



We have a **very appealing opportunity** for a visionary CEO with excellent credentials and integrity, to lead a growing organisation through a period of consolidation following significant growth.

Based in the heart of the Victorian Goldfields, Ballarat offers a fabulous lifestyle for the whole family. This fast growing, heritage rich city is famous for its stunning architecture, natural beauty, excellent schooling and healthcare and proximity to Melbourne.

This is your moment to make an impact for good.

THE OPPORTUNITY

Being passionate about empowering young people is at the core of this role. Everyone associated with The Y from Board members to staff is committed to the organisation's belief in the power of inspired young people.

Recent years have seen the Y Ballarat consolidate its focus on Early Years management and Youth programs, moving away from community recreational venues. The shift in focus to managing kindergartens, long day care and outside school hours care services has secured Y Ballarat's sustainability and growth in the mid and post-pandemic environment.

Key responsibilities for the incoming executive include applying their detailed knowledge of contemporary Early Years Management and its complexities to establish a vision and a united strategy for consolidation and further growth, in a context of transparency, inclusiveness and strong governance.

Building partnerships and a pro-active approach by identifying business opportunities which continue to build the organisation in a financially sound way, will be of strong prominence for this role.

You are a strong and inclusive people leader who inspires confidence and dedication from others, creating a culture of performance and engagement.

You will be the voice and an advocate for the rights of children and young people.



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THE ORGANISATION

The Y Ballarat (formerly the YMCA Ballarat) is a strong, stable organisation with a caring, positive culture which has been supporting youth in the local community since 1878. The Y Ballarat provides a range of programs and services to around 100 communities across Victoria.

There are currently 700 staff across Victoria and the organisation has experienced significant growth in the past 24 months in the Early Years sector (kindergartens, Long Day Care, outside school care services) whilst navigating the pandemic.

The Board is committed to consolidation followed by further growth, which will be led by the new CEO supported by a strong, stable management team.

OUR BELIEF

The organisation has a strong belief in the power of inspired young people.

OUR VALUES

Honesty, Respect, Caring, Responsibility

KEY SELECTION CRITERIA

- Substantial experience in the leadership of a complex corporate and/or organisational structure.
- Proven experience in managing change within an organisation.
- Demonstrated success in developing effective and strong relationships across a range of internal and external stakeholders to influence and negotiate outcomes.
- Strong communication and interpersonal skills to work effectively with the Board, Member Y Associations' CEOs, staff, customers, media, and other external stakeholders.
- Demonstrated experience delivering outcomes through influence and negotiation without compromising organisational interests and integrity.
- Sound financial management skills of a similar size organisation.
- Substantial experience and understanding of Early Years Management would be highly desirable.

THE BENEFITS

An appealing salary package will be negotiated with the successful candidate that includes:

- a competitive base salary,
- superannuation,
- relocation assistance,
- fully maintained company vehicle,
- laptop and mobile phone,
- salary packaging and
- salary sacrifice opportunities.

Part of the role requires the ability to travel; around the state, inter-state and internationally to represent The Y Ballarat and Australia at various events and conferences. The previous CEO was also the president of the Australian member Y Association, and the ability to have a high profile with this group would be favourable for The Y Ballarat.

ABOUT YOU

You are an experienced and knowledgeable CEO or senior executive preferably with experience working with a NFP however this is not essential. You have an entrepreneurial mindset, high energy and clear vision; along with an inclusive, values-based approach that will inspire confidence and trust from staff, current and potential partners and the community in general.

You will be able to demonstrate your highly developed communication and change management capabilities through your achievements in optimising outcomes for stakeholders while maintaining a strong, stable and financially sound organisation.

Ideally, you will have experience working in Early Years Management and people from culturally and linguistically diverse backgrounds; and the capacity to quickly establish networks within the community. Never satisfied with the status quo, it's your future focused, innovative approach which will ensure your success.

PERSONAL ATTRIBUTES - VALUES AND BEHAVIOURS

- As a key custodian of the Y Movement, uphold the Y's Belief, Mission, Vision and Values.
- Be an advocate for the rights and the voice of children and young people.
- Must be credible and trustworthy and inspire confidence and dedication from others.
- Must have high performance standards and the ability to influence others to perform at this level.
- Must be able to demonstrate agility to recognise and effect local and national opportunities.

CANDIDATE PROFILE

- A mission-based leader with a commitment to pursue the Y's belief that when young people are inspired, they are powerful.
- Experience as a courageous, impactful leader in a collective leadership environment, preferably in a federated environment.
- A record of astute and dynamic organisational leadership, including managing significant and sustainable change.
- Superior communication, stakeholder and advocacy skills.
- Highly developed emotional intelligence able to lead and motivate diverse groups.
- Experience in Early Years Management

THE ESSENTIALS

- Tertiary qualification in a related discipline
- Previous CEO or Executive Level experience
- Significant leadership capability – able to inspire and engage various stakeholders
- Significant management capability – able to oversee the functioning of the organisation and achievement of key business outcomes
- People leader – able to communicate effectively with a diverse range of people, and provide clear direction, and structure for them to achieve what is required
- A thorough understanding of the not-for-profit industry
- Business acumen including sound financial management skills of a similar size organisation
- Excellent communication skills both verbal and written
- Previous media spokesperson experience

THE DESIRABLES

- A thorough understanding of the not-for-profit (NFP) industry
- Substantial experience and understanding of Early Years Management would be highly desirable.

TO APPLY

Please send your full resume, cover letter and key selection criteria addressing the points as outlined above, to Jemma at hr@theprovengroup.com.au to be considered for this role. A copy of the current position description will be supplied to you on return, and we undertake to personally contact every applicant who sends in an application. Let's go!

NB: As part of the selection process for candidates who are invited to an interview, the Board of Management requests a Presentation from the candidate around what they see as The Y's key opportunities and threats in the external environment and how the candidate would go about addressing these.

At the Y, we are committed to empowering all Children and Young People to feel safe and be safe, at the Y, in their families and in their communities. As such, we ensure that all of our candidates are appropriately screened (including police checks) to make sure that the right people are in the right roles. To learn more about our screening processes, view our Safeguarding Children and Young People Policy.