

POSITION DESCRIPTION



WESTERN SYDNEY
UNIVERSITY

Safer Communities Lead



POSITION DETAILS

Position Title	Safer Communities Lead
Classification	HEW Level 9
Position Number	TBC
School/Office	Safety and Wellbeing / People and Culture
Division	Division of Operations

POSITION PURPOSE

Lead the University's Gender-Based Violence (GBV) prevention and response initiatives by driving education, capability building, and implementing effective processes. The role facilitates stakeholder engagement, coordinates implementation of trauma-informed practices, and ensures compliance with legislative and institutional standards. Operating with a high degree of autonomy, the position influences cross-functional teams and embeds sustainable systems and cultural change.

KEY ACCOUNTABILITIES

- Codesign and implement multi-year roadmaps for GBV prevention and response initiatives aligned with the University strategy and sector standards.
- Design and oversee delivery of evidence-based activities including learning programs that embed trauma-informed practice across staff and student cohorts.
- Facilitate co-design workshops to engage stakeholders and ensure successful roadmap delivery including digital tool integration (where possible).
- Lead facilitation of process design workshops to embed consistent, person-centred workflows for reporting, referral, and case management.
- Ensure compliance monitoring and escalate non-compliance through governance channels.
- Coordinate engagement across internal stakeholders including related governance frameworks i.e. Safer communities working group and maintain relationships with external specialist services.
- Provide high-quality reporting to the People Safety Steering Committee and other governance bodies.
- Supervise and mentor the Coordinator, GBV Prevention & Response and build capability across the Safer Communities network.

- Maintain activities within allocated budget under the Director's cost centre.
- Model WSU values of Fairness, Integrity, Boldness and Excellence and uphold cultural safety and trauma-informed principles.

QUALIFICATIONS, EXPERIENCE AND SKILLS

- Relevant tertiary qualification e.g. Public Health, Social Work, Organisational Development with extensive experience in GBV prevention or related fields.
- Demonstrated ability to design and implement trauma-informed education programs.
- Proven experience facilitating process design and stakeholder engagement in complex environments.
- Strong knowledge of compliance, governance, and risk management frameworks.
- Excellent communication and influencing skills; ability to lead cross-functional initiatives.
- Commitment to role modelling cultural safety, inclusion, and respectful relationships.
- Experience with digital learning tools and LMS integration.
- Familiarity with continuous improvement and audit frameworks.

KEY RELATIONSHIPS

- **This position reports to:** Director, Safety and Wellbeing
- **This position supervises:** Coordinator, GBV Prevention & Response (HEW 6)
- **Key internal relationships:**
 - Safety and Wellbeing team members and leadership
 - HR Business Partners and People and Culture teams
 - Marketing and Communications teams
 - Academic and professional staff
 - Legal & Risk
 - Student Wellbeing
 - Campus Safety & Security,
 - Student Union
 - Accommodation Services
 - Safer Communities Steering Group
- **Key external relationships:**
 - Australian Government Department of Education
 - Other universities and higher education institutions

CHALLENGES

- Supporting a diverse professional and academic portfolio with varying needs.
- Promoting GBV prevention and associated psychosocial risk tools in complex environments.
- Balancing operational support while maintaining strategic initiatives.
- Supporting WSU in achieving compliance while legislation and policy continues to evolve.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct

- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.