

Chief Executive Officer, Y Australia Position Description

In 1844, in London, the Global YMCA was founded by a young man named George Williams. At 23 years of age George was full of passion and purpose. Today, the YMCA Movement is the largest global youth Movement, reaching 58 million people in over 120 countries, on every continent.

Here at YMCA in Australia, or the Y as we now call ourselves, we are committed to a collective leadership model which we practice with an intergenerational focus. The Y in Australia consists of 14 Federated Member Y Associations, aligned in strategy, culture and action. Our shared purpose globally is around empowering young people, in Australia this is expressed as our unified belief: *We believe in the power of inspired young people.*

The objective for the next Y Australia Chief Executive Officer will be to lead a process of change through stewardship and collective leadership that grows the Y Movement in Australia, builds long-term sustainability and increases the Y's community impact.

The outgoing CEO has been successful in building a shared strategic framework and brand across the Member Y associations, the highest standards and support for ensuring children and young people are safe, developing the Y as a respected and effective partner across the community, modernising the Y's partnership with young people and the Y's approach to advocacy. The new Chief Executive Officer will build on this legacy, applying high level conceptual, strategic and problem-solving skills, sound judgement and emotional intelligence.

As the Y emerges from COVID-19 and its social and economic consequences, the opportunity is to articulate a renewed future vision to keep the Y relevant to the fast, dynamic pace of the 21st century, meeting its challenges and seizing opportunities. Continuing to guide alignment to the Global YMCAs' Vision 2030 strategy development, the new Chief Executive Officer will also have the opportunity to further connect the Y in Australia Y to the global Y ecosystem.

Candidate Profile

The next National CEO of the Y will ideally demonstrate the following key attributes, skills and experience:

1. A mission-based leader with a commitment to pursue the Y's belief that when young people are inspired, they are powerful.
2. Demonstrated experience as a courageous, impactful leader in a collective leadership environment, preferably in a federated environment.
3. A record of astute and dynamic organisational leadership, including managing significant and sustainable change.
4. Superior communication, stakeholder and advocacy skills.
5. Highly developed emotional intelligence able to lead and motivate diverse groups.

Reports to

President and Board of Y Australia.

Financial Dimensions

National Office turnover: \$3.5+ million; National combined revenues of federation: \$600+ million.

Key Stakeholder Relationships

Internal

- Chair and Directors of the National Board.
- National Leadership Team.
- Member Y Associations' Boards and CEOs
- National Office employees

External

- Organisations partnering with Y Australia.
- Key industry Associations.
- State and Commonwealth Governments.
- YMCAs internationally.

Location

The role is based at Y Australia's offices at Essendon Fields in Melbourne (Wurundjeri Land).

The successful applicant is expected to be permanently located at this office.

Position Overview

Operating under a federated model, the CEO will be responsible for:

- Developing the national strategy for the Y Movement in Australia with strong alignment to the Global YMCA strategy.
- Maintaining and developing effective corporate governance of Y Australia and for its staff and assets.
- Providing leadership within the National Office, within the Member Y Associations' CEOs Leadership Team and across the YMCA nationally and internationally.
- Ensuring that the Y's Belief, Mission, Vision and Values are maintained and are at the core of all activities of the Y Movement.

Key Accountabilities

Leadership, Strategy & Management

- Work with the National Board, national collective leadership teams and individual Member Y Associations to design, develop and articulate the national strategic direction of the Y in Australia including the development of a unified Vision which is accepted and embraced by all internal stakeholders.
- Role model the Y's Belief, Mission, Vision and Values.
- Implementation of the Y's strategic plan.
- Lead and manage the organisation's future direction through effective policy development.
- Lead, design and implement key national transformation projects, as endorsed and prioritised by the National Board.

- Support Member Y Associations to optimise their outcomes.
- Articulate the Y Belief to external stakeholders.
- Business management of the national office, including setting workplans and budgets and the management of staff to deliver on the objectives of the national office.
- Build an environment of innovation to ensure the Y's reputation and purpose is maintained and further enhanced.
- Facilitate and champion a safe culture nationally which empowers children and young people.
- Embed 'Youth Empowerment' and an 'Intergenerational Leadership' focus and actions across all areas of Y Australia's activities.
- Ensure all Member Y Associations understand their responsibilities to act in accordance with the Y's Priority One Licensing Standards.
- Ensure all Member Y Associations understand their responsibilities to act in accordance with the Y's Safeguarding Young Children and Young People Policy, demonstrate extended guardianship to all children and young people within the Y and work to ensure the human rights of children and young people are protected within the Y.

Governance

- Participate in board meetings, providing representation of all matters pertaining to the strategic, financial and risk dimensions of the organisation.
- Provide regular Member Y Associations' Board updates.

Safeguarding

- Uphold the rights and always acting in the best interest of children and young people.
- Advocate for, and enable, a strong culture of compliance and understanding in regard to reporting safeguarding concerns within the Y and to the relevant regulatory bodies as well as the Y's Safeguarding Policies, Procedures and Licencing Standards.
- Facilitate a culture where Y people are empowered to speak up about safeguarding concerns.
- The current CEO of Y Australia is also the group CEO of Y Safeguarding*. As a minimum, this role requires oversight of the service agreement of Y Safeguarding and the compliance of the entity's obligations.

Financial/Commercial Management

- Manage Y Australia's income as determined by the Member Y Associations' Subscription Model and continue to strategically develop the model in a financially sound way.
- Enable growth by identifying business opportunities for the Member Y Associations.
- Oversee the preparation of all Y Australia's financial documentation for consideration by the Board.
- Ensure the Y's National Insurance program and National Redress reserves are financially sound and responsible.

Stakeholder Engagement & Relationship Management

- Communicate a clear vision of an engaging and relevant future for the Y in Australia.
- Develop and strengthen relationships with industries, professional bodies, not for profits and the federal government, through a collaborative approach.
- Represent and promote Y Australia and the Y in Australia at a national, regional and global level.

Advocacy, & Media

- Develop an advocacy and public relations plan to actively promote and market the Y in Australia and its benefits to stakeholders, potential clients and the community to effect national and local impact.

- Serve as spokesperson for the Y in Australia, ensuring that the Y's Belief, Mission, and Values are positively and properly presented to the public.

Compliance & Risk

- Ensure an appropriate compliance framework is in place for Member Y Associations, inclusive of compliance to the Y's Priority One Licensing Standards and when required, exercise the power of Y Australia's licensing responsibilities.
- Continually monitor and be aware of potential risks to Y Australia and Member Y Associations.
- Oversee that all legislative requirements are complied with by Y Australia and Y Safeguarding*.

Additional Experience, Attributes and Skills Required

In addition to the key attributes, skills and experience already listed, the next National CEO of the Y should also be able to demonstrate the following:

Knowledge and Skills

- Substantial experience in the leadership of a complex corporate and/or organisational structure.
- Proven experience in managing change within an organisation.
- Demonstrated success in developing effective and strong relationships across a range of internal and external stakeholders to influence and negotiate outcomes.
- Strong communication and interpersonal skills to work effectively with the National Board, Member Y Associations' CEOs, staff, customers, media, and other external stakeholders.
- Demonstrated experience delivering outcomes through influence and negotiation without compromising organisational or client group interests and integrity.
- Sound financial management skills.

Personal Attributes - Values and Behaviours

- As a key custodian of the Y Movement, uphold the Y's Belief, Mission, Vision and Values.
- Be an advocate for the rights and the voice of children and young people.
- Must be credible and trustworthy and inspire confidence and dedication from others.
- Must have high performance standards and the ability to influence others to perform at this level.
- Must be able to demonstrate agility to recognise and effect local, national and international opportunities.

Specific Requirements

- The ability to travel as required and frequently (both interstate and international).
- The ability to work across time zones to incorporate the required global connections.
- Probity: Satisfactory completion and maintenance of Medical, Police, Working with Children checks and Safeguarding and Health & Safety compliance.

Safeguarding Children and Young People Requirements

- Lead and promote a safe culture nationally which empowers children and young people by promoting children and young person focused leadership and governance.
- Promote safe environments and culture at the Y and in communities which empower children and young people to thrive.
- Ensure the Y actively promotes the cultural safety for children and young people from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander people, LGBTQIA+ communities, those who are unable to live at home and those with disabilities.

**The formal responsibilities relating to subsidiary entities will be confirmed following commencement of*

the candidate, along with new CEO's Key Performance Indicators.