

ANROWS

AUSTRALIA'S NATIONAL RESEARCH
ORGANISATION FOR WOMEN'S SAFETY

to Reduce Violence against Women & their Children

Information package – Deputy Director, Communications & Engagement.

Primary purpose of the position

The Deputy Director, Communications & Engagement is a senior leadership role responsible for ensuring that ANROWS's communications, stakeholder engagement, and knowledge translation functions are integrated, strategic, and impactful. Reporting to the Director, Communications & Engagement, the Deputy Director plays a pivotal role in shaping how ANROWS communicates its purpose, amplifies its research, and engages with government, services, media, and communities to drive systemic change.

This is a new role that provides strategic and operational oversight across the directorate and leads an internal 'Ways of Working' portfolio to embed culture, systems, planning, and capability across the team. It also plays a critical role in strengthening ANROWS's external engagement, helping ensure that our communications and knowledge products reach and resonate with the right audiences, and that our relationships with stakeholders are strategic, coordinated, and responsive. The Deputy Director will support the Director in deepening ANROWS's influence across jurisdictions and sectors, by ensuring that engagement is evidence-informed, values-aligned, and audience-centred.

The Deputy Director acts as a key conduit between strategy and delivery, supporting the Director to manage complexity, embed cross-team integration, and ensure high-quality, timely outputs. With a deep understanding of feminist, trauma-informed, and intersectional approaches, the Deputy fosters a high-performing and collaborative team culture that is aligned with ANROWS's mission to end violence against women.

About ANROWS

ANROWS is an innovative research organisation that was established as an initiative of Australia's first *National Plan to Reduce Violence against Women and their Children 2010–2022* (the National Plan) by the Commonwealth Government and all state and territory governments of Australia.

ANROWS is a unique research organisation, being one of the only national organisations across the world tasked with building, translating and disseminating the evidence base on women and children's safety to inform policy and practice.

As a registered harm-prevention charity and deductible-gift recipient, ANROWS also runs a research program funded by philanthropic funds (ANROWS Research Fund to Reduce Violence Against Women and their Children) and is periodically contracted by service providers and other Government stakeholders to conduct evaluation and research projects.

About the position

This is a 1.0 FTE position (37.5 hours per week) reporting to the Director, Communications & Engagement, and is located at the ANROWS Sydney CBD office, flexible hybrid arrangements will be considered. The appointment is from the date of commencement until 30 June 2027, with the option to extend, subject to continued funding, beyond that date.

Remuneration and leave entitlements

A competitive salary will be offered, commensurate with experience and qualifications together with the employer's contribution of 12 per cent and the option to salary sacrifice. ANROWS' staff are entitled to four weeks' annual leave, in addition to personal and sick leave.

Key responsibilities

Team Leadership & Operational Oversight

- Support the Director to implement ANROWS's strategic communications and engagement priorities.
- Provide day-to-day leadership across the directorate.
- Supervise managers, coordinate cross-stream workflows, and troubleshoot delivery and operational challenges.
- Act as Acting Director as required, ensuring continuity in leadership and strategic oversight.

Ways of Working Portfolio

- Lead the design and implementation of internal systems, processes, and workflows to improve efficiency, transparency, and coordination.
- Champion continuous improvement across planning, project management, stakeholder mapping, editorial pipelines, knowledge management, and digital systems.
- Oversee onboarding, professional development, and internal capability-building initiatives to support team learning and growth.

Strategy, Integration & Organisational Alignment

- Collaborate with the Director to embed a unified engagement strategy across all communications, knowledge translation, and partnership activities.
- Coordinate cross-directorate projects, ensuring strategic alignment, timely delivery, and audience impact.
- Work collaboratively with other Directors, the Deputy Director (Research), and the Senior Leadership team to ensure alignment of engagement strategies with ANROWS's broader research and organisational objectives.
- Support the development and tracking of team KPIs, evaluation frameworks, and reporting mechanisms to demonstrate outcomes.

Leadership, Culture & Representation

- Foster a supportive, feminist, trauma-informed, and collaborative team culture grounded in ANROWS's values.
- Mentor staff and cultivate a culture of learning, innovation, and care.
- Contribute to whole-of-organisation leadership forums and strategic planning processes.

- Represent ANROWS in senior stakeholder meetings, forums, and public-facing engagements as required, including with government, media, and sector leaders.

Governance, Risk & Quality Assurance

- Oversee quality assurance and risk management processes related to public-facing outputs and engagement activities.
- Support coordinated responses to urgent, sensitive, or reputational issues, contributing to issues management and rapid-response planning.
- Ensure that communications, events, and knowledge products reflect ANROWS's ethical, cultural, and accessibility standards.

Digital and Data-Enabled Practice

- Support the integration of digital platforms, analytics, and data-informed decision-making across the Communications & Engagement team.
- Promote innovation in how ANROWS uses digital tools to engage stakeholders and track performance.

Capabilities and Experience

Essential criteria

1. **Strategic Leadership:**
Demonstrated experience in a senior leadership role overseeing communications, stakeholder engagement, or knowledge translation functions, ideally within a public policy, social change, research, or service delivery context.
2. **Operational and People Management:**
Proven ability to lead high-performing teams, supervise managers, manage complex projects, and embed systems and processes that support collaboration and delivery.
3. **Engagement Strategy and Influence:**
Strong expertise in designing and delivering engagement strategies that influence government, sector, and community audiences. Experience in tailoring messaging for diverse stakeholders and driving uptake of evidence-based work.
4. **Values-Aligned Leadership:**
Demonstrated commitment to feminist, trauma-informed, and intersectional practice, with the ability to foster inclusive and collaborative team cultures.
5. **Systems Thinking and Continuous Improvement:**
Capacity to lead operational design and continuous improvement efforts across planning, workflow, and digital systems. Ability to troubleshoot delivery issues and embed feedback and evaluation loops.
6. **Collaboration and Integration:**
Experience working in complex, multi-disciplinary teams and aligning cross-functional work to organisational strategy and impact goals.

7. Representation and Issues Management:

Experience representing an organisation in public or high-level stakeholder settings, and supporting coordinated, values-based responses to emerging or sensitive issues.

Desirable criteria

8. A postgraduate qualification in a relevant field such as communications, public policy, gender studies, social science, or community development is strongly preferred. Additional training or qualifications in leadership/coaching, knowledge translation, or change management will be considered an advantage.
9. Experience working in the domestic, family, and sexual violence (DFSV) sector, or adjacent areas such as social policy, justice, or health.
10. Familiarity with knowledge translation and/or participatory approaches.
11. High-level verbal and written communication skills, including ability to represent the organisation publicly.

Further information

For any enquiries regarding this position, please contact us at hr@anrows.org.au

Closing

Applications will be reviewed as they are received, and interviews may be scheduled accordingly.

How to apply

To be considered for this role, please submit the following documents:

- A cover letter addressing the essential selection criteria outlined above
- An up-to-date copy of your CV

Commitment to Diversity and Inclusion

ANROWS is committed to building a diverse and inclusive workplace. We actively encourage applications from people of all backgrounds, including Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse communities, people with disability, and people of all genders and sexual orientations. We value the unique perspectives and experiences that diversity brings to our work.

Criminal history check

The successful applicant will be offered the position subject to a National Police Check.