



Together

For Humanity

Position Description

Position title:	Chief Executive Officer (CEO)
Reports to:	The Together For Humanity Board (Consults with the founder/National Director ND)
Employment Type:	Full time
Location:	Currently working from home, office located in a school in Mascot.

About Together for Humanity

Mission: Together for Humanity fosters school students' interfaith and intercultural understanding, and in doing so, brings communities together.

Who? Together For Humanity (TFH) is a not for profit organisation that exists for the purpose of ensuring young people embrace each other's differences - as this relates to belief systems and ethnicity. The TFH team achieve this through increasing interfaith and intercultural understanding primarily within school settings. The organisation was founded with the mission to unite Australians, primarily, across Christianity, Islam and Judaism, and over the years has evolved to intercultural acceptance and ensuring that all Australian children have a strong sense of "belonging". TFH works with schools, educators and children to focus on setting aside differences to promote shared traditions of love of people with different cultural identities and working toward common ground.

Why? We do this because no one should be subjected to prejudice, and everyone should feel a strong sense of belonging in Australia with their fellow citizens of all backgrounds.

How? We do this by educating children, teachers, parents and carers and by partnering with schools and other organisations to convene high-quality cross-cultural and inter-faith programs that foster goodwill between people of different faiths and cultures. We work to safeguard social cohesion, goodwill and harmony between people of diverse communities. We have reached over 400,000 young Australians through our programs fostering stronger connections and inclusion.

About the Role

Reporting to the Board of Directors, the Chief Executive Officer (CEO) will have overall strategic and operational responsibility for TFH staff, education programs, and execution of its mission. The CEO will work in partnership and consultation with the National Director & Founder, Rabbi Zalman Kastel. Zalman also reports directly to the Board - on matters of ethos, philosophy, and values of the organisation. The CEO will cultivate and support new and existing relationships with public and private funders.

Primary Purposes of the role:

This role was created to achieve two main objectives:

1. To ensure effective operation of TFH in achieving maximum possible impact over the next four years and beyond.
2. To lead the expansion of TFH from a \$1 million annual turnover to a sustainable \$3 million turnover.

Context

On 11th May 2021, the Federal Government announced that it will provide \$8.1 million over four years to TFH, to be matched by an additional \$4 million (cash and in-kind) from other sources. The funds are earmarked to “deliver a mainly school-based, student- and teacher-driven, face-to-face programs to educate students, teachers and parents so they are equipped for diversity and to foster greater inter-cultural understanding and a sense of belonging”.

This decision constitutes an affirmation by the Government of the value of TFH’s work and enabling the achievement of our ambition to become the “Go-To” organisation for bringing Australians together through interfaith and intercultural understanding. With that affirmation and resourcing, however, comes an attendant set of expectations about TFH’s performance, especially in relation to the reporting of TFH’s activities, achievement of funding goals and the extent to which TFH offers “value for money” in the work it undertakes.

It comes at a time of change and uncertainty, both externally due to COVID and internally in TFH as the Board and Founder recognise the need to appoint an independent CEO. With ambitious growth targets, the new government grant and strategy for geographical expansion the Board and Founder feel now is the time to strengthen the executive leadership capability for TFH.

The CEO role is funded from committed Federal Government and philanthropic grants.

Responsibilities:

Leadership & Management:

- Develop deep **knowledge** of core education programs, current operations, business strategies, and stakeholders.
- Engage, consult and collaborate with the National Director regarding TFH Vision, **Culture, Values**.
- Lead, coach and develop, and **learn** from the TFH high-performance senior leadership team.
- Collaborate with the National Director and the Board to develop and implement **strategic plans** that include succession and sustainability (beyond the 4 year grant) plans.
- Work closely with external stakeholders to ensure programs are operating at maximum efficiency and leveraging new opportunities in the education community.
- Ensure that organisational budget, HR and the day to day educational/ organisational activities and priorities are **aligned** with TFH's core mission and strategic plan.
- Ensure ongoing programmatic **excellence**, efficiency - value for money - rigorous program evaluation, and **quality** of finance, administration, fundraising, and communications.
- **Engage** and energize TFH Board members, committees, and partnering organisations.
- Provide strategic direction, maintain, and support a strong **Board** of Directors and committee structure; build Board involvement with strategic direction and growth.
- Oversee **Risk**, Governance and Compliance.
- Ensure effective **systems** to track scaling progress, and regularly evaluate program components, so as to measure successes that can be effectively communicated to the Board, funders, and other constituents.

Fundraising & Communications:

- Expand and diversify **revenue** generating and fundraising activities.
- Ensure we have excellent **value propositions** for prospective donors.
- Partner with National Director to garner new partnerships and deepen **relationships** with donors and community leaders.
- Oversee the development and implementation of a **government relations** program.
- Oversee and implement **corporate sponsorship and volunteering** programs.
- Lead refinement of all aspects of **communications**—from web presence to external relations.
- Be a **presence** that publishes and communicates program results with an emphasis on the successes of the local program as a model for regional and national replication.

Planning & New Business:

- Design the national expansion and program innovation.
- Build partnerships and collaborations in new areas, including outside the scope of NSW and Victoria.

Qualifications

The CEO will be thoroughly committed to TFH's mission. All candidates should have proven leadership, mentoring, budget management and relationship management experience.

Specific requirements include:

Essentials

Values/Culture/Character

- A strong **cultural fit**, putting people first, consultative and seeks to build consensus, egalitarian, open and consultative and an inclination to celebration of diversity of perspectives and passion for bringing people together.
- Ability to work effectively in **collaboration** with diverse groups of people.
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning
- Passion, idealism, integrity, positive attitude, **mission-driven**, and self-directed
- Unwavering commitment to **quality education** programs and data-driven program evaluation.
- High level of written and oral **communication** skills

Leadership/Management/qualifications

- Demonstrated ability in organisational leadership and management with the ability to coach staff, **manage, and develop high-performance teams**, set and achieve strategic objectives, and manage a budget.
- At least 10 years of senior management experience in the **not for profit** in sector.
- Relevant academic qualification.
- Track record of **effectively scaling** a performance- and outcomes-based organisation and staff regionally and/or nationally; ability to point to specific examples of having developed and operationalised strategies that have taken an organisation to the next stage of growth
- Past success working with a **Board of Directors** with the ability to cultivate existing Board member relationships
- Strong **public relations, and fundraising** experience and a sophisticated level ability to engage a wide range of stakeholders and cultures
- Relevant Police and Working with Children **clearances** and Driver's License
- COVID vaccination certificate.

Desirables

- A strong background in or substantial exposure to youth education (Desirable)
- Inter-cultural or Interfaith experience (Desirable)

We will consider candidates from interstate and regional Australia, or overseas.