

INNOVATION UNIT AUSTRALIA



PROJECT LEAD

NOVEMBER 2017

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OUR MISSION

WHO WE ARE

Innovation Unit Australia, along with our colleagues in the UK (Innovation Unit Ltd), are social enterprises that grow new solutions to complex social challenges.

We use innovation to help create a world where more people belong and contribute to thriving societies.

We build alliances with ambitious places, organisations and systems around the world to make sure innovation has lasting impact, at scale.

THRIVING SOCIETIES ARE:



SOCIALLY
JUST

A simple balance scale icon with a horizontal beam and a yellow triangle base.

WHAT WE BELIEVE

Innovation Unit believes in the power and potential of people to create change for the better.

OUR MISSION

INNOVATION IS DRIVEN & LIBERATED BY:



HUMAN POTENTIAL

What people are capable of.



AGENCY

Their ability to create change in their own lives.



COLLECTIVE ACTION

The energy that comes from people acting together to solve problems and create solutions.

WHAT WE DO

Our approach to innovation is based on ten years working with ambitious partners in Australia, New Zealand, the UK and around the world.

WE DO THREE THINGS TO CREATE IMPACT:



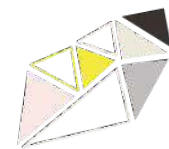
HIGH IMPACT CONSULTANCY

Applying and sharing our expertise in what it takes to have impact through innovation at scale.



INITIATING & GROWING VENTURES

Leading and contributing to alliances for change, and securing investment to grow new solutions 'on the ground' where we can make a significant impact.



GENERATING DEMAND FOR INNOVATION

Actively sharing what we think, believe and know about where innovation is needed and the positive change it can create.

ABOUT US

Innovation Unit Australia is a social enterprise with a big mission - to grow new solutions for thriving societies. For us, Thriving Societies are socially just, sustainable and connected. We believe that a particular brand of innovation is needed to get there - innovation that is driven by and liberates human potential, agency and collective action. These principles underpin all our work.

In the past two years, we have done lots of work we are proud of. We are helping to transform early learning and care with Australia's largest provider, we are partnering with five systems and sectors around the country to transform learning and schooling, we have developed a partnership with our colleagues at innovate change in New Zealand and we continue our amazing connection and partnership with our founders in the UK.

Now, we are looking to our next five years and the impact we want to have. We believe that our greatest contribution to building thriving societies will be through growing the impact and scale of our innovation consultancy work, and through initiating new ventures that scale the most successful innovations. Joining our team now, in a range of significant leadership roles, is the perfect moment to shape and drive the success of this evolution.

Innovation Unit Australia is full of passionate, smart, creative individuals who are personally committed to the organisation and its mission. This makes joining Innovation Unit Australia a significant personal choice as well as a professional one. If you can combine rigour, discipline and structure in our work with our culture of creativity and curiosity (without resorting to a compliance culture) we are the right place for you.



WHY JOIN NOW

Joining Innovation Unit Australia now offers a real opportunity to shape the future of the organisation - and to contribute to delivering some serious social impact at a moment when it is sorely needed.

Across November and December 2017, we will be recruiting to senior posts, which will grow Innovation Unit Australia's talented and committed leadership team. Over the two years, we have established ourselves in the region and developed a sustainable business model. We are now focused on growing solutions for thriving societies - societies that are sustainable, connected and socially just.

We will continue to work with ambitious partners on high impact innovation consultancy - to help them develop, implement and scale powerful new solutions. We will also start to get more skin in the game to initiate and lead new ventures where we believe we can succeed and have serious impact. Alongside this, we will be getting more public about our work to generate demand for innovation - it's no good working to generate powerful new solutions unless there is a hungry audience for them.

We have exciting times ahead of us - a sustainable business model, emerging ways of working to generate impact, an ongoing relationship with our colleagues in the UK and a partnership with the NZ based social innovation agency, innovate change, that will increase our impact in Australia, New Zealand and beyond. innovate change is a not-for-profit social enterprise that uses creative and participatory approaches to build social connectedness that enables youth development, positive ageing and whanau well-being. Our partnership means we will share staff have joint teams working on projects and programs; learn from, and support, each other; and collaborate to develop social innovation practice in the Asia Pacific region.
www.innovationunit.org

It is in this context that we are recruiting for senior roles to grow our team. All appointments will be building on a decade of cutting edge innovation practice from our UK based colleagues, successful local, national and international projects led from Australia, and working with a talented and multi-disciplinary team. All will be expected to bring their own knowledge, perspective and experience to bear on developing the next iteration of Innovation Unit Australia's offer to its partners.

All of this will require a balancing act - the ability to bring the best of the rigour, insight, practices and management of great innovation consultancy from previous roles, whilst being open to learning from and helping to develop Innovation Unit Australia's own brand of innovation - innovation that is driven by and liberates human potential, agency and collective action.

Each of these roles will be outward and inward facing - growing the profile, networks and work of Innovation Unit Australia out in the world, and growing the capability, confidence and impact of its team to do so. If you would like to help us shape how we contribute to a world in which more people belong and contribute to thriving societies, and have the background to do one of these jobs brilliantly, please apply now.

ABOUT THE ROLE: PROJECT LEAD

AN EXPERIENCED AND TALENTED LEADER OF SOCIAL INNOVATION PROJECTS

This is one of those roles where you get to help change the world. We have grown fast - and are looking for an experienced project leader to lead consultancy teams and help grow our impact.

Our programs of work frequently extend to several years over which time we are invited into privileged partnerships. This role is an opportunity to grow and shape the future direction of our innovation for impact practice at Innovation Unit Australia.

This role involves leading multidisciplinary project teams (including, amongst others, practitioners, policy and subject matter experts, designers and researchers) to simplify complex challenges and support transformational change in our clients' organisations.

Your project work might include leading the generation of new offers to improve outcomes for children and families accessing early learning and care, working with system and sector leaders to co-design innovative approaches so that learners can reach their potential or supporting organisations to transform themselves by focusing on outcomes for end users and creating the conditions that engender this.

We're looking for someone with experience in delivering projects. It is helpful but not necessary for some of that project delivery to have been focused in social change. This isn't an entry-level role, or for those who do not have project leadership and change experience. While we're open to those from a range of backgrounds, we imagine you'll have experience in large scale transformation and change projects.

You will have:

- lead and designed projects (including scoping and selling innovation approaches)
- managed and accounted for yours and others time
- managed relationships with senior executives and senior public servants
- managed budgets
- supported a team of staff and contractors
- briefed other agencies to develop designs and/or communications

ABOUT YOU



You are vision-oriented: you bring energy and optimism to imagining future scenarios that reinvent (sometimes radically) how we think about growing solutions and creating change. You make these future scenarios tangible, so that others can contribute to the vision and move forwards together. You are focused on helping your client have the eureka moment that shift their perspective and cooperation for new ways of working.

You are rigorous on outcome, not process: your focus is on defining, then reaching, the desired outcome and you draw from a broad kit of change and transformation methodologies, tools and frameworks according to what is required to get there. You aim to be flexible and inclusive to other perspectives and find the right means to capture and capitalize on the bandwidth of our colleagues to ensure the team are solving the *right* problem.

You are a pattern spotter and storyteller: you capture, visualise, sort and cluster all the key data points of the project - conversations, ideas, opinions etc. - and keep all this 'data' visible and therefore shareable. You look for common threads, unifying themes and underlying narrative that makes sense of the inputs and insights. You create understanding by identifying relationships, trends and opportunities and quickly brings structure to complex challenges and form to abstract ideas to unify and bring cohesion to a multidisciplinary team.

You are an expert facilitator: you work closely with multidisciplinary teams that include both IU and client team members representing a host of discipline, sector and subject matter experts. You find the common ground amongst the voices finding ideas ripe to develop and bring clarity. You provide integrative frameworks that keep the momentum of the project moving forwards and bring together different disciplines and perspectives. You model a collaborative way of working where there is space for different disciplines to unite around a single point of view and showcase the best of IU Australia's innovation capability.

Ultimately, **you are a reflective practitioner and life-long learner.**

DUTIES & RESPONSIBILITIES



PARTNERSHIP LEADERSHIP —

- Establish and maintain relationships of trust with existing clients and partners
- Consult with clients to define, describe and prioritise their organisational challenges
- Creatively design multidisciplinary projects within client budgetary restraints that address their needs and will result in productive project outcomes
- Build collaborative partnerships and networks with clients that will further their ambitions and deepen our impact in their organisations
- Create opportunities to deepen our partnerships and collaborations with existing clients to grow our impact

PROJECT LEADERSHIP —

- Manage, design and deliver a range of social innovation projects, ensuring milestones and outcomes are met within budget, and positive relationships are maintained with project partners
- Generate creative ways to tackle social challenges, and turn those into compelling new proposals
- Write, edit and proof key project documents and reports
- Ensure travel, workshops, communications and other logistics related to project delivery are undertaken effectively
- Brief and oversee the production and delivery of visual design and communications product

THOUGHT LEADERSHIP —

- Act as a thematic lead for our work on an area to be agreed
- Contribute to thought leadership in the social innovation and social design spaces, including writing and speaking
- Maintain and grow key relationships in the social innovation sectors/spaces
- Co-ordinate and contribute to occasional events that encourage or promote social innovation
- Develop new relationships in the social innovation and broader health and social sectors on behalf of Innovation Unit Australia.



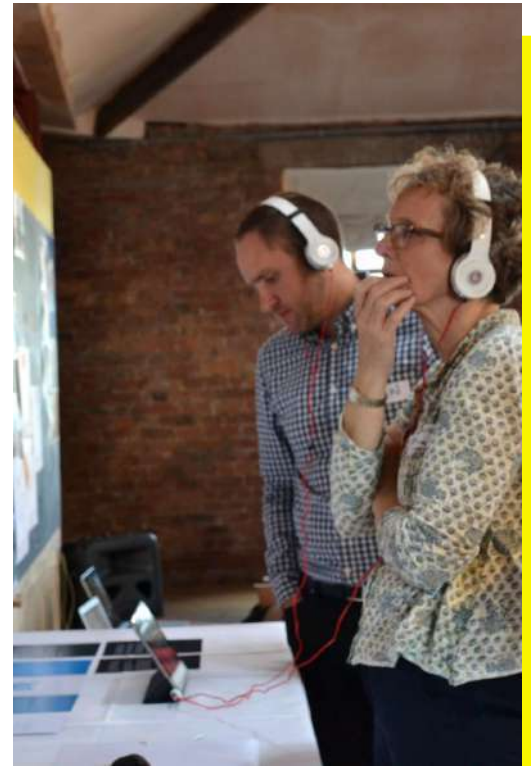
DUTIES & RESPONSIBILITIES

BUSINESS DEVELOPMENT –

- Identify and cultivate relationships with potential clients and partners
- Lead and quality assure the development and writing of proposals
- Lead and take part in project 'pitches'
- Negotiate new work, contracts and budgets with clients
- Develop collaborations with partners whose area of work is complementary to ours and who can help us increase our impact and reach

HELPING TO LEAD THE DEVELOPMENT OF OUR ORGANISATION –

- Contribute to developing and implementing our strategy
- Support the development of our organisation with honesty and constructive critique to get the most out of our team and by participating in sourcing and developing talent, being active in tackling issues and underperformance, enabling team members to demonstrate great practice in their work
- Be ready and happy to think on your feet and offer up your analytical, strategic, creative and relational talents to respond to challenges and develop solutions



PERSON SPECIFICATION

ESSENTIAL SKILLS AND EXPERIENCE –

- You will have scoped, designed and lead ambitious projects that have resulted in large scale change
- You are experienced in managing and accounting for yours and others time
- You have been the lead interface with senior executives and senior public servants that have resulted in productive relationships and partnerships
- You have managed multi-year budgets
- You have supported a team of staff and contractors to achieve project outcomes
- You have briefed other agencies to develop designs and/or communications
- You are comfortable interfacing with and leading clients throughout the design and innovation process
- You can balance excellent facilitation skills with leading and shaping a team's point of view on a client's challenge
- You are confident and flexible and have experience working in interdisciplinary teams where harmonious collaboration is imperative
- You are a reflective practitioner and life-long learner and can describe powerful personal learning moments
- You thrive with low supervision



ROLE DETAILS –

LOCATION

Currently, the Innovation Unit Australia team each work from a home base, convening several times a year for team meetings and traveling to client sites as appropriate.

SALARY

Up to \$101k, depending on experience.

TYPE

For our senior team it is standard practice to offer a fixed term contract for one year at the outset, before considering permanent appointments. Our intention is for this to become a permanent role after the first year if the business pipeline and work is flourishing.

HOURS

This is a full time role, but we'd be willing to discuss part time arrangements

HOLIDAY ENTITLEMENT

4 weeks annual leave plus public holidays relevant to your home state. In addition, we close the office between Christmas and New Year

SUPERANNUATION

9.5% superannuation contributions

REPORTS TO

The Chief Executive, Australia

RESPONSIBLE FOR

Up to 3 project teams

HOW TO APPLY

HOW TO APPLY –

1. review the duties and responsibilities, person specification and role details
2. send us (contactaus@innovationunit.org) these three things by midday ADST on Wednesday, 6 December 2017:
 - a. a link to your LinkedIn profile (complete and up-to-date)
 - b. a video that tells us how you meet the person specification (2 minutes max - we're not interested in technical quality, we're interested in you and what you say)
 - c. a document that responds to one of the questions below. This should draw on your own knowledge, and also from a couple of formal sources (2 pages max).
 - i. how can innovation impact learning outcomes for young people in Australia?
 - ii. how could a focus on redesigning early learning and care transform lives of children, families and impact society as a whole?
 - iii. how might social innovation reduce inequality in Australia?

DEADLINE

Please submit your application by 12 noon ADST on Wednesday 6th December

NOTIFICATION OF INTERVIEW

Friday, 8 December

INTERVIEW(S)

11 December in Sydney (we will get you there)
Second round interviews TBC

QUESTIONS

Please contact 1800 953 026 or email contactaus@innovationunit.org