

Practice Development Manager

Position Description

Reporting to:	Head of Practice and Impact Measurement	Work location:	Any state / territory capital city
Department:	54 reasons	Budget holder:	No
Team:	Practice and Impact Measurement	Direct reports:	No

About 54 reasons

54 reasons is Australia's leading child rights organisation, proudly part of the Save the Children Australia Group and global movement. We're here to make sure that everyone understands their rights. So that children and young people have their rights met and thrive, in all their diversity.

We champion the children, young people and families we work with. We are inspired by the curiosity and creativity of children, and motivated by the love of those who care for them. With the child's voice at the centre, we provide quality services to children and their caregivers, advocating with them so that children develop, learn, and are connected, safe and confident.

Our people are proudly local, and as diverse as the communities we serve - in every state and territory, and across regions, remote areas and capital cities. With operations in every state and the NT, our services span the early years and school engagement, youth justice, domestic and family violence and family support, and our practice is grounded in child rights and participation.

Role Purpose

The purpose of this position is to develop and embed 54 reasons' approach to service delivery to ensure that we provide high quality, contemporary and inspiring service and practice models that meet, and then exceed, client needs. This role has a portfolio focus on child development.

The primary outcomes that this role will aim to achieve are:

- Consistent quality practice outcomes for the people we work with
- Clear evidence of a Child Rights focussed approach to our practice across Australia
- Strong internal and external practice leadership
- Creation of tools to support line management in coaching practitioners/specialists
- Coaching of Regional Managers and at times Team Leaders to build high levels of competence in the workforce
- Innovation, building on the existing service models and practice framework
- Support with technical advice, capacity building
- Support with alignment to relevant frameworks and targeted quality checks
- External representation of our technical work through presenting at conferences and other events

Key Areas of Accountability

Role requirements

- Develop and implement frameworks and methodologies to be used across 54 reasons' programs
- Design and facilitate internal training across 54 reasons, and provide support, coaching and capacity building to ensure our frameworks are delivered with fidelity
- Prepare additional materials to support the workforce
- Take the lead on service design elements in service design and bid development
- Facilitate Communities of Practice to ensure effective knowledge sharing across the portfolio
- Provide targeted advice on specific implementation issues
- Undertake targeted quality checks of services, analysing data where necessary
- Provide technical advice on our existing frameworks and tools, and undertake any required improvements

- Provide technical advice to our Bid team on funding proposals
- Ensure that services are child-centred in their design, and that services are co-designed with children where possible

Health, safety, security and risk management

- Be a role model for safety and security and comply with all workplace safety policy, procedure, work instructions and training
- Act safely at all times
- Report all incidents, injuries and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied

Child protection and safeguarding requirements

- Maintain a child safe environment at the workplace and safeguard children's rights, acting in the best interests of children at all times
- Comply with the Child Safeguarding Code of Conduct and child safeguarding and protection policies and standards (click [here](#) to view further details)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Maintain a safe and positive relationship at all times when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes

Person Specification

Essential knowledge or experience

- Understanding of the Rights of the Child and how to use this in practice leadership
- Strong understanding of child development and the impact of adversity
- Experience providing technical advice to practitioners and implementing practice frameworks and service models
- Experience designing and implementing new services that are underpinned by evidence informed practice
- Experience using data and undertaking analysis to improve service delivery outcomes
- Highly developed skills for a variety of visual, written and verbal communications
- Ability to synthesise large amounts of detail into concise messages and outputs for a wide variety of stakeholders
- Ability to manage competing priorities to deliver work independently, using strong project management skills
- Flexible and agile approach to working in a fast-paced environment undergoing significant change

Desirable knowledge or experience

- Leadership experience
- Experience of frontline service delivery in remote and vulnerable communities

Required qualifications and/or accreditations

- Degree in Social Work, Psychology or a relevant field required
- Post graduate degree would be desirable

Additional Information

- Any offer of employment at 54 reasons will be subject to a satisfactory National Police Record Check and, where required, a Working with Children Check
- Employees must sign on to Save the Children Australia's Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- 54 reasons is an Equal Opportunity Employer

Driver's Licence: Required

Working with Children Check: Required

Travel: Some travel throughout
Australia may be required

Assets: Laptop/phone