

INNOVATION UNIT AUSTRALIA NEW ZEALAND



SENIOR PROJECT LEAD
NOVEMBER 2020

ABOUT THE ORGANISATION

OUR MISSION

Innovation Unit Australia New Zealand, 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.

WHO WE ARE

Innovation Unit Australia New Zealand 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 five 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 systems and sectors around the country to transform learning and schooling, and we are growing impactful new solutions in the social systems that our most vulnerable rely on.

Now, we are looking to our next five years and the impact we want to have. You will join our team in a moment of growth, with a new strategic direction, a perfect time to shape and drive the success of this endeavour. Innovation Unit Australia New Zealand is full of passionate, smart, creative individuals who are personally committed to the organisation and its mission. This makes joining Innovation Unit Australia New Zealand 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 New Zealand 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 2020, we will be recruiting two senior roles, which will grow Innovation Unit Australia New Zealand's talented and committed team. Over the five years, we have established ourselves in the region and developed a sustainable business model, despite the challenges of COVID 19. We will continue to work with ambitious partners to deliver the tangible and measurable changes they, and we, want and need to

see in the world - helping them to develop, implement and scale powerful new solutions. 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.

Our partnership with our colleagues in the UK means we 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 a new role to grow our team. Appointments will be building on over a decade of cutting edge innovation practice from our UK based colleagues, successful local, national and international projects led from Australia and New Zealand, and working with a talented and multi-disciplinary team. You will be expected to bring your own knowledge, perspective and experience to bear on developing the next iteration of Innovation Unit Australia New Zealand'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 practice from previous roles, whilst being open to learning from, and helping to develop Innovation Unit Australia New Zealand's own brand of innovation - innovation that is driven by and liberates human potential, agency and collective action.

The role will be outward and inward facing - growing the profile, networks and work of Innovation Unit Australia New Zealand 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 this job brilliantly, please apply now.

ABOUT THE ROLE: SENIOR PROJECT LEAD

AN EXPERIENCED LEADER OF SOCIAL INNOVATION PROJECTS

This is one of those roles where you get to help change the world.

This Perth-based 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 partners' organisations. It plays a role in building the capability of our organisation and building the impact of our practice.

We're looking for someone with a strong track record in delivering complex, innovative social change efforts. This is a senior role that requires someone with significant capability and track record.

While we're open to those from a range of backgrounds, we imagine you'll have experience in important transformation and change projects, having overseen multidisciplinary project teams including, amongst others, practitioners, policy and subject matter experts, designers and researchers to simplify complex challenges and support transformational change in partners' organisations. You'll likely have a combination of subject matter expertise in education, health or social systems, combined with a social innovation or design capability.

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 these future scenarios tangible, so that others can contribute to the vision and move forward together. You are focused 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 a particular 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 is 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 team.

You are an expert facilitator: you work closely with teams, and you know how to bring out their best. 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 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.

ESSENTIAL SKILLS AND EXPERIENCE

You will have:

- Led the design of innovation or social change projects (including initial scoping and pitching approaches)

- Social innovation and/or design experience with skills in co-design, service design, prototyping, service development and/or systems thinking and systems change
- Been a trusted, independent interface with senior executives and senior public servants that have resulted in productive relationships and partnerships
- Managed large budgets
- Demonstrated cultural competence in working with Aboriginal and Torres Strait Islander and other diverse groups
- Delivered powerful written and visual communications to a publishable standard
- Supported a team of staff and contractors to achieve project outcomes
- Experience in interfacing with and leading partners through an innovation process
- Excellent facilitation skills with an ability to lead and shape work to reach consensus
- Experience working in geographically dispersed interdisciplinary teams where harmonious collaboration is imperative
- A flexible disposition and an ability to thrive with low supervision.

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

KEY TASKS

PARTNERSHIP LEADERSHIP

- Establish and maintain trusting relationships with 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 strengthen our partnerships and collaborations with new and existing partners to grow our impact.

PROJECT LEADERSHIP

- Provide advice, support, and practice leadership, overseeing project teams
- Manage, design and deliver large 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 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.
- 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 key stakeholders.
- 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 and happy to think on your feet and offer up your analytical, strategic, creative and relational talents to respond to challenges and develop solutions.

ROLE DETAILS

LOCATION 101 York St, Subiaco WA 6008. The successful candidate will be based in Perth and have the ability to travel across Australasia once COVID restrictions soften.

SALARY Pro rata of up to \$103,685 plus superannuation per annum, depending on experience.

EQUIPMENT You are required to provide your own laptop, internet and mobile phone. Project and organisation related calls are able to be claimed back as an expense should the organisationally supplied teleconference service not be able to be used.

TYPE For our team it is standard practice to offer a fixed term contract for one year at the outset, before considering permanent appointments. This includes the statutory 6 month probation period. 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 0.6FTE to 0.8FTE role

HOLIDAY ENTITLEMENT You are entitled to pro rate of 20 days annual leave plus public holidays relevant to your home state during the holiday year between 1 July – 30 June. An additional leave allocation of 7 days is provided but is not an entitlement. An additional 3 days is between Christmas and New Year is also customarily given at the Company's discretion.

SUPERANNUATION 9.5% superannuation contributions.

REPORTS TO Director Innovation Practice, Innovation Unit Australia New Zealand.

RESPONSIBLE FOR Up to 3 project team members.

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 7th December:
 - 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 a sector of your choosing transform the lives of vulnerable people 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 7th December 2020 .

NOTIFICATION OF INTERVIEW COB 9th December 2020

INTERVIEW(S) 15th December 2020 in Perth. Second round interviews on a date TBC should they be required.

QUESTIONS Please contact 1800 953 026 or email teamanz@innovationunit.org