



Candidate Information

Executive Director Strategy and Impact

headspace

October 2019

The Position

As a key member of the executive leadership team the Executive Director Strategy and Impact (EDSI) will lead a division to comprehensively understand, evaluate and effectively communicate the impact of headspace on individuals, families, communities and the broader health systems.

A strategic leader, the EDSI will lead the development and execution of organisational strategy and position headspace as a platform for Government to build accessible and high-quality general health, mental health, alcohol and other drug and vocational services for young people.

With a focus of continuous improvement, the incumbent will lead a team that monitors and evaluates the performance of headspace's nationally run services and through deep and effective stakeholder management will enhance the profile and communicate the policy positions of headspace. As required, the role will be the organisational lead for external/independent liaison, such as with the Productivity and Royal Commissions.

Reporting to the CEO and engaging across the organisation (including at Board level), the EDSI will be responsible for playing a lead role in developing the strategy beyond 2020, inputting into strategic direction, policy and impact evaluation. The role will articulate the opportunities and positioning for improvement and expansion of headspace's reach and harness growth/enhancement opportunities for headspace, at national and state levels, for the next 3-5 years.

The role requires strong leadership capabilities to build understanding and capability across the network in a consultative and collaborative manner. The EDSI is a highly experienced and innovative professional, with considerable knowledge and proficiency in strategy development and national program evaluation. The incumbent works closely and collaboratively with all members of the Executive to develop and implement key business strategies, and will represent, promote and position headspace as a leader in the provision of youth mental health services in places and settings where young people are.

Background

headspace, the National Youth Mental Health Foundation, is one of the Australian Government's major investments in the area of youth mental health. headspace comprises the largest national network of youth mental health services in Australia, including: 110 headspace centres, an online and phone counselling service, and a range of other national programs aimed at supporting young Australians to be mentally healthy and engaged in their communities.

headspace National takes a leadership role in the development and delivery of best practice, early intervention youth mental health services across Australia. We support the continued evolution of the headspace platform and the growth of the headspace brand.

At headspace, they are inspired by and believe in the power of youth. headspace work together to deliver authentic, progressive and inclusive services to build a brighter future with young people. headspace know where they're going, they're guided by their values, and they're committed to getting there together. Their people play an important part in shaping their culture and therefore, all headspace employees are expected to undertake their work in accordance with the headspace values as follows:

- Inclusion - We have a welcoming, safe and inclusive work environment - we believe that there is strength in difference
- Collaboration - We share information and work collaboratively, internally and externally, to deliver great outcomes with young people
- Agility - We are agile and innovative in our approach, so that we continue to meet the changing needs of young people
- Excellence - We have dedicated people who are empowered to deliver on our promises so that we can provide professional, high quality services

Vision

All young Australians are supported to be mentally healthy and engaged in their communities.

Mission

headspace collaborates to design and deliver innovative ways of working with young people to strengthen their mental health and wellbeing.

For more information please refer to www.headspace.org.au

headspace Vision for Reconciliation

The headspace vision for reconciliation is an equitable Australia where the 60,000 year old cultures and continuing connection to Country of Aboriginal and Torres Strait Islander peoples are respected and celebrated. This future Australia is united by the understanding of our shared past, upholds the rights of Aboriginal and Torres Strait Islander peoples, and embraces self-determination and diversity. The headspace Reconciliation Action Plan formalises our commitment to reconciliation and to strengthening the social and emotional wellbeing of Aboriginal and Torres Strait Islander young people and communities.



Key Responsibilities

The Executive Director Strategy and Implementation will:

- Drive strategy development across the organisation, working collaboratively to synthesise insights on near and long term opportunities and challenges for youth mental health to form considered recommendations.
- Oversee and guide development, implementation, monitoring and refinement of the headspace Strategy beyond 2020 clearly defining the direction of the headspace network and the role of headspace national to achieve this.
- Use effective monitoring, reporting and evaluation of service activity, outcomes and impact, to articulate the value of headspace at the individual, family, community and broader health sector levels.
- Provide executive leadership for new headspace product and model developments; ensuring they are viable and can demonstrate impact for young people's mental health and wellbeing.
- Continually build upon knowledge and understanding of Aboriginal and Torres Strait Islander peoples and culture.
- Ensure headspace National positioning as an authoritative voice on youth mental health issues at State and Federal government levels is supported by solid evidence and consultation.
- Initiate, build, and maintain collaborative partnerships across the sector locally and abroad to advance delivery of youth mental health services, in accordance with headspace strategic aims.
- Work collaboratively with the Departments of Health, Education and Employment in the development and expansion of the headspace platform to best support young people.
- Oversee the policy and data submissions to government.
- Design and implement systems to drive a culture of high performance and continuous improvement across headspace services.
- Role model the headspace purpose and values and build a strong team culture that drives employee engagement and trust.
- Ensure that staff understand what is required of them, have development plans in place and are provided with timely performance feedback.
- Evaluate and manage performance to enable professional growth and development at the individual and team levels.
- Model and demonstrate constructive working relationships and information exchange across the organisation.
- Other duties consistent with the position where required and/or requested by the Chief Executive Officer and Board.

Key Selection Criteria

The following criteria must be met for consideration for this position:

Essential

- Tertiary level qualifications in fields such as public health, health economics, or business.
- A comprehensive understanding of, and significant senior management level exposure to a continuum of care and service delivery across the human services sector.
- Knowledge and experience with organisational strategic planning.
- Knowledge and experience in organisational planning, evaluation and/or monitoring of programs, including strong analytical thinking and problem solving.
- Demonstrated skills and experience in continuous quality improvement, quality systems improvement methodologies, enterprise wide risk management
- Proven track record in building and maintaining effective working relationships with a range of stakeholders.
- Commercial acumen.
- Strong organisational and project management skills
- Highly developed verbal and written communication skills.

Desirable

- Relevant Masters level qualifications in fields such as public health, health economics, or business.
- Experience in the Not for Profit and/or public health sector.
- A broad understanding of the mental health service system in Australia.

Policies and Workplace Practices

All headspace employees are required to acquaint themselves with the organisation's policies and procedures and to abide by them at all times.

It is expected that at all times, employees will:

- be respectful towards the organisation, colleagues, clients and the general public
- be cognisant with and uphold the objectives and philosophy of headspace
- act collaboratively with all colleagues
- act in a safe and responsible manner at all times

Remuneration

A highly attractive remuneration package will be negotiated with the successful candidate.

Application Instructions

To apply, go to fisherleadership.com and click on 'APPLY ONLINE' using reference **HSPeds0919** and address your cover letter and resume to **Kate Wheeler**

Your application should include:

1. A brief covering letter clearly quoting **HSPeds0919**.
2. A complete current resume; stating responsibilities and achievements against each role you have held.
3. Brief responses to the Key Selection Criteria, providing examples of demonstrated experience and capabilities.

Please ensure that you receive an email acknowledgement confirming receipt of your application.

The closing date for applications is Wednesday 6 November, 2019.

