



Candidate Information Pack

Chief Executive Officer

Contents:

03

Purpose and Vision

04

Values

05

Role Context

06

Primary Objectives of the Role

07

Reporting Relationships

08

Key Selection Criteria

09

Key Accountabilities

11

Qualifications

12

Application Instructions





Purpose and Vision

Berry Street believes that children, young people and families should be safe, thriving and hopeful.

Our Vision for 2026: Together Berry Street will courageously change lives and reimagine service systems.

Berry Street wants to shift service systems so that children and families get help as soon as they need it, and victim-survivors of family violence get the support they need to recover.

“We want to see fewer children in care and more children safe with families who know how to nurture and support them. We want vulnerable learners connected to appropriate education so they can reach their potential in life. We want to end family violence in our communities, and provide more support for victim-survivors to recover.”

Berry Street responds to the challenges facing children and families by exploring and implementing the best research and evidence. Their independence as an organisation, alongside the breadth and influence of their work, position them as a leading provider of child and family services and an innovator in driving meaningful, lasting change for service users.

For more information regarding the organisation and the annual report please click [here](#).



Values

Berry Street expect all staff to apply these Values in all aspects of their work.

Courage: to never give up, maintain hope and advocate for a 'fair go'

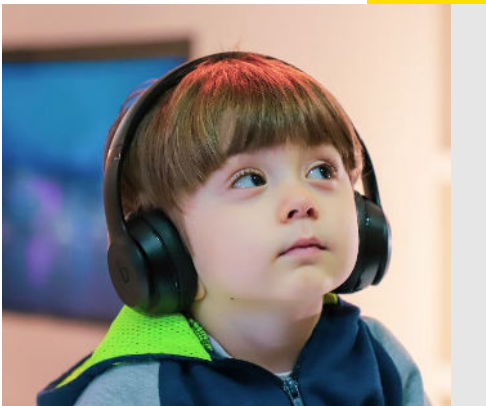
Integrity: to be true to our word

Respect: to acknowledge each person's culture, traditions, identity, rights, needs and aspirations

Accountability: to constantly look at how they can improve, using knowledge and experience of what works, and ensure that all resources and assets are used in the best possible way

Working Together: to work with clients, each other and colleagues to share knowledge, ideas, resources and skills

Role Context



Berry Street is recruiting a new Chief Executive Officer to grow and develop the organisation. Since its establishment in 1877, Berry Street's staff, supporters and carers have played a major role in initiating and driving improvements in the lives of vulnerable children and families in Victoria and throughout Australia via the Berry Street Education Model.

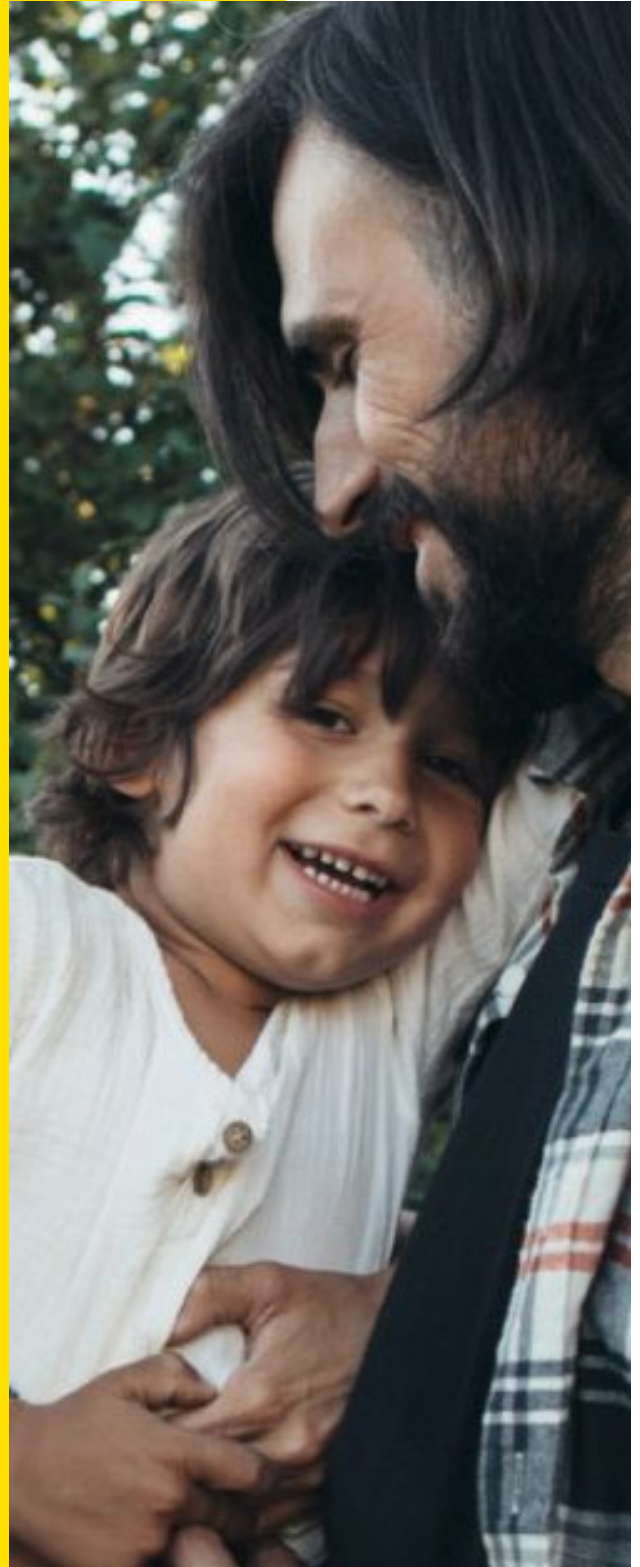
Having enjoyed dynamic growth over the last decade, the organisation is now poised to embrace the next major phase of its development. To achieve this, the Board is seeking to engage an experienced, motivated and skilled individual to lead Berry Street.

In pursuing this goal, the CEO will be responsible for the successful leadership and management of the organisation according to the strategic direction set by the Board. The Chief Executive Officer will provide leadership, direction and guidance for the organisation's activities and programmes. This will include representing the organisation to funders, donors, policy stakeholders, statutory and regulatory bodies, to service users and their families, and to the public

Primary Objectives of the Role

The CEO will have overall responsibility for implementing the strategic direction and activities of Berry Street with a focus on the following:

- Providing leadership to ensure that Berry Street is recognised as a strong and innovative child and family services agency
- Ensuring the provision of a range of high-quality responsive services
- Enhancing the strategic capacity of the organisation to take opportunities for policy and service development that positions Berry Street for sustainable future growth.





Reporting Relationships

This role reports to the Board of Directors, through the President. It has 8 direct reports – Deputy CEO/ Executive Director of Services, Executive Director People & Culture, Executive Director Corporate Services, Executive Director Statewide Services, Executive Director Strategic Engagement, Executive Director Organisational Effectiveness and Senior Executive Assistant.

The CEO is responsible for providing regular supervision, support, professional development and assessment plans for these direct reports.

Expectations:

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together.
- Lead Berry Street through the challenges and opportunities associated with being an independent not for profit community services organisation in a rapidly changing environment. This will involve possessing the ability to assess the organisation, identify opportunities for change and growth, articulate the way forward, and bring the leadership team, staff and stakeholders along on this journey.
- Demonstrate strong strategic skills in painting a compelling vision of the future for Berry Street, mapping out the path forward, and being able to prioritise organisational resources including making difficult decisions where necessary.
- Build strong relationships with government, advocating with credibility to ensure Berry Street receives the funding required to achieve their strategic goals.

Key Accountabilities and Responsibilities

Leadership, Governance and Compliance

- In conjunction with the Board, take responsibility for the development and implementation of Berry Street's vision and strategic plan
- Support the Board and President by attending, reporting, providing guidance and advice on significant issues and producing appropriate documentation for Board meetings
- Ensure compliance with the regulatory environment and legislation governing the organisation
- Act as spokesperson for the organisation
- Take responsibility for identifying and developing significant additional sources of funding to support the work, development and sustainability of the organisation

External Relations and Advocacy

- Liaise and effectively coordinate with key allies and external stakeholders
- Establish and ensure strong links with relevant stakeholders (funders and donors, Minister and other relevant politicians, DFFH, carers, peak bodies, others CSO's etc)
- Undertake media interviews to promote the organisation, illustrate the role it fulfils, and comment on policy as appropriate
- Spearhead profile-raising activities, including developing and implementing a strong marketing plan for the organisation



Key Accountabilities and Responsibilities (Cont).

Service Delivery

- Ensure that all services are planned, implemented, monitored and reviewed to provide the best possible outcomes for clients.
- Encourage a culture of continuous improvement, reflection and innovation to meet new and/or changing needs.
- Ensure that the organisation is well positioned to take up opportunities for new services and/or functions, consistent with its strategic directions.
- Understanding that risk is an inherent part of our work, ensure that systems and processes are in place to manage this as effectively as possible.
- Ensure that there are processes in place to monitor, influence and respond to legislative and policy changes and changes in the external environment.
- Ensure that all services meet relevant accreditation and funding requirements.

People

- Ensure that the workplace culture is consistent with our organisational Values and encourages teamwork, reflection, co-operation and that services are rendered with all possible compassion, effectiveness and efficiency.
- Determine staffing requirements and secure appropriate funding to build staff capacity
- Observe all relevant employment law requirements

Resources

- Ensure that systems and processes are in place for the prudent and efficient management of all Berry Street's resources and meet funder requirements.
- Develop a plan for sustainable future income streams including growing independent (non-government) income.



Key Selection Criteria

- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- Principled, values driven leadership with a strong record of effective organisation management and an understanding of good governance
- Responsible business leadership, with experience in monitoring organisational performance, managing risk and delivering on opportunities
- Skills as a capable strategist, with broad based executive leadership experience in the not for profit sector
- The capacity to develop a compelling vision and to align senior staff and others with that view
- The ability to network, building effective relationships with government, donors and other funders
- Influence and reach, including the ability to shape public perceptions regarding vulnerable children and to understand and potentially shape a political landscape.
- Forward thinking, with a key skillset in entering and exiting new lines of business
- Experience in creating new models and developing new strategies to solve social problems and have a positive social impact
- Comfort in managing change and ambiguity and a capacity to lead others through it
- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills)



Qualifications and Desirability's

Qualifications:

- Relevant qualifications such as Business Administration, Social Services or Public Policy are anticipated.
- Must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Any current or future conflicts of interest, criminal charges or court appearances must be reported.

Desirable:

- Relevant sector knowledge and Not for Profit experience
- Experience in providing services to vulnerable children, young people and families





Application Instructions

To apply, please visit **fisherleadership.com** and click on 'APPLY ONLINE' using reference BTScceo1123 and address your cover letter and resume to Kate Wheeler or Marianne Broadbent of Fisher Leadership.

Your application should include:

1. A brief covering letter clearly quoting BTScceo1123.
2. A complete and current CV.

Please ensure that you receive an email acknowledgement confirming receipt of your application.

Applications close Wednesday 31 January

For more information visit:

<https://www.berrystreet.org.au/>

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*"Your value will
be not what
you know, it
will be what
you share."*

– Ginni Romitty, CEO IBM –

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