

Director of People & Culture
Board of Directors, Global Ideas

THE OPPORTUNITY

Global Ideas is an interdisciplinary community committed to practical action for global health equity.

Our team is focussed on building the knowledge, skills, attitudes and networks of the next generation to lead change in global health; so our people are our key investment in creating global health impact. The Director of People and Culture will be an exceptional leader to shape the development of our organisation on our executive Board of Directors.

YOUR ROLE

As the **Director of People & Culture** you will lead our organisational and people development to enhance our collective ability to shape and connect the next generation to lead change in global health, through:

- **thought leadership:** contributing to the development and ongoing refinement of our organisational and people strategy, based on the principles of
 - maximising our social impact,
 - a high performance culture,
 - bringing together diverse areas of expertise (an interdisciplinary approach),
 - providing a quality personal & professional development experience,
 - and fostering lifelong relationships,
- **guidance:** expanding the knowledge and effectiveness of our people to achieve our strategic objectives, including:
 - **organisational design:** lead key decisions such as identifying desired skill mix, role definition, number of staff and performance incentives,
 - **recruitment and onboarding:** including taking an active role in the recruitment of staff and volunteers throughout the organisation, in conjunction with relevant stakeholders such as the Director of Programs,
 - **performance management:** ensuring objectives are met by:
 - safeguarding our high-performance culture,
 - identifying and rewarding exceptional people, working with the Board to create opportunities to ensure their continued growth in skills, confidence and ambition,
- **improvement:** ensuring continuous improvement through innovation & experimentation, embedding lessons learnt for the benefit of current and future people of Global Ideas,
- **people management:** oversee a small Portfolio Team of volunteers, including further recruitment where appropriate, to assist in your delivery.

SKILLS & SELECTION CRITERIA

The **Director of People & Culture** will understand how to develop people as well as the structure and function of the organisation, and be able to:

- **lead and develop:** inspire and influence others to join our community, enable them to perform at their best, foster their personal & professional growth, create buy-in for impact-driven change,
- **relate:** confidently and maturely develop productive collaborative relationships with a diverse range of people, calm and effective communicator under pressure,
- **manage:** take initiative and work independently, manage small teams effectively, make tough people decisions and see them through when necessary,
- **create & problem-solve:** effectively engage in iterative problem-solving, engage in constructive debate, developing novel insights and solutions, based on a broad understanding of how to develop people and organisational design and function, and adapt to evolving circumstances and understanding.
- **prioritise effectively:** carefully juggle multiple competing demands while faithfully executing on agreed responsibilities by deadline.

Relevant experience and demonstrable impact will be seen favourably. We understand there are many ways to have impact; our standard is high, but we will assess each individual application on its merits. Both demonstrable talent/potential and experience are welcome, there is no single formula!

To be considered for this role you must also be able to:

- have regular in-person contact in Melbourne,
- commit *up to* 10 hours per week,
- be available for monthly face-to-face meetings of the Board and short weekly teleconferences.

BENEFITS

- You will be immersed in a purpose-driven and supportive community of exceptional people from diverse industries leading change in global health,
- You will develop strong relationships with next-generation global health leaders, industry partners, impact investors, philanthropists and governments,
- You will have the chance to shape the development of a unique organisation at the forefront of education for global health action in Australia,
- You will have the chance to extend your experience and capabilities in creating social impact.
- *This is a volunteer role. Incidental expenses will be covered.*

APPOINTMENT AS A DIRECTOR

- Global Ideas Forum (trading as Global Ideas), is a not-for-profit Australian Public Company, limited by guarantee.
- Appointments to the Board are for an initial two year term, with the possibility of extension. We are a registered educational charity, and each Director will be registered with ASIC. Directors take on statutory responsibilities under the Trade Practices Act, it is your responsibility to be familiar with these and exercise your duties accordingly.

APPLICATION PROCESS

Send the following to lloyd.nash@globalideas.org.au

1. A **cover letter** to address the selection criteria above
2. A **CV or resume** that includes the contact details of two professional referees (these will not be contacted unless shortlisted for interview)

Interviews will be held in Melbourne and the role will commence immediately following, subject to a probationary period. More information on interviews will be provided to short-listed applicants.

For any queries, please email the Chair, Lloyd Nash at lloyd.nash@globalideas.org.au. We look forward to your application.