

Are you passionate about our vision of women living well - healthy, empowered, equal?

Company Overview - Women's Health Victoria

We are a state-wide women's health promotion, advocacy and support service with a proud history of over 25 years.

- Annual budget: \$2.5 million+
- Number of staff: 30+
- Number of Volunteers: 50+
- More information is provided in our strategic plan and on our website - <https://whv.org.au/about-us>

WHV has played a leadership role:

- Key reforms - Abortion Law Reform and Safe Access Zones, Victoria's first Gender Equality Strategy, State Government's agenda for the Prevention of Violence Against Women, Victoria Government's Women's Sexual and Reproductive Priorities
- 1800 My Options, Victoria's first phone line for contraception, pregnancy options and sexual health
- Labia Library - ensuring women are better informed about genital diversity before they resort to genital cosmetic surgery. This website is widely used by women around the world and is a recommended tool in the Australian GP guidelines.
- Counterpart - first ever peer support service for women with cancer operating for nearly 20 years.
- Women's Mental Health Alliance - Leading an alliance (30+ organisations and experts), established out of concern the Royal Commission into Victoria's Mental Health System needed to have a gendered approach if mental health outcomes for women were going to be improved.
- Atlas - a website providing interactive access to sex-disaggregated health and socioeconomic data at statewide and local levels.
- *Take a Stand* - An award-winning workplace program to prevent violence against women through leadership, bystander action and workplace policies.
- Development of the first accredited Gender Equity course in Australia
- shEqual - Leading the first coordinated effort in Australia to address the drivers of violence against women advertising.

Women's Health Victoria is an independent, not-for-profit organisation endorsed as a health promotion charity. We work with women, health professionals, researchers, community organisations and policy makers to influence and inform health policy and service delivery for women to achieve our vision of *Women living well - healthy, empowered, equal*. Women's Health Victoria is part of the Women's Health Program which includes 11 other Women's Health Services, 9 regional and two state-wide organisations.



There are twelve positions on the WHV Board and there will be three retirements in 2021. As part of its succession planning the Board is seeking expressions of interest from passionate individuals for co-option onto one of four task groups in early 2021, with a view to standing for election to the Board as Non-Executive Directors in October 2021.

Task Groups

The Board has a number of task groups currently in operation. These are:

1. Governance Task Group
2. Finance & Risk Task Group
3. Policy & Programs Task Group
4. Fundraising & Communications Task Group

Role as a co-opted member on a Task Group

- Participate in orientation to WHV
- Attend relevant task group Task Group meetings (4 per year)
- Attend annual Board planning meeting
- Participate in working groups that may be set up from time to time for a specific task or activity

Role as Non-Executive Director once elected to the Board

- Board members are required to serve on at least one Board task group.
- Board members can be expected to contribute approximately 4 hours per month including participation in 6 Board/planning meetings per year.
- Attendance in person is preferable (post COVID-19 restrictions) for meetings but on-line capability is available.

Task Group members and Non-Executive Directors of WHV are voluntary positions with agreed expenses reimbursed.

Part A. Organisation: Women's Health Victoria's Vision, Mission and Values

Vision: Women living well: healthy, empowered, equal

Purpose: We are champions for every Victorian woman's health and wellbeing

Values: Respect; Inclusion; Innovation; Courage; Excellence

Our board members, staff and volunteers work to a values-based code of conduct, which sets expectations about our leadership and integrity; our belief in empowerment of others; our belief in equality of opportunities and rights; our feminist commitment to women's rights and to challenge gender norms, practices and structures.

Our priority areas: Prevention of Violence against Women (PVAW), Sexual and Reproductive Health (SRH), Women's Mental Health and Body Image, Women's Equality, Women and Cancer

We are committed to improving the social, emotional and physical health and wellbeing of women throughout their lives so they can participate fully in society. We believe that gender equality is essential to achieve this and underpins everything we do.





Part B. Position specifications: Role Responsibilities

- **Strategic direction** - set the strategic direction and position the organisation for future growth and maximum impact of the Vision. Participate with management in setting strategies, goals and policies to deliver the organisations Vision.
- **Performance** - monitor the organisation's performance against its strategies and targets to meet government, funders and community expectations.
- **Compliance** - ensure there are adequate processes in place to comply with legal and accounting requirements.
- **Risk** - ensure the risks to which the organisation is exposed are clearly identified and suitable processes are in place to manage those risks.
- **Accountability to Stakeholders** - Align collective interests of stakeholders, Board, management, staff and volunteers.

Part C. Person specification: Key selection criteria

Qualifications/experience

- **Competence** - developing and fostering the maintenance, development and application of appropriate skills, knowledge, personal aptitude, and acumen required for a Director.
- **Strategy and Enterprise** - guiding the organisation toward fulfilment of its objectives or purpose by setting appropriate strategic direction, fostering innovation and assessing whether the organisation's resources and organisational culture are aligned to achieve objectives and purpose.
- **Analytical skills demonstrating good judgement and instinct** - good business instinct and acumen, risk management and the ability to assimilate and synthesise complex information.
- **Managing people and change** - understanding/experience of contemporary practice in organisational development, people management and culture.
- **Sector experience** - understanding/experience of health, community services or related industry sector and the challenges faced by non-profit entities.
- **Board experience** is essential.
- **Qualifications** in governance desirable.

Personal values and competencies

- **Passion** for women's health and equality.
- **Alignment with the values** of the organisation is essential, with a commitment to feminist philosophy
- **Integrity** - being honest in all things, true to the role and duties entrusted to you and behaving impartially and equitably, in the interests of the organisation.
- **Leadership** - providing a strong and positive exemplar of appropriate decision making, attitude and behaviours on behalf of the organisation.
- **Commitment** - dedicating adequate engagement by giving the necessary time, thought and diligence so that the interest of the organisation is appropriately served.
- **Communication** and interpersonal skills - ability to collaborate and work as a team, build rapport, inquire, listen, be heard.





Specific criteria

- **Diverse lived experiences and attributes** - ideally new members will enhance the intersectional breadth of the organisation to ensure the voices of all women are reflected in our work. We encourage applications from women with lived experience of disability, women of colour, Aboriginal and Torres Strait Islander women and women under 40 years old.
- **Desirable:** professional background in corporate governance, finance, government relations, health policy, legal or fundraising/marketing.

Applications close COB Wednesday 14 October 2020 and are to be sent to chair@whv.org.au

They should include:

- Covering letting outlining your interest in the role and highlighting experience, skills and qualifications as they relate to the key selection criteria
- Summary of your CV and two referees.

For further information or a confidential discussion please contact:

Dianne Hill-CEO at dianne.hill@whv.org.au or 0400653649

Candy Broad -Chair via the CEO or at chair@whv.org.au

Cath Smith - Consultant assisting with the EOI at cath.smith@changesmith.com.au or 0421 350 643

