

INNOVATION UNIT AUSTRALIA NEW ZEALAND



SENIOR PROJECT LEAD

0.8FTE - 1.0FTE (Negotiable)

Perth based

Salary range: \$95,000 to \$110,000 PA

Reports to: Director, Innovation Practice

WHO WE ARE

Innovation Unit is a social enterprise that grows 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. Innovation Unit believes in the power and potential of people to create change for the better.

ABOUT THE ROLE

This is one of those roles where you get to help change the world. This role involves offering high-level support and overseeing 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 partners' organisations. It plays a role in building the capability of our organisation and building the impact of our practice.

Your work might include leading the generation of new offers to improve outcomes for children and families accessing early learning and care; working with communities to co-design better futures; working with health professionals to build their capability to codesign initiatives alongside the communities they work in to improve well-being.

ABOUT YOU

You are vision orientated: you bring energy and optimism to imagining future scenarios that reinvent (sometimes radically) how we think about growing solutions and creating change. You make future scenarios tangible, so that others can contribute to the vision and move forward together. You are focussed on helping your partner have the eureka moment that shifts their perspective and co-operation 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 capitalise 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, quickly bring structure to complex challenges and form abstract ideas to unify and bring cohesion to a team.

You are an expert facilitator: you work closely with teams. You find common ground amongst the voices, identify ideas ripe to develop and bring clarity where it is needed. You provide integrative frameworks that keep the momentum of the project moving forward 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 innovation capability.

You are an adaptive leader: you have an innate ability to successfully navigate complex and changeable environments. You think on your feet; you are flexible, reflective and agile and are comfortable in ambiguity.

- You will have strong and varied social innovation and/or design experience with skills in social research, co-design, service design, prototyping, service development and/or system change
- Demonstrated cultural competence in working with Aboriginal and Torres Strait Islander and other diverse groups
- 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 budgets
- You have delivered powerful written and visual communications to a publishable standard
- You have lead a team of staff and contractors to achieve project outcomes
- You have briefed other agencies to develop designs and/or communication
- You are comfortable interfacing with and leading partners throughout the design and innovation process
- You can balance excellent facilitation skills with leading and shaping work to reach consensus
- You are confident and flexible and have experience in leading and working in interdisciplinary teams where harmonious collaboration is imperative
- You thrive with low supervision.

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

KEY TASKS

PARTNERSHIP LEADERSHIP

- Establish and maintain relationships for trust with existing partners

- Consult with partners to define, describe and prioritise their organisational challenges
- Creatively design multidisciplinary projects within partner budgetary restraints that address their needs and will result in productive project outcomes
- Build collaborative partnerships and networks with partners that will further their ambitions and deepen our impact in their organisation
- Create opportunities to deepen our partnerships and collaborations with existing partners to grow our impact.

PROJECT LEADERSHIP

- Provide advice, support, and practice leadership, overseeing project teams
- Manage, design and deliver significant social innovation projects, ensuring milestones and outcomes are met within budget, and positive relationships are maintained with project partners
- Design and facilitate impactful experiences with diverse participants, from executives to people with lived experience.
- Create compelling, articulate artefacts and reports, ensuring key project documents are of a high standard
- Ensure travel, workshops, communication and other logistics related to project delivery are undertaken effectively.

THOUGHT LEADERSHIP

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

BUSINESS DEVELOPMENT

- Identify and cultivate relationships with potential partners and partner organisations.
- Develop collaborations with partners whose area of work is complementary to ours and who can help us increase our impact and reach
- Generate creative ways to tackle social challenges, and turn those into compelling new proposals
- Lead and quality assure the development and writing of proposals
- Lead and take part in project 'pitches'.

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 to think on your feet and offer up your analytical, strategic, creative and relational talents to respond to challenges and develop solutions.
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HOW TO APPLY

1. Review the duties and responsibilities, person specification and role details.
2. Send us (teamanz@innovationunit.org) these three things by 12 noon AWST on 17 September:
 - 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 AWST on 30 September 2021.

NOTIFICATION OF INTERVIEW COB 30 September 2021

QUESTIONS Please email teamanz@innovationunit.org