



POSITION DESCRIPTION

Position number	Position #1215
Position title	Director, Sex Discrimination Team
Section/team	Policy
APS level	EL2
Location	Sydney
Reports to	Senior Executive Policy
Employment status/type	Full time Ongoing
Full-time equivalent (FTE)	1.00

About The Australian Human Rights Commission

The [Australian Human Rights Commission](#) ('the Commission') is Australia's national human rights institution. Together we work towards an Australian society in which human rights are respected, protected and promoted – where every person is free and equal in dignity and rights.

We work to promote and protect the human rights of everyone in Australia:

- Through advising all arms of government and a range of public and private institutions.
- Contributing to stronger law, policy and practice; delivering an accessible and effective investigation and conciliation service.
- Engaging inclusively with civil society, communities and the private sector.
- Raising human rights awareness and providing human rights education.
- Working with partners to build a stronger culture of respect for human rights.

About the Policy Section

The Policy Section supports our President and seven statutory Commissioners (race, age, sex, disability discrimination; children; Aboriginal and Torres Strait Islander social justice and human rights) to promote awareness and understanding of human rights, conduct research and advocacy, and make recommendations to government to fully implement Australia's human rights obligations. The Policy section also leads the Commission's work on community and NGO engagement, human rights education, international engagement (through technical cooperation programs, engagement with other national human rights institutions and United Nations engagement) and partnerships with key government, industry and civil society organisations.

Purpose of the position

The Director - Sex Discrimination Team works closely with the Sex Discrimination Commissioner to lead a high performing team on gender equality, and human rights and discrimination issues facing LGBTIQ+





people. The Director works collaboratively across the Commission taking an intersectional approach to advancing human rights.

Key responsibilities

Strategic Program Management

- Lead the Sex Discrimination program ensuring that all complex programs are delivered within the resource allocation available, effectively managing any risks and challenges.
- Monitor and evaluate any programs to ensure they are delivered in a timely and effective way.
- Prepare complex program submissions across government organisations at a commonwealth and state level.
- Identify opportunities for growth and additional resourcing to achieve program outcomes and assist in obtaining any needed resourcing.

Strategic Policy and Program advice

- Provide strategic and high-level advice to the Sex Discrimination Commissioner and Commission more generally on sex discrimination, gender equality and human rights, as well as LGBTIQ+ issues.
- Manage and contribute to research, policy development and planning activities of the team

Stakeholder Engagement

- Lead the development and maintenance of effective relationships with government, business and civil society and other key stakeholders, including the education of key stakeholders.
- Support the Sex Discrimination Commissioner to lead public awareness and education initiatives of the Commission.

Leadership

- Provide strategic leadership on Commission wide initiatives in gender equality and sex discrimination and support the LGBTIQI program of work through the advisor.

Other requirements of the position

- Completion of the Commission's mandatory training modules and attendance at workshops.
- Compliance with the Commission's policies and procedures.
- Adherence to the [APS Values, APS Code of Conduct and Employment Principles](#).
- Adherence to Work Health and Safety employee obligations and duties.
- Compliance with positive duty requirements through [Respect@Work](#).





Key relationships

Internal	External
Sex Discrimination Commissioner	Government Departments (Federal) – esp. Attorney-General, Office for Women
Senior Policy Executive	Peak bodies and academia
Commission’s Senior Leadership Team	Business organisations
Policy Directors of other teams (peers)	Non-Government Organisations
Corporate Services	Philanthropic Organisations
Commissioners	

Key capabilities and role requirements

Australian Public Services (APS) Capability Profile

[EL2 Capability Profile](#)

Experience, qualifications and accreditations

- A Bachelor’s degree in law, social sciences or relevant field
- Demonstrated knowledge and understanding of human rights and gender equality with an intersectional approach
- Demonstrated expertise in conducting research, providing complex policy advice and submissions on gender equality issues with an intersectional lens.
- Budget and financial management experience, in a complex external funding context and the ability to develop new partnership opportunities.

Strategic Leadership

- Demonstrated capacity for setting strategic direction and achieving outcomes in a human rights, policy or similar context.

Relationships and interpersonal skills

- Demonstrated exceptional relationship management skills which ensure stakeholder interests (domestic and international) are recognised and managed successfully

Communication

- Exceptional communication skills including a demonstrated ability to communicate persuasively, and in a culturally appropriate way with diverse stakeholders and team members.

Professional knowledge and skills

- Project/Program Management skills with a demonstrated ability to deliver effective outcomes.

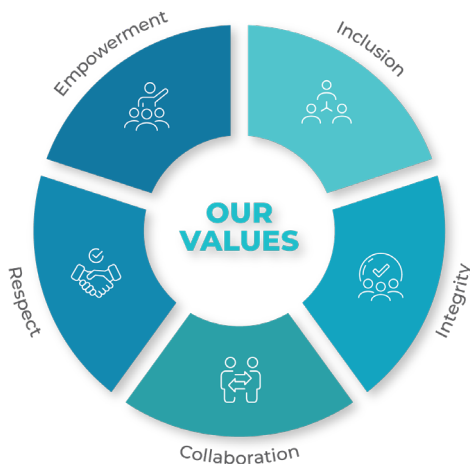




Working at the Commission

How you can contribute to our purpose

Every team member at the Commission contributes to our goals to support all Australians in realising their human rights, as well as embedding human rights issues at a national level through collaboration and systemic change. We are passionate about what we do and that passion energises our workplace culture, staff wellbeing and engagement. We are committed to a diverse and inclusive workforce that reflects the Australian community ultimately leading to improved service delivery and an inclusive community for us all. To find out more visit [Life at the Commission](#).



We seek people who support and model the values and behaviours we promote in our workplace.

Our Employee Value Proposition

As a valued employee of the Commission, a number of benefits are available to you including: a modern work environment with a 4-star green building rating; learning and development; flexible work options; and wellbeing support. To find out more visit [Working at the Commission](#).

As an employee of the APS you will also benefit from a role that provides: purpose and meaning; opportunities to learn and grow; community and belonging; flexibility and balance and conditions and lifestyle. For more information visit [APS EVP Statement](#).

How to apply

Go to <https://humanrights.gov.au/about/jobs> For further information visit our website for [application guidelines and eligibility](#).

RecruitAbility applies to this position. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the position if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job.

For more information visit <https://www.apsc.gov.au/recruitability>

