



**Job Description**

# **Director, Advocacy**

**February 2021**

## Director, Advocacy

### Position description

#### Key information

<b>Position</b>	Director, Advocacy
<b>Direct reports</b>	Advocacy & Campaigns Coordinator
<b>Reports to</b>	Executive Director, Advocacy
<b>FTE</b>	Full time (1.0) or part time (0.9)
<b>Location</b>	Melbourne - other locations and virtual/hybrid work arrangements will be considered
<b>Salary range</b>	\$105,000 - \$130,000 excluding super (depending on experience)
<b>Award</b>	Grade 1-5, Director (FYA Salary Framework) Level 6, Pay Point 1

#### Role summary

You will pilot and implement cutting-edge programs of support for young change-makers to strengthen or scale their own advocacy and voice on issues of local, national and global significance - including provision of expertise in community organising, campaign messaging, and relationship building with youth-led groups.

You will supervise an Advocacy & Campaigns Coordinator to run digital engagement and design, and ensure FYA has deep connectivity with youth-led organisations.

Key to success will be your highly-respected hands-on experience and demonstrated track record of winning policy change - and deep commitment to listen to and work to back those most directly impacted (in our case, young people facing structural disadvantage).

#### About the Foundation for Young Australians

Today's generation of young Australians are facing unprecedented and intersecting crises. They also have the skills, insight and ambition to address them. At the Foundation for Young Australians, our vision is that young people have the power to beat injustice and transform the future. In pursuit of this vision, our purpose is to back young people with the trust, resources, skills, and connections to make change.

FYA has a new theory of change, dynamic team and board, and a unique resource base. We are now shaping a future-focused organisation committed to the highest standards of professionalism, culture and conditions, diversity, and impact -- all centered around our key constituents: young people.

**Our work is guided by a commitment to beating injustice and we strongly encourage applications from Aboriginal or Torres Strait Islander people, young people, people of colour, women, people with disability, people from LGBTIQA+ communities, and more. We acknowledge our sector (philanthropy and nonprofits) has systematically excluded these communities.**

### What we offer

- **A dynamic workplace.** We are a flexible, values-led and impact-driven workplace that combines the best of in-person connection and virtual efficiency.
- **Generous leave condition and flexible work.** FYA is committed to a flexible workplace, and offers opportunities for part-time work, 12 weeks paid (primary carer) parental leave, paid cultural and ceremonial leave, and paid leave for your birthday.
- **Attractive remuneration.** Our key asset is our team, and we are committed to recruiting and retaining world class leaders in youth engagement and social change. We pay competitively, and also offer salary packaging.
- **Extensive commitment to professional development.**
- **Strategic, skilled and collaborative team.** You will be working closely with the Advocacy & Campaigns Coordinator (recruiting); Executive Director, Advocacy; Youth Media Centre Lead; Research & Policy Lead; Director, Government Relations (recruiting).

### Working in our Advocacy team

- Our work focuses on **piloting new partnerships and programs with young people** to boost the impact and reach of youth-led campaigns for change.
- We **work collaboratively as a team to identify ways to strengthen young people's voice on key issues.** In addition to specific responsibilities for this role (below), team members are likely to have an issue or priority youth cohort, for which they are FYA's focal point and key strategist.
- We continuously **adopt and improve our peer-based advocacy approach** to build the agency and honor the lived experience of young people, while strengthening their autonomy, skills, well-being and safety.

- We **actively keep abreast of policy developments** in policies that impact young people, and which young people rank as a priority, including decisions by state and federal governments and other institutions.
- Our team **finds linkages between the work of the Advocacy team and other teams** (e.g. helping identify key youth advocates who might benefit from our capacity-building work, or opportunities to support the implementation of digital campaigning and community organising strategies of First Nations led youth campaigns alongside FYA's First Nations team).
- We are committed to **acting in solidarity in campaigns led by people with lived experience as an ally**, including a commitment to First Nations self-determination, anti-racism and respect for lived experience advocacy.

## Specific responsibilities of this role

You will:

- **Develop ongoing programs and strategic 'in the moment' support offerings** that back young change-makers to strengthen or scale their own impact, including high-level expertise in community organising, campaign messaging/storytelling, and experience in digital engagement and fundraising.
- **Empower a broad community of young people passionate about social change**, especially young people facing injustice and structural disadvantage.
- **Build a community of young changemakers** who take action and lead campaigns for social change, in partnership with our Capacity Building and Strategic Project teams (e.g. through partnerships, 1:1 coaching, group training and ad hoc strategic advice).
- **Grow strategic partnerships with young people** on movement building (e.g. how to recruit, structure or grow supporter groups, logistics of event planning and scaling up movements).
- **Maintain relationships with youth-led organisations** and work closely with young people leading and organising on-the-ground and digital campaign activities.
- **Work closely with the Director, Strategy and Evaluation** to monitor and evaluate FYA's advocacy work and make changes to improve how we partner with young people, and the impact of joint campaigns.

## Who we're looking for

- You have **5+ years experience leading advocacy or campaigning work**.
- You already have or have the ability to **build strong relationships** with youth-led organisations and young people.
- You have demonstrated **experience in leading effective campaigns** with expertise in crafting campaign messages and mobilising community support on emerging issues in the moment.
- You have **hands-on expertise** coordinating grassroots campaigns, popular movement building, field organising and digital campaigning.

- You're **skilled in fundraising**, particularly crowd-based small dollar fundraising efforts.
- You're a **strong leader and manager** with a proven record of balancing competing priorities, and mentoring young people.

### **Additional requirements**

- A valid Working with Children Check, or the ability to obtain one, is a requirement of this position.
- Applicants for this role must have a valid, legal right to work in Australia.