



# Healing Foundation

Strong Spirit • Strong Culture • Strong People

POSITION DESCRIPTION	
Position Title:	Director, Evidence & Impact
Reporting to:	Deputy Chief Executive Officer
Direct Reports:	3
Location:	Canberra or Brisbane
Job Type:	Full time
Initial Appointment:	Ongoing
Competency Framework:	Senior Leader L2
Current salary:	\$147,437.98
Last updated:	01/09/2021

## THE HEALING FOUNDATION VISION

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The Healing Foundation is a national Aboriginal and Torres Strait Islander organisation that partners with communities to address the ongoing trauma caused by actions like the forced removal of children from their families.

We focus on building culturally strong, community led healing solutions, through working closely with communities around the country, and leading an agenda that unites Australia around a common purpose, healing.

On 2 June 2021, the CEO of the Healing Foundation, Fiona Conforth launched the Make Healing Happen Report to the Australian Government and people, outlining a need for a systematic Government response to progress Healing for stolen generations and their families. The report brings the truth of our historical legacy as a country to the forefront and provides a roadmap to authentic healing and equity and the wellbeing of those who were stolen, their descendants and their communities who continue to hurt, and for Australia as a nation.

## THE ROLE AND THE TEAM

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### The role: **Director, Evidence & Impact**

The Healing Foundation’s research and evaluation agenda, provides policy advice and influence, understands and responds to emerging evidence and evaluates impacts, and translates knowledge for critical stakeholders, informing activity.

This role will oversee knowledge translation drawing on exceptional research and evaluation practice, and creating a platform for impactful public policy and overdue system reform.

## COMPETENCY FRAMEWORK CORE COMPETENCIES AND JOB SPECIFIC COMPETENCIES

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The Healing Foundation Competency Framework is designed to provide a roadmap for leaders and teams to have more specific discussions on ‘*how to be successful*’ at The Healing Foundation (THF) by articulating our expectations of ourselves and others. It is designed to support the achievement of our strategic plan.

Reporting to the **Deputy Chief Executive Officer**, your role must demonstrate the following Core Competencies and Job Specific Competencies:

CORE COMPETENCIES	
<b>PEOPLE AND RELATIONSHIPS</b>	<ul style="list-style-type: none"><li>• Live our Values and Guiding Principles: Demonstrate our values and guiding principles in our daily behaviours, habits and interactions with others</li><li>• Enhance Health and Wellbeing: Be socially responsible with a genuine commitment to an environment where people are safe and can enhance their physical, mental and emotional wellbeing</li><li>• Grow Cultural Awareness and Connection: Appreciate and respect the significance that Aboriginal and Torres Strait Islander people place on culture, family and country, and how these elements are connected</li><li>• Proactively Engage and Communicate: Build and maintain relationships with respectful and honest communication, that facilitates mutual benefits and outcomes</li></ul>

<p><b>RESULTS AND EXPERTISE</b></p>	<ul style="list-style-type: none"> <li>• Understand Our Business: Be committed to the organisation’s mission, acknowledging our challenges and continually looking to add value and grow our strengths and opportunities</li> <li>• Service Delivery: Understand and meet the needs and expectations of our people, communities, suppliers and other key stakeholders and colleagues</li> <li>• Be Accountable and Outcome Focused: Accept responsibility for role, make prompt informed decisions and take focused action to achieve results</li> </ul>
<p><b>INNOVATION AND CONTINUOUS IMPROVEMENT</b></p>	<ul style="list-style-type: none"> <li>• Put Ideas into Action: With innovation at our core, be curious, explore new concepts and be prepared to try new ideas, backing ourselves and each other</li> <li>• Achieve Change: Seek to understand reasons for change and be open to new initiatives, providing constructive feedback and embracing change with resilience</li> <li>• Grow and Share Knowledge: Incorporate learning, knowledge capture and sharing into your work routinely</li> </ul>

<p><b>JOB SPECIFIC COMPETENCIES</b></p>	
<p><b>ROLE &amp; RESPONSIBILITIES</b></p>	<p>Adherence to THF general risk principles:</p> <ul style="list-style-type: none"> <li>• Do no harm</li> <li>• Prevent harm to others</li> </ul> <p>Job specific competencies include:</p> <ul style="list-style-type: none"> <li>• Lead analysis and advice on contemporary and emerging public policy, directions and trends relevant to The Healing Foundation’s mission and purpose</li> <li>• Actively engage and build strong and trusting relationships with a broad range of First Nations communities and organisations, all tiers of Government, academic and other stakeholders, to shape and implement policies in relation to trauma and healing</li> <li>• Lead the development of submissions on trauma and healing and related matters to Government, Parliamentary and other bodies</li> </ul>

	<ul style="list-style-type: none"> <li>• Develop and Inform THF research agenda, positioning THF as a national and international eminent lead in intergenerational healing</li> <li>• Lead THF evaluation strategies and program evaluation processes</li> <li>• Ensure THF trauma aware, healing informed programs are underpinned by a sound cultural and academic evidence-base</li> <li>• Lead knowledge translation to ensure evidence to action principles are applied, including culturally appropriate and relevant messages that maintain respectful relationships and achieve improved outcomes for Stolen Generations Survivors, descendants and First Nations Peoples and communities broadly</li> <li>• Manage and empower a high performing team</li> <li>• Account for the development and management of complex budgets</li> </ul>
<p><b>QUALIFICATIONS &amp; EXPERIENCE</b></p>	<ul style="list-style-type: none"> <li>• The <b>Director, Evidence &amp; Impact</b> must be able to demonstrate the following:</li> <li>• Extensive experience in First Nations sectors demonstrating knowledge, advocacy and the understanding of, and commitment to, working in a culturally sound and strengths-based way</li> <li>• Proven experience with a successful track record of working with key influencers and thought leaders in the First Nations and wellbeing sectors</li> <li>• Research leadership in First Nations trauma and healing domains</li> <li>• Demonstrated experience in providing policy and evidence-based advice to boards and senior executives and influencing government policy</li> <li>• Excellent research, writing and analytical skills with the ability to influence strategy, policy and outcomes</li> <li>• Highly developed skills in creating sector partnerships, strategic partnerships and demonstrated experience in building and maintaining networks</li> <li>• Superior communications skills and cultural awareness which underpins the ability to share the stories of Stolen Generation survivors and descendants to enact change</li> <li>• Demonstrated experience in managing and empowering a high performing team and providing advice to executive teams and Boards</li> </ul>
<p><b>MANDATORY REQUIREMENTS</b></p>	<ul style="list-style-type: none"> <li>• The position will undertake and maintain a valid State specific either WWVP, AHPRA Certificate of Registration or</li> </ul>

	<p>police clearance based on the legislative requirements of the state or territory in which they reside</p> <ul style="list-style-type: none"><li>• This is a national role, the ability to travel and support the Healing Foundation’s activities across a variety of regional and remote areas and jurisdictions is required</li></ul>
<b>HIGH DESIRABLE CRITERIA</b>	<ul style="list-style-type: none"><li>• Bachelor's degree in a Business or human services field, Health, Public Policy or Public Administration</li></ul>