



Position Description

Position Title	Principal Practice Design Specialist
Mode of employment:	Full time
Time fraction:	1.0 FTE
Tenure:	Ongoing
Classification:	Principal Specialist
Annual Salary:	\$140,712 - \$159,114
Reporting to	Director Policy and Practice
Working relationships:	<ul style="list-style-type: none">• Internal: works collaboratively across the organisation as part of multidisciplinary teams; works with the Director of Policy and Programs and PRC portfolio team• External: organisations, agencies, key stakeholders in government and non-government sectors
Other information:	Staff are required to: <ul style="list-style-type: none">• Undergo a National Criminal History Check prior to appointment and every 3 years after• Hold a Working with Children Check

Position Overview

This leadership role will strengthen organisational capacity by providing deep content expertise, leading and developing people, and building strong relationships with external stakeholders. The job would suit a senior child and family support practitioner, with high credibility in their chosen field of work, who has an eye for innovation and the entrepreneurial flair needed to grow and realise growth opportunities in line with an organisation's strategic direction.

This newly created position will have responsibility for a portfolio of projects in the practice design and implementation space, as well as assuming responsibility for developing and growing PracticeWorks—PRC's innovative process for supporting organisations to realise evidence-based practice in their work with children and families. Working closely with the Director of Policy and Programs, and managing a dedicated team, this position will

operationalise and execute a go-to-market business strategy, designed to increase impact and ensure sustainable development of PracticeWorks.

About the Parenting Research Centre

We are an independent, not-for-profit organisation that receives funding from government and non-government agencies. We help governments and community organisations in the fields of health, education and welfare to put the best evidence on parenting support into action. We work collaboratively with our clients to deliver tailored, outcomes-focused solutions based on the best available evidence.

Our corporate values are:

- Commitment: we believe in the importance of parenting
- Excellence: we do our best to apply scientific knowledge in a practical way
- Open-mindedness: we value learning and inquiry
- Innovation: we are flexible and creative
- Responsiveness: we respond to community needs
- Collaboration: we pool our knowledge and our resources
- Stewardship: we are trustworthy and accountable.

Our code of interpersonal behaviour is based on the values of:

- Respect: treat people with dignity and communicate their worth
- Responsibility: be dependable, trustworthy and accountable
- Positivity: be positive and proactive, and focus on solutions and strengths
- Acceptance: embrace diversity, exercise tolerance, and look for the best in others

Personal Competencies Required	Position Competencies Required
Integrity, professionalism, and strong professional ethics.	Knowledge of and a commitment to the mission and values of PRC.
Ability to produce work of high quality at a senior level.	Experienced in producing quality outcomes at a senior level.
High motivation and energy.	Ability to sustain high levels of productivity by influence and example.
Proactive and positive in solving problems.	Solution focussed with demonstrated decision-making and problem-solving skills.

Committed to teamwork and skilled in managing teams	Demonstrated interpersonal skills including people management, effective communication, collaboration, and contribution of ideas to achieve the desired result.
Enthusiasm for contributing to a learning environment.	Demonstrated ability to work in multidisciplinary setting with experience in effective co-design, negotiation and problem resolution.
Commitment to ongoing professional development.	Clear understanding of own development needs, and commitment to continuous improvement, WH&S and Equal Opportunity principles.

Responsibilities

1. Provide high-level leadership in shaping the Centre's approach to practice design and implementation.
2. Drive growth in the Centre's business areas related to practice design and implementation by developing opportunities and leading the development of high-quality submissions and proposals.
3. Manage a key business portfolio related to practice design and implementation, including ensuring intended outcomes and achieving financial goals. Ensuring high-quality delivery of diverse projects designed to strengthen the capacity of community-based organisations in the delivery of evidence-based parenting support practice.
4. Participate in senior leadership forums and support whole-of-organisation business systems including quality assurance and risk management.
5. Represent the Centre in key meetings and forums with the highest level of professionalism.
6. Develop and coach employees in practice design and implementation.
7. Demonstrate the Centre's values in all internal and external relationships and contribute positively to the ongoing development of the Centre's culture.
8. Lead the development of PracticeWorks including:
 - Clarify, refine, and articulate the vision of PracticeWorks to internal and external stakeholders

- Meet business objectives and drive a business development strategy based on a solid understanding of the market, current service context and sector trends and needs.
- Work with the CEO/Director of Policy and Programs to convert warm leads into commissioned projects.
- Manage a team using 'self-managing team' principles to deliver on a diverse range of PracticeWorks projects.
- Ensure project outcomes are achieved and that team outputs are of the highest possible quality across all PracticeWorks projects.
- Build the skills and capacity of PRC staff in delivering PracticeWorks projects
- Anticipate, assess, and meet client needs with tailored practice-design solutions
- Oversee development of the PracticeWorks product through a continuous improvement strategy.
- Routinely evaluate and report impact of the Centre's practice design and implementation work.
- Build and support a community of interest of past and future practice design work clients.

9. Other Duties as directed

Key Selection Criteria

Essential

1. A strong philosophical commitment to the scientist-practitioner model, and the development and dissemination of evidence-based practice.
2. High-level practice skills and extensive experience in leading and developing practice in a relevant educational, developmental or clinical field.
3. Strong leadership and influencing skills, including the capacity to work effectively with a diverse range of clients and stakeholders.
4. Demonstrated ability to lead the design of evidence-based programs and practices in child, family services, health or education
5. Demonstrated capacity to lead teams and effectively manage a portfolio of projects including delivering anticipated benefits to clients.
6. Excellent writing skills including ability to prepare compelling and effective tenders, project submissions, resource materials and reports

7. Entrepreneurial flair and track record of creating and building on business opportunities.
8. Strong business skills including the ability to accurately forecast, budget and report financial status of projects.

Desirable

- Knowledge of and practical experience applying user centred design principles in the development of programs and/or practice approaches
- Understanding of public programs, services and community service organisations
- Knowledge and ability to apply best-suited project management approaches across the waterfall, agile and lean disciplines.

Approvals

Employee's signature: _____ Date: ____/____/____