

Position Description

Position title	: Director, Consulting
Reports to	: Executive Director, Consulting
Employment type	: Permanent Full-time
Location	: Darwin
No. of direct reports	: At present 2-4 direct reports with potential for growth
Date	: April 2024
Approved by	: Executive Director, Consulting

The operating environment

SVA overview

Social Ventures Australia (SVA) is a not-for-profit organisation that works with partners to alleviate disadvantage – towards an Australia where all people and communities thrive.

We influence systems to deliver better social outcomes for people by learning about what works in communities, helping organisations be more effective, sharing our perspectives and advocating for change.

SVA Values

As a purpose-driven organisation, our values guide who we are, how we work and the decisions we make.



People at
the centre



Difference gives
us strength



Open and ready
to learn



Real change
takes time

Learn more about SVA's values [here](#).

First Nations Practice Principles

SVA is committed to providing a culturally safe workplace for all our First Nations employees, partners and clients. We commit that our work with First Nations peoples is aligned with our First Nations Practice Principles set out below.



Learn more about SVA's First Nations Practice Principles [here](#).

Team overview

Our [Consulting team](#) works exclusively on for-purpose projects that strengthen the social sector and have a positive impact on people and communities. SVA pioneered social sector consulting in Australia and in the past 15 years the team has worked with hundreds of clients to deliver high impact projects. Our clients include non-profits, ACCO's, social enterprises, land councils, governments, philanthropic organisations and corporates pursuing social change.

Our projects generally fall into one of five service offerings:

- Strategy and Governance – helping organisations to determine their purpose and how they can best achieve it.
- Outcomes Management – supporting organisations to understand the changes they want to create and how to measure if they are achieving it.
- Collaboration and Partnerships – supporting clients to identify partnership and collaboration opportunities to increase their impact.
- Organisational Effectiveness – helping clients to operate more effectively to ensure they are set up to achieve their goals.
- Program Design – helping clients to develop effective programs that achieve the desired outcomes for participants

We work across a broad range of issues including disability, education, employment, financial wellbeing, family violence, health, housing, mental health, and regional development, and with people experiencing vulnerability including children and families, First Nations peoples, migrants and refugees and Older Australians.

[Our Consulting team](#) of ~50 people is in Sydney, Melbourne, Perth, Darwin and Brisbane.

SVA's Darwin office was established in 2018 and is currently a team of three – the Director, a Manager and a Consultant, based in a co-working space in Parap.

We work with a wide range of clients in Darwin, regionally across the NT and in Northern Australia. Clients include ACCOs, land councils, not-for-profit organisations and the NT Government, on projects that span all four service areas described above. Our projects have a strong First Nations focus, recognising most of our clients work with or for First Nations people and communities across the NT and Northern Australia.

Our projects cut across all of Consulting's issue areas, and in recent months the team has worked with clients in the justice, family violence, post-mining regional development, health and arts sectors across the NT, including, in addition to Darwin, Katherine, Alice Springs, Kintore, Groote Eylandt, Gunyangara and Nhulunbuy.

After nearly six years of operations in the NT and Northern Australia, with a number of established client relationships and demonstrated social impact, SVA plays a valuable and distinctive role in the market. On these solid foundations, we are now setting our aspirations for the next horizon of growth, of both our practice and team. The new Director, Darwin will play a critical role in contributing to our thinking and leading this next stage.

Position purpose

The Director, Darwin position is a senior role within the Consulting team whose primary purpose is to lead SVA Consulting's NT and Northern Australia practice and Darwin-based team. The role holds responsibility for strategic and operational activities including identifying and securing impactful work, business and client development, and oversight of project delivery. As a member of Consulting's leadership team, the Director, Darwin is also expected to participate in whole of business decision-making and leadership.

Position responsibilities

As the most senior member of the Consulting team in the NT and Northern Australia, the Director, Darwin has a range of responsibilities that support SVA to operate an impactful and financially sustainable business to contribute to Consulting's national business. They also represent the broader SVA organisation and help to build close relationships with clients, sector leaders and other critical SVA stakeholders.

Broadly, Director responsibilities fall into 5 key areas:

- **People leadership:** Managing and developing our team, including through modelling our values, contributing to a safe and mentally healthy workplace and supporting a thriving SVA culture.
- **Business and client development:** Engaging with current and potential clients to develop trust-based relationships, identify needs, scope opportunities and sell impactful projects that are aligned with our purpose. This will include representing SVA as needed at sector or government events.
- **Project leadership:** Leading current and future projects with team members and as required, Consulting team members from other offices and external First Nations project-delivery partners (on a project-by-project basis). Leadership of national projects may be required from time to time depending on the opportunity.
- **Thought leadership:** Developing and publishing insights and thought leadership to build the knowledge and capability of our team, our clients and of the social sector.
- **Business leadership:** Participating in whole of business decision-making as a key member of Consulting's leadership team, which is likely to include functional leadership of one or more areas of Consulting's operating model at a national level. It will also require leadership of Consulting's NT and Northern Australia strategy.

Key internal relationships:

Consulting Executive Director, the whole Consulting Director and Principal team, SVA Darwin Consulting team, SVA's First Nations Practice Lead, SVA CEO and other members of the SVA Leadership Team (as required), and the SVA Consulting team. Some engagement with the broader SVA organisation may be required from time to time.

Key external relationships and partners:

NT and Northern Australia-based ACCOs, land councils, not-for-profit organisations, NT Government, Local governments, the Australia Government, corporates with operations in the NT (where purpose-aligned with SVA), the broader NT business community, Trusts and foundations and the broader philanthropic community in the NT;

Our team frequently partners with NT-based First Nations-led consultancies to jointly deliver projects where First Nations leadership is critical to project success.

Special requirements

Although this is not a First Nations designated role, First Nations candidates are strongly encouraged to apply given the significant share of project work delivered in partnership with First Nations peoples and communities undertaken by the Darwin-based team. At SVA we also acknowledge and promote the importance and value of lived experience in all our work.

The role is Darwin-based with some occasional travel across the NT, as required, to lead client projects, as well as some limited travel nationally to attend SVAC leadership and whole of Consulting team and SVA events.

Person requirements

Your experience will include:

- Strategic management consulting experience, ideally, in the social sector for at least 10 years. Candidates with significant management experience in the social sector will also be considered
- Experience in the Northern Territory, and/or in Northern or remote Australia is highly desirable
- Experience working in partnership with First Nations people, organisations and communities is required
- Establishing new businesses, demonstrating entrepreneurial skills and interest
- Effective business development and stakeholder relationship management
- Balancing leadership and delivery of a significant number of projects concurrently
- Coaching and mentoring team members
- Managing geographically dispersed project teams.

Your skills would include:

- Structured thinking for strategic and creative problem solving
- Exceptional verbal and written communication skills including demonstrated experience with facilitation and engagement of remote First Nations communities
- Ability to work with and influence diverse stakeholder groups in complex environments, ensuring sensitivity, consideration and safety in all work
- Ability to provide tailored support and guidance required for each team members
- A passion and skill for mentoring colleagues
- Technical analysis and presentation skills and appetite to dive into project work if required.

You qualifications should include:

- Strong academic record, with an under-graduate degree. Ideally candidates would also have a graduate degree in Business, Public Policy/Administration, Law, Engineering or other equivalent.

Our ways of working is also very important, to succeed in this role you will:

- Demonstrate commitment to SVA's First Nations Practice Principles
- Be a team player who can also lead and motivate others
- Demonstrate curiosity and eagerness to learn
- Listen authentically and demonstrate empathy and humility - recognising what you don't know
- Roll up your sleeves when required
- Provide clear direction and guidance on the priority aspects of a project
- Demonstrate a sense of humour and camaraderie.