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| POSITION | Chief Executive Officer |
| EMPLOYMENT TYPE | Full time |
| LOCATION | Sydney |

batyr is a dynamic Australian non-profit charity established in 2011, dedicated to improving young people's mental health. batyr are leaders in prevention and stigma reduction. Through lived experience storytelling and peer to peer education, batyr creates a safe platform for open conversations about mental health. batyr recently celebrated 10 years and set a bold new strategy to realise their ambition to impact 3 million young lives by 2030.

We are an energetic, fun and dynamic team who are passionate about changing the way we speak about mental health. Excitingly, we are on the hunt to build our team with even more passionate, skilled and driven people to continue to develop our high-performance culture and expand the reach and impact of batyr. If you want a workplace where you can bring all of your full, weird and wonderful self to the office each day, this is the place.

Working with us

At batyr, we make sure we have fun while doing important work. We care deeply about those we welcome into our work-family and do our best to support our team. We do this by:

- providing all permanent staff with a wellbeing budget that you can use for the gym, new surfboard, pottery class, ukulele lessons... almost whatever you need to help keep you feeling good
- providing ongoing professional training and wellbeing sessions
- structured internal and external mentoring
- wellbeing leave - your personal leave doesn't just have to be for sick days, at batyr you can also use this leave to support your mental health and wellbeing
- mid-year and start-of-year retreats
- flexible working arrangements

Position summary

The Chief Executive Officer is responsible for providing leadership to the organisation across all aspects of strategy and operations and for the long term sustainability and growth of batyr. This will be achieved by identifying business development opportunities, building strong relationships and partnerships with key stakeholders to maximise growth and positioning the organisation as a leading not for profit organisation.

The Chief Executive Officer reports to and works with batyr Board to determine the strategic direction, resource management, finance, stakeholder/network management, performance management and governance. The Chief Executive Officer is responsible for executing on these.

Key responsibilities

Strategy:

- In collaboration with the Board and leadership team, set and implement the strategic plan for batyr
- Support the leadership team to develop and execute operational plans to deliver on strategic objectives
- Develop measures and report to the Board on performance against agreed objectives
- Review strategic and operational plans as the organisation evolves

Leadership & management:

- Ensure a skilled and properly resourced team is in place to achieve the organisation's objectives
- Lead, develop and retain a high-performing team - develop employee capability to achieve batyr goals and objectives
- Ensure best practice operational standards are in place to maximise productivity such as regular meetings and cross communication
- Drive effective corporate governance throughout the organisation

Finance and risk:

- Ensure business sustainability through effective financial management strategies
- Develop revenue and expense budgets that support operating plans
- Monitor the performance of fundraising and self-generated revenue, ensuring cash-flow and forward projections are sufficient to achieve strategic objectives
- Ensure consistent quality financial reporting and administration
- Manage the organisation's risks by ensuring that the risk and compliance frameworks are robust and effective throughout the organisation

Marketing and communications:

- Publicly advocate batyr's mission, purpose, values and achievements
- Increase the profile and influence of batyr by promoting the organisation according to an agreed communications plan
- Act as spokesperson for batyr with media and key influencers
- Participate in industry forums and events and lobby for the sector

Fundraising/partnerships:

- Ensure systems and processes are in place to research, nurture and secure new funders
- Build partnerships to raise corporate and philanthropic funding for operations and fee for service offerings
- Actively engage and manage key funders and influencers in the work of batyr
- Identify and develop new and innovative funding streams eg. Social Enterprise
- Develop strong partnerships with relevant State and Federal Government departments and ministries
- Foster strong relationships and partnerships across the mental health sector
- Support partnerships manager to ensure acquittal reports are prepared in a timely manner for major funders

Essential selection criteria

- Proven senior management experience with multi-disciplinary teams and a track record of leading or scaling an organisation or product
- Strong leader who will identify growth opportunities whilst maintaining a focus on driving social outcomes
- Experience of working with a board
- Practical experience in governance
- Financial literacy

- Advanced ability to build, connect and maintain partnerships and networks
- Experience in building and leading a team with an ability to coach staff and develop high-performing outcomes
- Strong written and verbal communication skills – a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
- Understand and recognise the need for innovation to drive growth and communicate this fluently across the organisation and batyr community
- Highly motivated and have proven experience in the leadership role of a small to medium sized business or enterprise
- Degree qualified, with a post graduate degree being an advantage
- High level of energy and strong stakeholder engagement skills
- Active interest in tackling the stigma, in young people, around mental health as a well a desire to facilitate positive behavioural change.
- Ability to uphold & represent batyr's strong organisational culture
- Ability to represent & advocate for young people with lived experience of mental ill health.

Desirable selection criteria

- Able to demonstrate a proven track record in strategic fundraising and previous success at diversifying and increasing revenue streams
- Experience in both the Private and Third Sectors would be a significant advantage as would experience within the Health, Mental Health or Education sectors
- Able to bring a network of contacts to the role and will regard relationship development and management as an intrinsic strength