

## POSITION DESCRIPTION

<b>Position Title</b>	General Manager – Growth & Strategic Partnerships
<b>Program</b>	Business Services Transformation
<b>Employment Status</b>	Full time
<b>Tenure</b>	Ongoing
<b>Classification</b>	Common Law Contract
<b>Position reports to</b>	Director – Business Services Transformation
<b>Location</b>	Heidelberg or Thomastown; Wurindjeri Country

Kids First is a child youth and family services provider and early years education specialist. We have proudly been at the heart of community care in Victoria since 1896.

Our proud history is matched with a progressive mindset as we continually deliver Australian-first and sector leading programs designed to strengthen family relationships, support healing and recovery from trauma and set children and young people for brighter futures.

We nurture an inclusive and rewarding culture that attracts and retains talented people, bound to a common purpose. Built on our legacy of more than 120 years of community service, we actively support our people to make a significant difference to the lives of children, young people and families. Every. Single. Day

Kids First is a child safe organisation and is committed to maintaining a child safe environment for children and young people who access our services.

As an Equal Opportunity employer, we respect and value diversity and inclusion. We welcome everyone to apply, regardless of age, ethnicity, cultural background, gender, sexual orientation, religious affiliation, and physical ability. Reasonable adjustments will be made for people with disabilities where operationally viable.

### Our Purpose

We exist to improve the life trajectories of Australian children and young people.

### Our Values

Our HEART values encapsulate the way we work together and partner with children and families to bring positive and sustainable outcomes.



**Hope**  
We believe that change is possible and achievable



**Empowerment**  
We build on people's strengths and support their ability to make positive changes in their lives



**Accountability**  
We are open and transparent in everything we do



**Respect**  
We value all people



**Trust**  
We act in an ethical, inclusive, professional and open manner

## Position Purpose

The General Manager – Growth & Strategic Partnerships is a senior leadership role responsible for shaping and advancing Kids First Australia’s growth agenda through strategic positioning, partnership development and execution of high-impact initiatives.

Operating at the intersection of strategy, external engagement and commercial decision-making, this role identifies and progresses new opportunities for organisational growth - including service expansion, partnerships, funding pathways and new market entry - in a complex and evolving policy and economic environment.

The role requires strong strategic judgement, the ability to operate in ambiguity, and the confidence to represent the organisation in senior external forums. This includes engagement with government, councils, partners, and sector stakeholders.

While the role oversees business development and project delivery functions, its primary focus is on assisting to set direction, shaping opportunities, and ensuring execution.

## Organisational Relationships

Supervisor	Director - Transformation and Impact
Direct Reports	<ul style="list-style-type: none"> <li>Innovation &amp; Design Leader</li> </ul>
Internal Relationships	<ul style="list-style-type: none"> <li>Chief Executive Officer</li> <li>Executive team</li> <li>Senior Leadership team</li> <li>Direct Reports</li> <li>All staff</li> </ul>
External Relationships	<ul style="list-style-type: none"> <li>Key Stakeholders including, government, corporate, community and fundraising/ philanthropic stakeholders</li> <li>Professional networks</li> </ul>

## Key Responsibilities

### Strategic Growth & Positioning

- Identify, assess and prioritise growth opportunities aligned to organisational strategy
- Provide clear, defensible strategic advice in complex and ambiguous environments
- Shape early-stage opportunities before formal procurement or funding pathways emerge

### Strategic Partnerships & External Influence

- Build and manage senior relationships across government, councils, plus mission aligned and commercial partners
- Represent Kids First in high-stakes external discussions, including negotiations and partnership development
- Navigate politically sensitive and commercially complex environments with sound judgement

### Commercial & Market Insight

- Assess the viability of new opportunities, including financial, operational, and structural considerations
- Contribute to decisions regarding partnerships, site acquisition, service models and investment priorities
- Maintain a strong understanding of policy, funding and market dynamics impacting the organisation

### Execution Through Leadership

- Ensure disciplined execution of strategic initiatives through internal teams
- Key member of KFA Senior Leadership team
- Provide oversight of business development and project delivery functions
- Build internal capability, systems and processes that support sustained organisational growth

#### **Growth & Partnerships**

- Lead the identification and prioritisation of growth opportunities, including determining which opportunities to pursue and why
- Develop and maintain strategic relationships that position Kids First for future opportunities
- Engage with key stakeholders to influence and shape opportunities prior to formal funding or procurement processes
- Oversee the development of proposals and submissions, ensuring alignment with strategic intent (delivered through supporting roles)
- Monitor policy, funding, and market trends to inform organisational positioning

#### **Project & Initiative Oversight**

- Provide strategic oversight of key organisational initiatives and growth projects
- Ensure appropriate governance, reporting and delivery frameworks are in place
- Enable project teams to deliver outcomes through clear prioritisation and decision-making
- Intervene in complex or high-risk initiatives where senior direction is required

#### **Other**

- Participate in regular supervision with manager, and annual appraisal processes.
- Proactively identify and undertake professional development and training to improve performance.
- Undertake all other duties as required by the organisation

#### **Quality and Risk Management**

##### **OHS**

- All Kids First employees have a personal responsibility to work safely and to abide by the legislation, rules and established safe work practices that govern safety in the workplace.

### **Capability Framework – key selection criteria**

<b>Formal Qualifications</b>	<ul style="list-style-type: none"> <li>• Tertiary qualifications in Project Management, Business, Public Policy, Social Work, Psychology or relevant field are preferred</li> </ul>
<b>Skills &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrated experience operating at a senior leadership level, with accountability for strategic decision-making and outcomes</li> <li>• Strong strategic judgement, including the ability to navigate ambiguity and develop clear positions on complex issues</li> <li>• Proven ability to build and manage senior external relationships across government, commercial and community sectors</li> <li>• Highly developed negotiation and influencing skills, including experience operating in complex or contested environments</li> <li>• Sound commercial acumen, including the ability to assess financial, operational and structural considerations</li> <li>• Track record of delivering complex initiatives through teams, with a focus on outcomes rather than process</li> <li>• Ability to balance strategic thinking with practical execution</li> </ul>

<b>Other Selection Criteria</b>	<ul style="list-style-type: none"> <li>• Current Victorian Working with Children Card</li> <li>• Willingness to undertake a Police Check</li> <li>• A good understanding of or willingness to learn about Aboriginal culture, values and protocols and a demonstrated capacity to work in a culturally informed and respectful manner.</li> </ul>
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### **Inherent Physical and Psychological Demands**

<b>Activity</b>	<b>Frequency – Daily Regular Occasional</b>
Computer / office-based work	<b>Daily</b>
Driving	<b>Occasional</b>
Sitting, standing and walking	<b>Daily</b>
Attending external locations	<b>Occasional</b>
Possible confronting situations with family & children (sometimes of sexual, abusive, abuser traits nature) which may trigger some individuals	<b>Occasional</b>
Climbing stairs, bending and/or lifting	<b>Occasional</b>