underway and the strategic directions of relevant Governments and organisations. * Work with the team to develop a new Strategic Planning Toolkit to enable the development of strategic roadmaps for each program area. * Coordinate and participate in cross-functional working groups and teams, with internal and external stakeholders, including external consultants. * Present clear, logical and action-oriented recommendations and plans to business owners, working groups and governance forums. * Identify appropriate communication techniques and change management methods for key strategic recommendations. * Share knowledge of strategy formulation and implementation with colleagues. | | |
| **Key behaviours** |  | * We are community centric and focus on solving problems, listening and adjusting plans to deliver better outcomes for the community * We create a sense of fun and light-heartedness, and channel our energy and enthusiasm into meaningful work * We create clarity and ensure our actions align to our strategy, so we can prioritise our finite resources * We collaborate to provide solutions and options for feedback * We actively listen, and communicate openly and transparently * We build relationships internally and partner with the whole organisation on shared goals, problems, and solutions * We build relationships externally and partner with key external stakeholders for the benefit of the community * We adapt, flex and take an agile approach to plans to meet community need. | | |
| **Qualifications and key selection criteria** |  | **Education & Qualifications**  Essential   * Relevant tertiary qualifications   Desirable   * Relevant post graduate qualifications * Change management training and/or qualifications   **Knowledge, Skills & Experience**  Essential   * Substantial project management experience (particularly agile methodologies) * Experience in formulating enterprise/program strategy and/or management consulting * Experience in problem solving that includes problem definition, hypotheses testing, analysis and planning * Excellent written and verbal communication skills including the experience in preparing strategic discussion papers for Boards and senior leadership * Ability to facilitate discussion, focus and working groups * Detailed knowledge of strategy, planning and business architecture frameworks and methodologies * Lateral thinking and analytical skills   Desirable   * Experience working in a medium-sized social impact/for purpose organisation * Experience in top tier management consulting * Facilitating discussion, focus and working groups | | |
| **Core Capabilities** |  | |  |  | | --- | --- | | *Community voice​* | Capture community insights, ensure community insights inform our work, test we are having ​ | | *Community awareness & system change​* | Shift to a community centric way of operating, with the community and the need for system change informing how we work​ | | *Digital Capability Big Blue Door delivery​* | Increase our impact and reach across the community, and better understand and respond to community need and deliver personalised support informed by community insights and data. ​ | | *Agile Leadership​* | Respond in a shorter period of time and to enable more flexible and adaptable utilisation of resources across the organisation. It also enables us to embed our Ways of Working culture. ​ | | *Sustainable & diverse funding sources and supporting social impact​* | Develop a sustainable and diverse funding base, that strengthens our culture of philanthropy. We will invest and spend wisely, and plan for the longer term.​ | | *Best governance and demonstrating impact​* | Balances stability and strong oversight, with dynamic decision-making processes that support responsive ways of working. We will measure our success – and our learnings – and share our insights with donors, philanthropists and government supporters.​ | | *Partner strategically for maximum impact​* | Work with the community, education, business, philanthropy and across government. Our engagement with partners will be purposeful, inclusive, transparent and respectful.​  ​ | | | |
| **Additional Information** |  | **Health, safety and wellbeing**  Beyond Blue is committed to ensuring the physical and psychological health and safety of all employees, contractors and other people involved in our business activities. Our people are expected to comply with our Health, Safety and Wellbeing policy  **Pre-existing injury**  The person appointed to this position will be required to disclose any pre-existing injuries or disease that might be affected by employment in this position. This will assist the organisation in providing a safe work environment for staff.  **Equal opportunity**  Beyond Blue is an equal opportunity employer. All staff have a responsibility to be familiar with and adhere to the organisation’s policies and procedures.  **Cultural competency**  Beyond Blue strives to maintain a culturally competent and inclusive workplace. All staff are expected to undergo regular cultural competence training as part of their professional development plans.  **Employment is subject to:**   * A current Police Record Check * Proof of the right to work in Australia | | |