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January 2026

Candidate briefing

**NO TO VIOLENCE**

General Manager Advocacy and  
Sector Impact

# Role

<b>Title</b>	General Manager Advocacy and Sector Impact (P1003)
<b>Reports to</b>	CEO
<b>Location</b>	Australian based: Capital / major city location preferred – work from office / hybrid. Head Office in Melbourne, premises in Sydney, Sunshine Coast (QLD), and Adelaide.
<b>Division</b>	Advocacy and Sector Impact
<b>Position Type &amp; Tenure</b>	Full-time (negotiable), Permanent
<b>Classification</b>	Executive Contract
<b>Delegation Level</b>	TIER 2
<b>Direct Reports</b>	Head of Advocacy, Policy and Research Head of Workforce and Sector Development Other Project and Program Managers as required from time to time

## The organisation

**No to Violence** is Australia's peak body for organisations and individuals working to end men's use of family violence. It provides support to specialist men's family violence services and operates the national Men's Referral Service — a 24/7 telephone and online counselling and referral service that **connects men with the support they need** to begin a pathway of change and cease their use of family violence.

In addition to direct service support, No to Violence undertakes **research, training, and advocacy**, collaborating with governments, employers, and businesses to address family violence at its source.

More information and relevant links can be found on their website: <https://ntv.org.au/about-us/>

## Background

No to Violence (NTV) is guided by an Executive Team that functions as the organisation's primary leadership group. This team plays a pivotal role in safeguarding and advancing NTV's mission, while fostering a strong, values-led culture across the organisation. As the collective driver of organisational development, the Executive Team works collaboratively to shape NTV's strategic direction and ensure the successful execution of its long-term goals.

# About the Executive Team

As NTV's first and most senior leadership group, the Executive Team holds responsibility for setting the organisation's tone, priorities, and operating culture. Members of the Executive work together to guide organisational growth, strengthen performance, and maintain alignment with NTV's strategic plan. Their leadership ensures that NTV continues to evolve as a sector-leading, high-impact organisation dedicated to ending men's use of family violence.

## Role overview

The General Manager, Advocacy and Sector Impact (ASI) is a key member of the Executive Team and a senior leadership role central to advancing NTV's national influence, credibility, and impact.

This role leads the organisation's efforts to shape systemic change in the response to men's use of family violence across Australia and will engage broadly with the sector and across governments.

The General Manager reports to Phillip Ripper, Chief Executive Officer, who joined the organisation in 2023 and has led reshaping the organisation to ensure its continued success. A recent departure has created the opportunity to ensure this role is well positioned to assist No to Violence in its future direction.

Working closely with the CEO, NTV members, governments, and sector partners, the General Manager ASI leads a unified portfolio spanning advocacy, public policy, government relations, workforce and sector development, research translation, and media engagement. By ensuring these functions operate as a cohesive, evidence-informed unit, the role drives long-term system reform and strengthens NTV's position as a national leader in the sector.

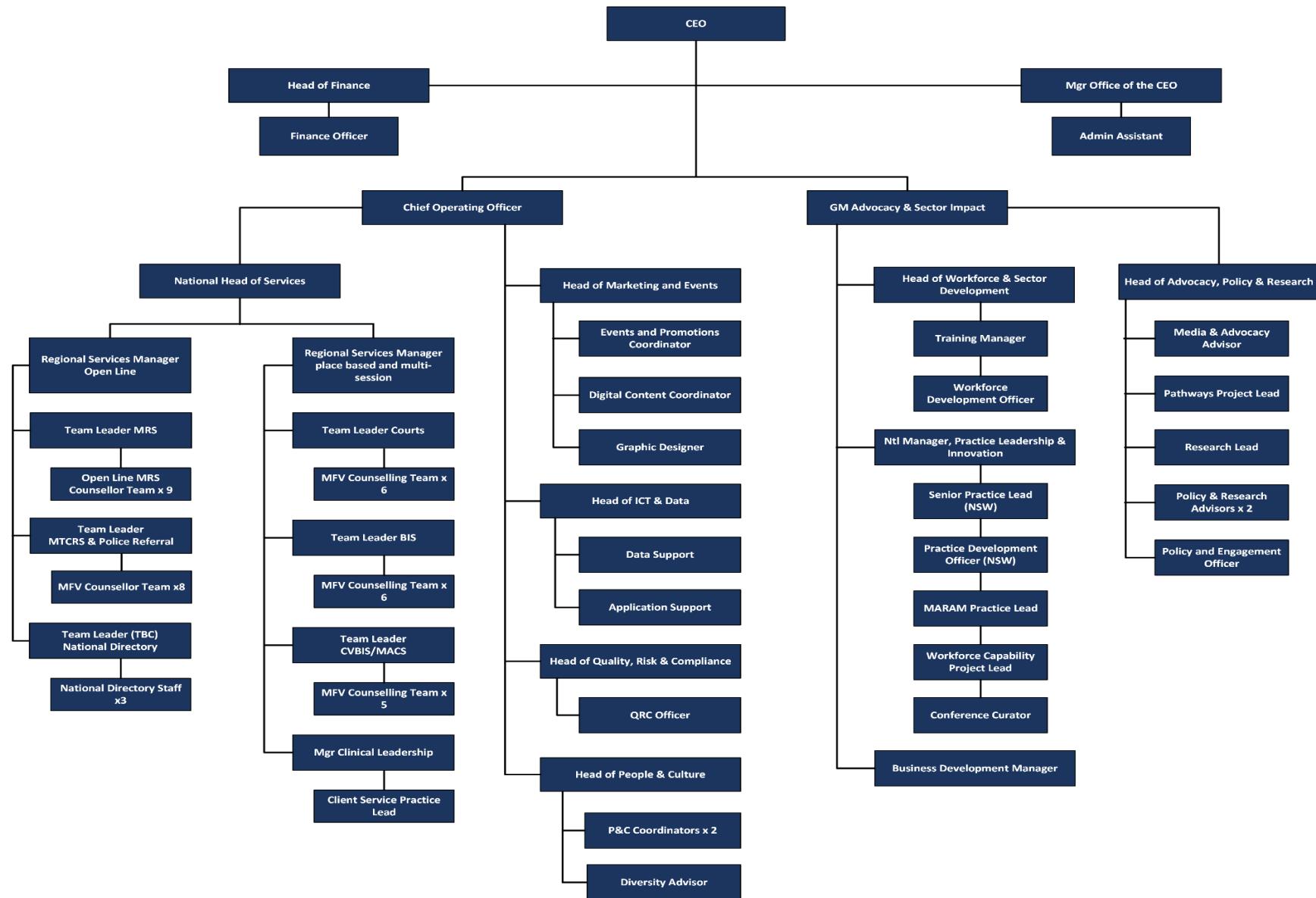
See the included **Position Description** for specific elements, and see overleaf for the **Organisation Chart**

## Remuneration

A **competitive package** of circa \$200,000 will be offered to the successful candidate, based on skills and experience, and commensurate with a non-profit sector executive salary range for a large and diverse organisation, plus statutory superannuation.

**Additional significant non-profit tax benefits** may apply, due to the charitable status of the organisation.

**Professional development** and engagement opportunities for the GM will be agreed as per policies and situationally by the CEO, and are generally supported.



# The Advertisement

## GENERAL MANAGER, ADVOCACY AND SECTOR IMPACT

- Lead national advocacy and reform
- National peak for social change
- End men's family violence

### About the Organisation

No to Violence is Australia's peak body for organisations and individuals working to end men's use of family violence. The organisation supports specialist men's family violence services and operates the national Men's Referral Service, a 24/7 support line. With a new strategic plan in place, No to Violence is widening its focus beyond traditional peak-body work to help lead a broader social movement. This means working with governments, communities, employers, and the family violence sector to drive real, lasting change and stop violence before it starts.

### About the Role

Reporting to the Chief Executive Officer, the General Manager, Advocacy and Sector Impact is a senior member of the Executive Team. The role brings together the organisation's work across advocacy, public policy, research, and workforce and sector development, making sure these areas operate in a coordinated and purposeful way. You will turn the organisation's insights and expertise into practical plans that support long-term reform. This role also plays a key part in strengthening No to Violence's national voice and helping shape a countrywide effort to end men's family violence.

### About You

You are an experienced leader from a public policy, government, social change, or community sector setting. You understand how to navigate complex systems and bring people together around a clear purpose. Most importantly, you are a thoughtful and grounded people leader. You listen well, set clear expectations, and create an environment where your team feels supported, trusted, and able to do their best work. You value open communication, steady guidance, and collaboration. You know how to bring different disciplines together and help a team stay focused on shared goals. You care about building capability, supporting wellbeing, and contributing positively to the wider Executive Team. You have a strong understanding of the gendered nature of family violence and a genuine commitment to helping drive meaningful social change.

### How to apply

Click '[Apply](#)' to submit your **CV (Resume)** along with a concise covering letter (one page). For more information, please see the **Candidate Brief**. Direct and third-party applications will be forwarded to SHK. Closes 15 February



**SHK.COM.AU**

# How to apply

- Applications are to be submitted online by visiting [www.shk.com.au/jobs](http://www.shk.com.au/jobs) (preferred), then scroll down to the role  
Submit your **CV (in Microsoft Word format, no more than five pages) and a concise cover note/letter (no more than one page)**, broadly addressing your proposition for the role
- You are not required to separately address the Key Selection Criteria. **Your CV (résumé) should demonstrate achievements commensurate with the position description** (this is the main document we assess).
- For more information **after reviewing this brief**, and ideally after submitting your CV, please contact Penny Wilson, Senior Partner, email [penny.wilson@shk.com.au](mailto:penny.wilson@shk.com.au) (quote # **3507397** and the role title in the subject line), or text or call 0434 589 284, noting that call backs may be out-of-hours in the evening and may take several days (due to being in session during business hours)
- Please note, there is a **concurrent search**. Selection processes may take some time and may include multiple review stages, panel interviews and meetings. These may be conducted over the next months. Candidates may be contacted by email or phone, including voicemail message, please check your junk mail/filter folder for correspondence
- Direct and third-party applications **will be forwarded to SHK**
- **Referees** will only be requested and contacted **at the time they are required**, after initial stages of this process are completed. There may be additional assessments or evaluations required as part of the process
- **Probity checks** must be completed in full before you can be considered for appointment. There are specific probity requirements for this role, and you may be asked for particular information outside standard details, if this is relevant
- Being considered for appointment **must remain confidential** throughout the process
- See the advertisement for the **close date**, which may change. We encourage candidates to apply early, noting conversations with well-matched candidates may commence well in advance of this date.

# Position Description

<b>POSITION TITLE:</b>	<b>General Manager Advocacy and Sector Impact (P1003)</b>
<b>DIVISION</b>	<b>Advocacy and Sector Impact</b>
<b>POSITION TYPE &amp; TENURE:</b>	<b>Full-time (negotiable), Permanent</b>
<b>CLASSIFICATION</b>	<b>Executive Contract</b>
<b>REPORTS TO</b>	<b>CEO</b>
<b>DELEGATION LEVEL</b>	<b>TIER 2</b>
<b>DIRECT REPORTS</b>	<b>Head of Advocacy, Policy and Research Head of Workforce and Sector Development Other Project and Program Managers as required from time to time</b>
<b>LOCATION:</b>	<b>Australian based: Capital / major city location preferred – work from office / hybrid or home:</b>

## ABOUT NO TO VIOLENCE

No to Violence is the Australian peak body for organisations and individuals committed to ending men's use of family violence. We support specialist men's family violence specialist services and operate the national Men's Referral Service, a 24/7 telephone and online counselling and referral service to link men to the support they need to get on a pathway of change and end their use of family violence. We undertake research, training and advocacy and work with governments, employers and business to stop family violence at the source.

## ABOUT THE TEAM AND/OR DEPARTMENT

The Executive Team is No to Violence's first team. The Executive has a critical role in protecting and advancing the interests of NTV and fostering a strong values-based culture.

The Executive Team is charged with the responsibility of working together to drive the development of the organisation and its culture and execute the organisation's strategic plan.

## POSITION SUMMARY

The General Manager, Advocacy and Sector Impact is a senior executive leadership role responsible for advancing No to Violence's national influence, credibility, and impact in ending men's use of family violence.

Working closely with the CEO, members, governments, and sector partners, the role leads a unified agenda across advocacy, public policy, government relations, workforce and sector development, research translation, and media engagement. The position ensures these functions operate as a cohesive, evidence-informed portfolio that drives long-term systems reform.

# Position Description

Key Responsibilities
<b>Executive and Peak Body Leadership</b>
<ul style="list-style-type: none"> <li>Act as a senior advisor to the CEO and represent No to Violence as the national peak body where required.</li> <li>Champion the expertise and perspectives of members and the specialist men's family violence sector.</li> <li>Strengthen alignment, trust, and collaboration across a diverse national membership and stakeholder base.</li> <li>Contribute actively to organisational strategy, culture, governance, and sustainability as a member of the Executive Team.</li> </ul>
<b>Government, Policy and Political Engagement</b>
<ul style="list-style-type: none"> <li>Build and maintain high-trust relationships with Ministers, senior public servants, and key advisors.</li> <li>Influence public policy, funding, and legislative reform through timely, evidence-based advice.</li> <li>Lead national submissions, briefings, and policy platforms addressing systemic drivers of men's violence.</li> <li>Provide political analysis and strategic counsel to the CEO and Board.</li> </ul>
<b>Advocacy, Media and Public Leadership</b>
<ul style="list-style-type: none"> <li>Shape and deliver consistent national narratives on men's violence and prevention.</li> <li>Represent or support the CEO as an organisational spokesperson across media, parliamentary, and public forums.</li> <li>Position No to Violence as a trusted policy and thought partner to government, media, and philanthropy.</li> </ul>
<b>Workforce and Sector Development</b>
<ul style="list-style-type: none"> <li>Lead a national workforce development strategy to strengthen capability, sustainability, and professional pathways.</li> <li>Work with governments, education providers, and industry on standards, qualifications, and workforce planning.</li> <li>Secure investment in workforce initiatives and promote No to Violence's training and workplace consultancy as sector-leading.</li> <li>Ensure workforce strategies reflect member, practitioner, and lived experience perspectives.</li> </ul>
<b>Research Translation and Systems Reform</b>
<ul style="list-style-type: none"> <li>Ensure policy and advocacy are grounded in research, lived experience, and frontline insight.</li> <li>Translate research and evaluation into practical policy, system, and service improvements.</li> <li>Build strategic research partnerships and embed evidence-informed practice across the organisation.</li> </ul>
<b>People and Operational Leadership</b>
<ul style="list-style-type: none"> <li>Lead, mentor, and performance-manage senior leaders and teams within the division.</li> <li>Ensure clear accountability, effective work planning, and a culture of collaboration and continuous improvement.</li> <li>Oversee divisional operations, planning, and delivery in line with organisational requirements.</li> </ul>

# Position Description

## WHAT WE ARE LOOKING FOR IN THIS ROLE

### Skills and Experience

#### Essential

- Senior leadership experience in complex, cross-sector or public policy environments.
- Strong political and organisational acumen, including experience engaging senior government stakeholders.
- Advanced communication skills across writing, media, public speaking, and strategic briefing.
- Proven ability to lead multidisciplinary teams and deliver integrated strategic outcomes.
- Deep understanding of advocacy, peak body operations, and sector engagement.

#### Desirable

- Experience in gender-based violence, family violence, or social justice sectors.
- Experience working with philanthropic and corporate partners.

### Qualifications/Competencies/Licences

- Tertiary qualifications in a relevant discipline or equivalent senior leadership experience.
- Demonstrated commitment to gender equity, intersectionality, and violence prevention.
- Criminal History Check and Working with Children Check (or state equivalent).
- Capacity for occasional interstate travel and evening Board-related commitments.
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## EXPECTED FOR ALL NTV STAFF

- Act in accordance with NTVs code of conduct, policies and procedures and is committed to NTVs vision, mission, values and service standards.
- Promote a 'safety first' culture and acts in accordance with NTV health and safety policies and risk management systems.
- NTV values equity, diversity and inclusion and promotes an inclusive and collaborative work environment where all staff, volunteers and service users feel welcomed, respected and valued and encouraged to fully participate, irrespective of their individual differences in background, experience and perspectives.
- Be curious, reflective and open to continuous learning and new ways of working.
- Complete all mandatory training in a timely manner, to support the delivery of high quality, safe and effective services.
- Contributes to innovation, quality activities and continuous improvement and openly share information and knowledge to enable optimal outcomes for the organisation.
- Regional and interstate travel will be required from time to time.
- Members of the NTV leadership team may be required to attend Board of Governance and Board Sub-Committee meetings which typically take place in the evening. Attendance may be required up to 6 times per year, or as required.