

Role Description



Role title:	Classification:
Practice and Implementation Lead	AHP3
Division/Business unit:	Reports to:
Women's Equality and Domestic, Family and Sexual Violence System Reform / Domestic, Family and Sexual Violence System Reform	Manager, Reform Implementation

Role purpose:
<p>The Practice and Implementation Lead is a role within Women's Equality and Domestic, Family and Sexual Violence System Reform and is accountable to the Manager, Reform Implementation for:</p> <ul style="list-style-type: none"> • Leading and implementing reform projects connected to the Domestic, Family and Sexual Violence (DFSV) System Reform, led by the Department. • Providing expert advice to ensure significant and/or complex projects within DFSV System Reform are delivered on time and within budget, determining project visions, goals, outcomes and priorities within the framework of departmental objectives. • Working collaboratively with key partners internally and externally and people with lived experience of DFSV, to deliver on DFSV System Reform outcomes.

Key outcomes and accountabilities:
<ol style="list-style-type: none"> 1. Contribute to and provide advice and input relating to critical strategic and operational planning and the delivery of a range of initiatives and continuous improvement projects that contribute to, or impact on, the ongoing implementation and success of DFSV System Reform activities and associated Department program and service development. 2. Understand and work with a victim-survivor centred approach to DFSV, understanding risk and safety in the context of DFSV and the interplay of gender, cultural identity, previous trauma, socio-economic factors, disability and access to or belonging to community for both victim-survivors and people using violence. 3. Undertake change management activities for the implementation of DFSV System Reform in conjunction with government and non-government agencies, Aboriginal Community Controlled Organisations (ACCOS), lived experience networks, community groups and other projects and service programs as required. 4. Integrate contemporary information, data analysis and research evidence with practice experience to support decision making, innovative thinking, objective analysis and review and evaluation of DFSV System Reform activities. 5. Provide professional leadership and development and deliver training to enable a full range of evidence-based intervention methodologies to be adopted across a variety of sectors. 6. Provide a high level of clinical knowledge and expertise in working with children, young people and adult victim-survivors of DFSV and people who use violence alongside the application of this knowledge to the development of policy and programs within the Department and the broader DFSV Reform System. 7. Initiate and foster cross agency collaboration, and interconnectivity on strategic policies, projects and programs for the delivery of DFSV programs, including providing leadership in the formulation of departmental policies, projects and service development and practice tools.

Key outcomes and accountabilities:

Note: Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.

Special conditions:

- Prior to being employed, the successful applicant will be required to obtain a National Police Check if new to the Department and a satisfactory Employment-related Screening Check where this is required for the role.
- Successful applicant will be required to satisfactorily obtain and maintain a Department of Human Services (DHS) Working with Children Check (WWCC).
- Successful applicant may be required to undertake RRHAN-EC – Responding to Risks of Harm, Abuse and Neglect – Education and Care full day/online course and the updated online course posted as required.
- Successful applicant must hold a current Australian issued Driver's Licence (equivalent to minimum class 'C' – South Australian), which must be maintained. Incumbent must be willing and able to drive all government vehicles within their licence classification during the course of their duties.
- Some out of hours' work may be required.
- Interstate and intrastate travel may be required.

Key Relationships/Interactions:

- Manager, Reform Implementation (line manager)
- Women's Equality and Domestic Family and Sexual Violence System Reform staff
- Government and non-government agencies, Aboriginal Community-Controlled Organisations (ACCOs) and lived experience networks and community groups
- Adult, children and young people victim-survivors and people using violence

Budget/Delegations:

Level 5 HR Delegations / Level 5 Financial Authorisations

DHS expectations and values: (Organisational contribution)

- Understand and follow workplace safety initiatives, identify hazards and contribute to a safe working environment, as well as follow procedures to manage and minimise risks within DHS.
- Follow the principles of a sustainable working environment by following departmental greening initiatives.
- Model ethical behaviour and practices consistent with the SA Government Code of Ethics for Public Sector Employees, Values and DHS Working with Children and Young People Code of Conduct.
- Understand and follow the principles and practices of the Information Sharing Guidelines for Promoting Safety and Wellbeing (ISG) and the DHS Appendix to the ISG to facilitate appropriate information sharing practice within the context of this department.
- Treat all individuals with fairness and respect, regardless of their race, culture, language, gender (including gender diversity), religion, sexuality, ability or age.
- Promote and maintain inclusive workplaces that embrace diversity and actively support difference.
- Demonstrate zero tolerance for discrimination, harassment, or disrespectful behaviour towards or by clients, colleagues, contractors or stakeholders.

Role specific capabilities: (Skills, experience, knowledge, attributes)

1. **Specialist Domestic, Family and Sexual Violence Knowledge** – Demonstrated knowledge of the concepts and practices relating to risk assessment, risk management, risk and safety planning, case management and intervention with children, young people and adult victim-survivors of DFSV and people using violence.
2. **Reform Experience** – Demonstrated ability to effectively support change management initiatives, deliver training related to new service models and evaluate strategic and operational matters to report on appropriate recommendations.
3. **Project Management** – Experience in using project management methodologies for effective design, implementation and reporting on project outcomes to meet defined timeframes and deadlines.
4. **Communication Skills** – Proven interpersonal and written and verbal communication skills with a high level ability to articulate and present complex concepts clearly and concisely and develop effective working relationships and networks with a broad range of stakeholders, both within and external to the agency and community, including in situations requiring conflict resolution.
5. **Strategic Advice** – Proven ability to provide conceptual and strategic evidence-based advice and consultancy to management on critical issues.
6. **Cultural Knowledge** – Demonstrated understanding of the impact of intergenerational trauma, the effects of colonisation policies and forced removal upon the health and wellbeing of Aboriginal children, their families and communities and the protective strengths of Culture.
7. **Relationships and Networks** – Ability to partner with a range of organisations and people including both front line and managerial staff, and people with lived experience to develop agreement on shared outcomes and deliverables.

Qualifications:

Essential: An appropriate Social Work qualification from a recognised tertiary institution giving eligibility for full membership with the Australian Association of Social Workers.

Key leadership competencies and expected behaviours at this classification:**Promotes strategic thinking and change**

- Creates a shared vision and mission for the BU.
- Inspires and influences others to assume ownership BU goals.
- Leads teams in aligning their priorities within a broader organisational and political context.
- Champions sustainability and long-term improvement.
- Communicates effectively and leads others in times of change.
- Identifies and analyses difficult and complex problems that have organisation-wide impact.

Achieves objectives

- Delivers results and improvements to meet BU objectives by translating ideas into concrete plans.
- Anticipates future organisational needs, risks and uncertainties, and aligns systems and resources to meet these needs.
- Makes well-informed and timely decisions that affect the BU, even when information is incomplete and ambiguous.
- Interprets and abides by the laws, regulations and policies determining BU activities.
- Takes accountability for team/BU success and manages others to achieve outcomes.
- Monitors the performance of the team/BU, considers feedback information and seeks continuous improvement.
- Integrates technical expertise into the BU to achieve its objectives.

Leads business excellence

- Sets clear standards, manages risks, setbacks, and implements continuous improvement initiatives.
- Sets challenging but achievable goals/targets with relevant metrics based on market trends, developments and legislative changes to ensure business needs are continually met.
- Provides clear and timely recognition, promptly addresses under performance and lifts performance through coaching.
- Inspires innovation and ongoing learning, and plans strategically to meet BU goals.
- Drives outstanding customer service by enabling team members to anticipate client needs.
- Empowers others to use resources effectively.



Builds genuine partnerships

- Considers the impact of decisions and priorities on other business areas, adapting approach to meet organisational goals.
- Approaches negotiations with an understanding of key issues and is able to clearly communicate reasoning and justification to facilitate mutually beneficial solutions.
- Facilitates constructive discussions to mediate conflict and disagreements. Encourages diversity of thinking and differences of opinion.
- Identifies and develops key strategic relationships and networks to achieve goals, increase departmental knowledge and create communication channels.
- Proactively develops effective strategic relationships, networks and partnerships with internal and external stakeholders.
- Models inclusive behaviour and tailors communication style to meet the audience's needs.

Models personal drive and professionalism

- Maintains the highest level of integrity to embed ethical practice and organisation’s values into the culture.
- Raises and challenges important issues constructively, and backs own judgement and actions confidently when challenged.
- Demonstrates resilience in responding to changing directions. Modifies approach, processes and procedures to fit situational changes within the BU.
- Demonstrates a high level of self-awareness and acts as a role model by openly communicating strengths and development needs.
- Champions a workplace that values respect, diversity and individual differences to build a culture of inclusivity.
- Establishes expectations and models best practice wellbeing and safety behaviours.

Approval:

Assessed by: Lazaras Panayiotou, Assistant Human Resources Business Partner		Date: 15/12/2025
Approved by: Kerry Beck, Executive Director, Women’s Equality and Domestic, Family and Sexual Violence System Reform		Date: 15/12/2025