

# Position Profile



<b>Position:</b>	<b>Head of Strategic Partnerships and Impact</b>
<b>Team:</b>	Partnerships, Development and Autism Friendly
<b>Org unit:</b>	Head of Strategic Partnerships and Impact
<b>Industrial coverage:</b>	Non-award
<b>In the team:</b>	1-3 Roles
<b>ANZSCO code:</b>	<i>Tbc</i>
<b>Approval status</b>	For Approval – Permanent Role
<b>Date reviewed:</b>	3 years

## Organisation purpose

**A different brilliant®** - understanding, engaging and celebrating the strengths, aspirations and interests of people on the autism spectrum.

**Vision:** To provide best opportunities for people on the autism spectrum.

**Mission:** We work with people of all ages on the autism spectrum, delivering evidence-informed solutions that are person-centered, family-focused, and customer-driven.

**Values:** We are passionate about people, about being positive, and about what's possible.

## Portfolio and Team purpose

The Partnerships, Business Development and Autism Friendly Portfolio was formed in 2023 and is home to four teams. This role sits on the Portfolio Senior Leadership Team and broader organisation management network.

- Philanthropy, Relationship and Gift in Will
- Fundraising, Mass Marketing and Supporter Services
- Autism Friendly Consultancy & Working in Partnership (with autistic staff)
- Strategic Partnerships, Business Development & Impact.

The majority of works is externally focused with a goal of growth; financial, reach and impact. We aim to deliver excellent customer service to existing and new supporters, corporates and autism friendly fee-for-service clients. We are committed to utilising both a data-led marketing and relationship-based approach to connect and inspire new partnerships and gifts through a wide variety of activities and initiatives. The well-being of our team is important, as is incorporating the Autistic voice authentically into all our activities.

In turn, this will enable to Aspect achieve our vision of creating the best opportunities for people on the autism spectrum.

## Position purpose

This is a brand-new role, perfectly placed for a visionary leader with ambition to make transformational difference in the disability space. Drawing on experience you will be charged with

increasing Aspects commercial capability and capacity which will secure more strategic partnerships, aligns to progressing Aspect's strategic plan.

This newly formed team will drive, gatekeep and proactively manage Aspects high-level strategic client relationships, to achieve long-term goals and competitive advantage, through multi-faceted and longer-term partnerships, at the \$50K+ level. In turn this will increase impact, extend reach and deliver a new profitable income stream which can be articulated internally through success metrics.

Key external audience/stakeholders you will be working with include; corporate Australia, social enterprise, impact investing funders and Educational alliances which can connect the dots to a shared vision, mission or major project strategic alignment.

This role is well suited to someone who is a strategic thinker who thrives on initiating new business areas and has an entrepreneurial approach.

## **Key accountabilities**

### **Delivery**

#### **To drive forward the high-level strategic goals;**

- Develop and gatekeep new organisational strategy, direction and framework as it relates to corporate and strategic partnerships
- Identify, cultivate and secure commercially focused partnerships in areas of new product and market growth opportunities.
- Research and develop new products to diversify income streams for Aspect
- Create leads/opportunities through proactive Business Development initiatives and structured events
- Work with Aspect Services and key stakeholders to identify strategic partnership prospects and funding projects.
- Work with Aspect Education and relevant PCS, Marketing business partners on developing a unified approach for how best to increase school enrolments and create attractive cases for support for local stakeholders (in collaboration with Philanthropy team).
- To build on the foundational relationship and business improvement works within the Autism Friendly team and other designated projects by the Executive.

## **Major Works and output identified for 2024**

- A clear client management framework in place eg corporate tiered offering, policy, enterprise working party running effectively.
- Clear defined strategy and operational plan, budget, success measures and management reporting in place – with roles aligned.
- Internal and data audit scan to proactively identify the Top 10 Strategic Partnership prospects within Aspects existing network - and start to proactively manage these prospects.
- Work with Marketing to identify the value of our brand and offerings in commercial arrangements and target market segments.
- Make strategic recommendations on how best to upskill team and increase both capability and capacity in a best practice way.
- Work towards a single source of truth with established relationship management processes and data captured on our CRM in best practice way.
- Providing direction on where to initially focus resource and external resource supports
- Internal Enterprise Working party set up with clear objective

#### **Success Measures**

- Raising confidence and demonstrated ability in Aspect being able to secure multi-year, multi-faceted partnerships
- A *'home-base'* for all enquiries and major strategic partnerships
- The number of strategic partnerships in the pipeline and business opportunities create
- A strategic plan and annual operational plan in place, with clear success metrics.
- Business and relationship improvement projects delivered.

#### **Team culture and development**

- Contribute to and promote a team culture of continuous improvement, high performance and inclusive environment.
- To be open and comfortable working with neuro-diverse team members.

#### **Portfolio functional development**

- Contribute to continuous operational improvement through knowledge of Aspect's business, the external context, and contemporary practice in own area of expertise.
- Contribute to the development of the portfolio team collective knowledge and team spirit through participation in and leadership of learning and team building activities

#### **Safeguarding the people we support**

Aspect is committed to providing an environment free from abuse, neglect and exploitation of the people we support. Staff are expected to:

- follow safeguarding guidelines as outlined in Aspect’s Safeguarding the People We Support policy and Code of Conduct.
- complete mandatory Code of Conduct training and implement into day to day operations and practice.
- be vigilant and maintain a heightened sensitivity to recognising signs of abuse, neglect or exploitation and escalate/report those signs/concerns.
- escalate/report other staff practices which deviate from policy/procedure.

### Work health and safety

All staff are required to:

- take reasonable care of their own health and safety.
- comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with legislative requirements.
- report unsafe conditions or practices, and make suggestions to their manager on improving work, health & safety at Aspect.
- participate in the staff consultation process about work health & safety matters.
- understand and adhere to Aspect’s Code of Conduct.

### Reporting and Key stakeholders

<b>Direct manager:</b>	Director of Partnerships, Development and Autism Friendly
<b>Direct reports:</b>	There will be direct reports and agency supports – to be discussed at interview stage.

### Essential requirements

- 8+ years’ experience and networking at a senior level in at least two of the following areas; high level corporate strategic fundraising, social enterprise, impact investing, law, finance, senior media or recruitment sales, new business development, consulting, product development (highly desirable)
- Natural team builder/people leader and excellent key stakeholder management skills (essential)
- Demonstratable experience of securing and growing NFP corporate relationships at the \$500K+ level is (highly desirable)
- Strategic decision maker who can work both as part of a team and independently (essential)
- Strong drive and motivated by purpose leading to demonstrating transformational growth in previous roles (essential)
- Relevant tertiary qualifications in areas of Business Management, Marketing/Communications, Philanthropy/Fundraising, Commerce or CFRE (desirable)
- A genuine passion for social change or the disability sector. Open and comfortable about working in a neuro-diverse environment.

- Highly developed new business written and verbal skills, with a strong ability to develop compelling propositions and proposals, to present and negotiate contracts through a mutually beneficial lens
- Clear understanding of the key drivers to grow and nurture relationships over time. You are an Exceptional relationship and stakeholder manager combined with the ability to spot growth opportunities, pitch and upgrade relationships
- Comfortable and skilled at using CRM's – all aspects (essential). Sales Force experience (desirable).
- Working with Children Check and National Police Clearance (NSW) on job offer will be mandatory

## Attributes and Capabilities

The following attributes and capabilities are needed to perform the role effectively. There may be some overlap between the two groupings.

### Portfolio core values

<b>Client and Supporter Focussed</b>	<ul style="list-style-type: none"> <li>• We strive to inspire our supporters and fee-paying clients by understanding their expectations and motivations. Operates with an open, growth mindset.</li> </ul>
<b>Collaboration</b>	<ul style="list-style-type: none"> <li>• Working towards shared vision and goals</li> </ul>
<b>Integrity</b>	<ul style="list-style-type: none"> <li>• Being honest and authentic with our supporters, clients and our team</li> </ul>
<b>Excellence</b>	<ul style="list-style-type: none"> <li>• Operating a 'best practice' approach with a focus on continuous improvement</li> </ul>
<b>Creativity</b>	<ul style="list-style-type: none"> <li>• Focussing on innovation to continuously improve all our communication to our autism friendly clients and supporters</li> </ul>
<b>Data literate:</b>	<ul style="list-style-type: none"> <li>• Uses information, insights and knowledge in a structured way to support the identify of problems and make robust recommendations and frame alternative explanations.</li> </ul>
<b>Inclusive</b>	<ul style="list-style-type: none"> <li>• Treats all individuals in a respectful and inclusive manner.</li> <li>• Removes barriers and fosters inclusion throughout all aspects of work.</li> </ul>

<b>Functional capacity requirements</b>	<b>Note:</b> Frequency refers to an approximate percentage of time in a typical shift or period on duty: Rarely: Up to 7%      Occasionally: 8% to 33%      Often: 34% to 66% Continuously: More than 66%	
	Requirement	
	Resilience to time pressure/workload	Often
	Sitting	Often
	Standing, Walking	Often
	Pulling, pushing, lifting <5kg, reaching, carrying	Rarely

	Fine motor skills – keyboarding, writing	Often
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