

Position Description

Role:	Head of Safer Communities
Business:	Group Sustainability, Customer and Corporate Relations
Reporting line:	Head of Safer Communities

POSITION CONTEXT

Primary purpose of the position

The Westpac Group has a long track record of performance on sustainability. This is driven by a core Group Sustainability team, situated within the broader Customer & Corporate Relations team, which leads the Westpac Group's Sustainability Strategy and supports the business in aspects of sustainability strategy, risk, performance and communication.

This role is a newly created permanent position responsible for leading the Group's implementation of the third pillar of Westpac's Response Plan to the matters set out in AUSTRAC's Statement of Claim, 'Protecting People'. The Head of Safer Communities will develop a plan of actions, with a specific focus on addressing child exploitation and supporting child protection. To this, the role is responsible for leading the Safer Communities team, engaging with external experts in human rights, child exploitation and child protection, and working with senior leaders across the organisation other stakeholders to develop a comprehensive approach to addressing the human impacts of financial crime – and oversee a range of funded initiatives tackling exploitation, and in particular creating safer communities for children.

This role reports to the Group Head of Sustainability. As a member of the Sustainability Leadership Team, the Head of Safer Communities will work closely with the Heads of Social Impact, Sustainability Governance, Sustainability Communication and Westpac Foundation and Scholars, as well as Financial Crime and other Risk and Compliance teams in helping to ensure a genuine and strategic approach to addressing child exploitation, aligned with Westpac's sustainability position.

Key outcomes/accountabilities

This position is responsible for strategic planning and implementation of the third pillar of Westpac's Response Plan, 'Protecting People' which comprises developing and driving a series of immediate actions and committed investments to reduce the human impact of financial crime – including specifically child protection and child exploitation, to support aligned strategic initiatives in line with our human rights position, and engage with community and human rights focused stakeholders.

Effective leadership and enablement of team members is critical to support Westpac's wider Response Plan to make immediate changes and lift all financial crime systems and standards.

As a senior member of the Group Sustainability leadership team, and in providing secretariat support to an Expert Roundtable and Advisory Group, this position's specific areas of responsibility will be to:

Strategic leadership and relationships

- Develop and gain endorsement for a strategic workplan to support Westpac to take a leading role in tackling child exploitation offshore, and support child protection domestically, and support wider efforts in addressing modern slavery in financial sector value chains.
- Establish and provide outstanding secretariat support to an expert roundtable and wider advisory group focused on planning and actions to address the human impacts of financial crime including the prevention of online child exploitation. This will involve establishing membership, expert governance and guiding the strategic approach and practical distribution of up to \$10 million in funding per year for three years.
- Establish and maintain a strong working relationship with International Justice Mission (IJM), assisting with program design and strategy as we invest \$18 million over three years to tackle Online Sexual Exploitation of Children (OSEC) in the Philippines through expansion of on-the-ground initiatives in Southeast Asia. This includes supporting this partnership and monitoring impact.
- Establish and maintain strong working relationships with an Australian Government-led SaferKidsPH campaign including Save the Children, UNICEF and The Asia Foundation, as we invest \$6 million over six years in the to raise awareness of Online Sexual Exploitation of Children (OSEC) and support programs to protect children in the Philippines. This includes supporting this partnership and monitoring impact.
- Define team requirements and lead a team skilled in the effective project management and engagement with communities and other stakeholders to support effective and informed programs to help deliver the Protecting People response plan stream.
- Represent Westpac on key external networks and industry groups as required based on issues and focus areas as these evolve over time. This will include engaging internally to share information from, and consult with the business on developments from these industry groups and leading efforts to continuously improve practice to retain a position of sustainability leadership.
- Engage with employees/stakeholders leading relevant programs (e.g. Financial Crime, Customer Vulnerability, Responsible Sourcing, Westpac Foundation) to continually optimise and align initiatives to lift overall sustainability performance.

Reporting

- Prepare material and papers and impact reports for the Roundtable, Expert Advisory Group, Group Sustainability Council, Executive Team and Board as required, as well as other related project/technical teams on the Response Plan.

- Conduct ongoing research, analysis and reporting on the needs, issues and priorities around the human impacts of financial crime including the prevention of online child exploitation – enabling Westpac to become deeply informed on this matter.
- Oversee evaluation and reporting on outcomes and impact to relevant stakeholders. This includes the development of appropriate metrics and targets, and the subsequent tracking through effective management reporting to internal stakeholders and governance bodies (e.g. Westpac Group Sustainability Council quarterly reporting, ET/Board and annual sustainability reporting).

Performance Objectives

- Lead the development and support implementation of actions (including the Response Plan and supporting Action Plans) that deliver genuine value for the business, including:
 - Feedback from stakeholders – including Roundtable and Advisory Group members; and
 - Impact measures that reflect with the program's 'theory of change'.
- Timely development of papers and other governance materials for Roundtable and Expert Advisory Group – enabling informed discussion, and feedback on the Group's progress.
- Establishment of a strategic plan guided by a theory of change, informing Group actions, including well-governed distribution of funds, and effective reporting demonstrating clear impact.
- Operate within given project budgets.
- Demonstration of bringing to life Westpac's values and leadership star – including contributing to employee engagement.
- Contribute to Westpac's sustainability performance, evidenced by:
 - External indices – such as DJSI, MSCI and Sustainalytics;
 - Feedback from stakeholders with an ESG focus; and
 - Wider community regard.
- Effective and timely delivery of projects, reporting and papers to the Sustainability Council, Executive teams and Board Committees.

Knowledge and Experience Required

- Relevant tertiary qualifications in sustainability, risk, policy, law, human rights, modern slavery, child protection/exploitation, social sciences, social work or international development and relevant experience.

- More than 10 years' experience in the sustainability field or a relevant area within a corporate, not-for-profit, legal, public policy or consultancy environment.
- Demonstrated experience in providing leadership, people management and mentoring.
- Deep understanding and experience with corporate sustainability concepts and human rights principles – including international frameworks/principles and reporting requirements. Subject matter expertise around modern slavery and/or child exploitation/protection would be an advantage.
- Leadership experience in corporate community program development or a similar philanthropic sector role – with demonstrated strategic capability (developing and applying a theory of change model), and understanding of the charitable landscape in Australia and Asia Pacific.
- Experience in the governance, evaluation and monitoring of community programs, preferably with a focus on understanding and communicating outcomes and impact investments.
- Outstanding capacity to deliver high quality results to deadline, managing and balancing complex internal stakeholder expectations, with good attention to detail.
- Outstanding communication, interpersonal, influencing and negotiation, stakeholder engagement skills with a collaborative work ethic. Strong capacity to influence peers and senior managers. Patient and resilient – remaining focused on delivering on longer-term sustainability outcomes.
- Exceptional project management skills with a track record of winning support and driving successful outcomes on complex agendas involving multiple internal stakeholders, e.g. working groups or similar.
- High levels of energy and demonstrated passion and interest in the field of sustainability and human rights.
- Strong commercial acumen, including demonstrating the business value of social impact.
- Exceptional written and verbal communication skills – and ability to communicate in plain English.
- Extensive industry network with strong relationships at senior levels within the social sector, community organisations, thought-leaders and philanthropic networks.

Key relationships

Sustainability leadership team, sustainability council members, other specialist leaders across the Group including risk governance, enterprise services, legal, corporate communication, media and government relations.

Working collaboratively with key Group and divisional risk, compliance, financial crime and sustainability leaders, including:

- Group Head of Sustainability;
- Group Executive, Customer and Corporate Relations;
- Project and legal teams leading the overall Westpac Response Plan;
- Senior leaders in Group Risk, including Financial Crime, to ensure an effective human rights response to the human impact of Financial Crime;
- Group Procurement team to align with responsible sourcing and modern slavery assessment and reporting programs;
- The Head of Sustainable Finance, Westpac Institutional Bank on ESG risk within the Institutional bank, and consideration of sustainable finance opportunities;
- The Head of Sustainability Governance on alignment with sustainability positions, and sustainability governance mechanisms, including engagement with the Sustainability Council;
- The Head of Social Impact to ensure a coordinated approach to sustainability and social impact; and
- The Head of Sustainability Communications on communicating progress, including aspects of our sustainability performance both internally and externally.