

Position description

Position title	: Executive Director, Social Impact Initiatives
Reports to	: CEO
Employment type	: Permanent/Full-time or Part-time (0.8/9 FTE)
Location	: Sydney or Melbourne
No. of direct reports	: 5-6 (responsible for ~20)
Date	: April 2025
Approved by	: CEO

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.



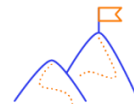
People at the centre



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 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 and Outcomes Management. 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 Executive Director-Social Impact Initiatives provides strategic leadership and overall management of SVA practice areas and initiatives. The role is accountable for the impact and financial sustainability of the work and the overall unit; is also responsible for modelling SVA's values and behaviours and carries additional organisation wide leadership duties. The role nurtures high-value relationships with key stakeholders, including government, Not for Profit organisations, social and commercial enterprises; philanthropic and the investor community. Provides intellectual leadership within the team about the ways in which SVA seeks to create transformative change.

Social Ventures Australia Limited

Gadigal, Suite 5.02, Level 5, 309 Kent St, Sydney NSW 2000 | ABN 94 100 487 572 | AFSL 428 865

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Position responsibilities

Specific responsibilities include:

Social Impact Initiatives

- Lead and manage a team of expert practice leads (with their own teams) to develop and deliver complex programs of work, contingent upon sourcing funding and in collaboration with partners in the ecosystem. Be accountable for the impact and financial sustainability of the combined initiatives.
- Provide thought leadership in how SVA seeks to create impact and represent SVA across the social sector in different forums and avenues including media, government roundtables, ministerial briefings, conferences etc.
- In collaboration with the Director of Innovation, support the development of new concepts and initiatives that either surface from existing practice areas or could add to the existing portfolio, including identifying opportunities in the ecosystem for new projects, developing new business models and ways of working that could be applied inside SVA.
- Support and nurture relationships with investors (including High Net Worth individuals, Trusts and Foundations and institutional investors/ superannuation funds) to ensure continued and growing access to capital and the development of additional financing opportunities for social impact.
- Develop annual business planning, budget, reporting, and effective management of the overall model with collective responsibility beyond individual practice areas or initiatives.
- Work with and improve SVA's prioritisation framework, project management and resource allocation approaches in collaboration with direct reports and other parts of SVA
- Play an active role in driving business agility and strengthening partnering and collaboration across practices areas and with other SVA units.

Leadership and Management

- Represent Impact Initiatives at a leadership level.
- Support the development and implementation of SVA's strategy to ensure the overall success of the organisation.
- Participate in the development of SVA strategic objectives and priorities and help identify opportunities for innovation and growth within the respective practice areas.
- Identify, implement, and track annual team objectives in generating both financial and demonstrable social returns.
- Provide overall management including the professional development and wellbeing of staff within Social Impact Initiatives. Lead, develop and manage a growing and ambitious team focusing on workforce planning, team structure, workload management, budget and capacity.
- Guide and develop team members and undertake periodic performance conversations. Support and develop the practice leads in their subject areas.
- Develop and implement strategies to attract, cultivate and retain top talent.
- Manage and support team members and priorities across practice areas to successfully meet organisational needs.

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- Lead, participate in and support organisational and transformational change initiatives.
- Contribute and support the implementation of SVA reconciliation Action Plan commitments.
- Model SVA values and ensure a safe and healthy environment for team members, colleagues, and stakeholders.

Special requirements

Interstate travel will 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.
- Informed understanding of different perspectives on reducing disadvantage in Australia and the drivers of systemic change.
- Knowledge of program delivery, policy settings and understanding of the social issues in Australia is required, including the levers available to deliver systemic change for people experiencing disadvantage.
- Knowledge of Australia's political and administrative systems and their operational processes including understanding of government funding, its sources and the processes required to access and utilise it.
- Political acumen and awareness of the changing operating context for non-profit and social sector organisations as well as evolution of public debate that create both opportunities for new initiatives, campaigns, and windows to influence decision makers and public debate as well as potential risks to SVA's portfolio of initiatives.
- Applied knowledge of how to measure social impact.
- Knowledge of the methods, systems and processes required to establish brand new initiatives, to grow and develop these over time and where necessary to launch them beyond SVA or shut them down. This could be in the context of new enterprises, projects, investments or campaigns.
- Deep understanding of one or more of Practice Areas (First Nations, Early Years, Education, Employment, Outcomes Contracting, Impact Investing Advisory, Policy and Advocacy).

Experience

- Proven record and reputation for working on social impact leadership role/s within the social purpose sector, and/or government nationally.
- Experience in providing strategic advice to a Chief Executive Officer or equivalent leader on the organisation's positions on key issues, messaging, and strategies for wielding its influence.
- Experience operating in diverse cultural settings, including partnering with First Nations communities and/or community stakeholders.

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- 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; and experience managing P&L, teams, and complex stakeholder environments.
- Experience of setting, working to, measuring, and evaluating key strategic and operational objectives and associated KPIs
- Experience with financial models, budgets and projections. Running programs or initiatives to budgets and reporting.
- Experience with team management of highly skilled, diverse professionals to get the best from them and to operate as team.
- (Desirable) Entrepreneurial skill and experience – either experience in starting their own organisation, or track record of innovation and building new things.
- (Desirable) Experience working with people experiencing disadvantage, and groups and individuals with lived experience. People with lived experience will also be considered favourably for this role.

Qualifications

- Tertiary qualifications in relevant field (e.g., Business, Law, Policy, Economics, Social Sciences)

Skills & Abilities

- Excellent written and oral communication skills; persuasive strategic communication skills and ability to effectively build consensus among multiple stakeholders.
- Ability to represent SVA at high level Government, social sector, philanthropic or business meetings.
- Ability to bring together multiple internal and external stakeholders to tackle complex programs of work and discussions, competing views or needs within the organisation while meeting deadlines.
- Ability to prioritise amongst diverse competing demands and allocate resources to achieve maximum impact.
- Ability to identify strategically aligned opportunities for SVA based on the skill sets of different teams across the organisation.
- Ability to operate in complex, changing and evolving contexts where goals of a project are clear, the process is likely to be non-linear, and strategies evolve and emerge over time to ensure success.
- Relationship-building skills to establish and develop relationships across a broad set of external organisations that relate to SVA's strategic change agenda.
- Inherent curiosity to discover new ways to solve problems drawing on different expertise and epistemes.
- Equally comfortable paying attention to detail as well as leading strategic thinking.
- Works effectively with influence and collaboratively as a member of senior leadership groups across the organisation.



- Displays high levels of emotional intelligence and ability to effectively manage ambiguity and change.
- Effective line management of multiple cross team members with competing project responsibilities.
- Creates a positive working environment and rich professional learning experience for team members.
- Ability to work collaboratively and consultatively within team unit and broader organisation.
- Skills in influencing others where no formal authority/accountability exists.