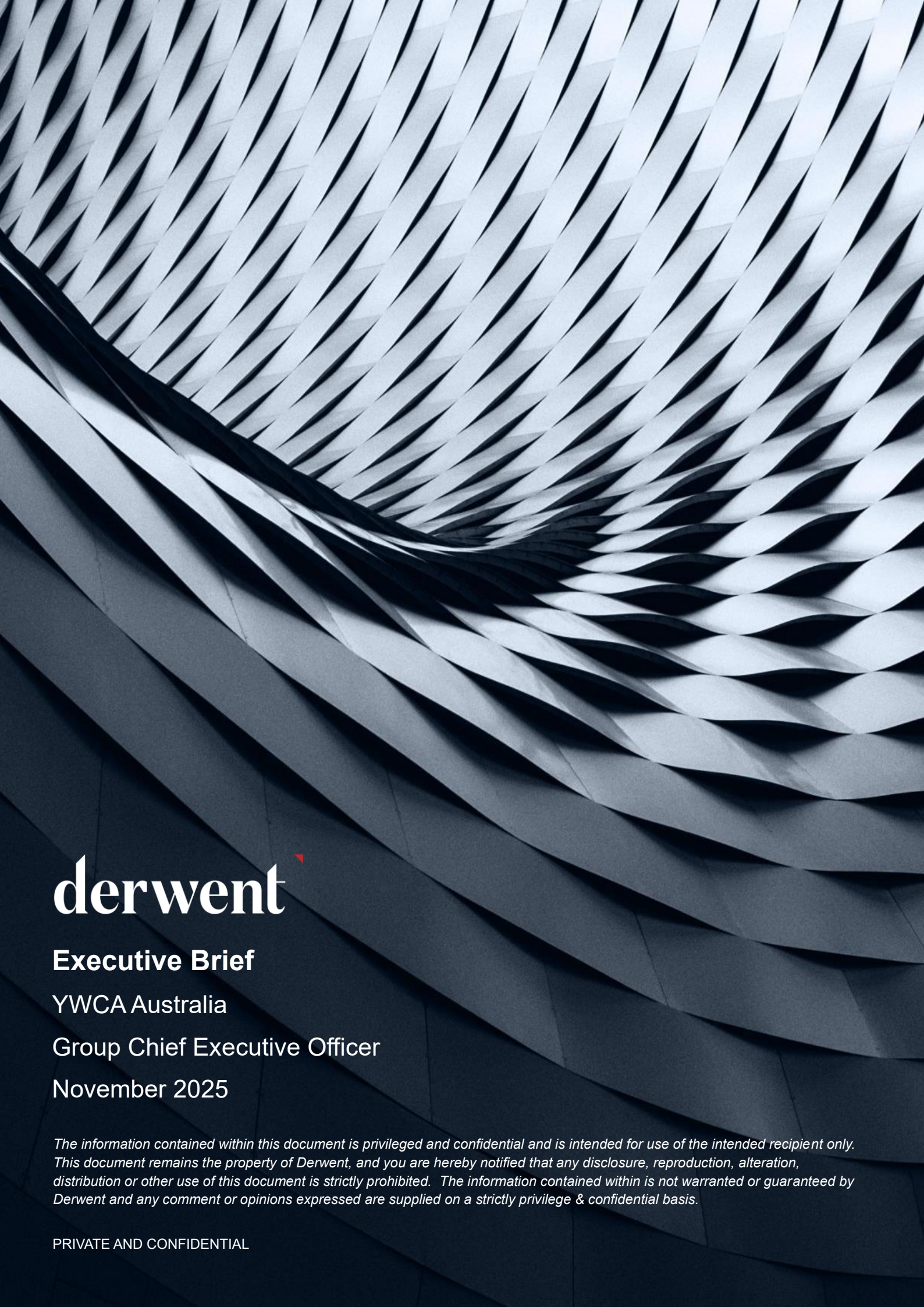




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Executive Brief

YWCA Australia

Group Chief Executive Officer

November 2025

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The Opportunity

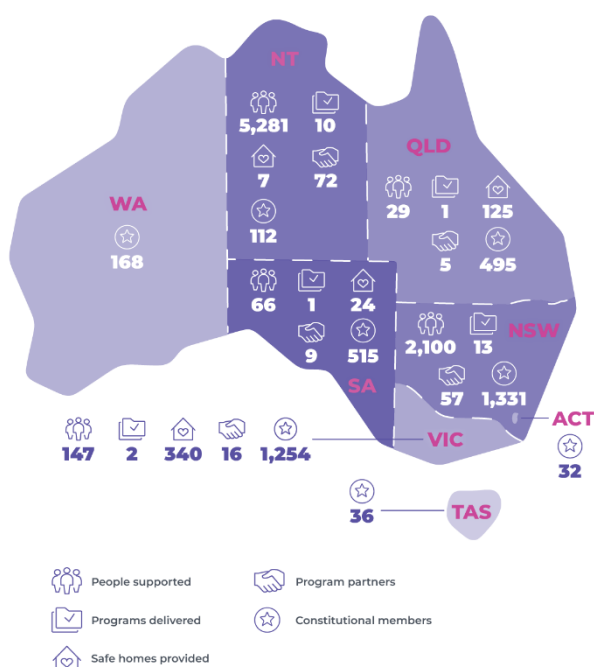
YWCA Australia seeks an exceptional leader to drive the next chapter of one of Australia's most respected feminist organisations. With 140+ years of impact, YWCA has evolved into the nation's expert in gender-responsive housing and homelessness solutions. In pursuit of its vision to champion gender equality and create pathways for women and gender-diverse people to thrive, YWCA Australia provides and operates a wide range of services across the country, including community housing, specialist homelessness services, domestic and family violence support, early intervention programs, and young women's leadership initiatives. In pursuit of its vision YWCA Australia operates a strong financial base and has ambitious growth plans. It also operates the profit-for-purpose Song Hotel to assist in funding its agenda.

The Organisation

The incoming Group CEO will inherit a financially stable and sustainable organisation with a significant base and impressive momentum.

The organisation is made up of more than 200 passionate professionals across 16 locations. The teams are distributed across the country in the locations where their impact is best made, and we would expect that the CEO also resides in one of the more deeply supported areas of Australia.

YWCA Australia's Impact 2024/25



YWCA Australia is the nation's expert in gender-responsive housing and homelessness solutions. It:

- Supports thousands of clients annually through specialist homelessness services, domestic and family violence services, and early intervention programs
- Operates 27 programs across Australia supporting women, gender-diverse people and their families
- Has expanded its base of 496 safe homes, delivering 36 new houses in the last 12 months, with another 200 planned before 2028
- Leads young women's leadership programs including its Amplifying Voices initiative
- Achieved 93% of team members recommending YWCA as a great place to work and 96% values alignment in the recent culture survey

YWCA Australia's values guide everything it does:

- Striving for Equality: It is inclusive and takes an intersectional feminist approach in its work
- Acting from the Heart: YWCA people approach their work and each other with understanding, compassion and kindness
- Working Better Together: They collaborate, challenge the status quo, focus on outcomes, quality and continuous improvement

Please see the YWCA website for more information.

The Role

As Group CEO, you'll be responsible for the strategic leadership, sustainable management, and operational excellence of YWCA Australia. This is a values-driven leadership role that champions feminist principles in all aspects of decision-making, ensuring that purpose, vision, and long-term outcomes are delivered in alignment with YWCA Australia's strategic plan.

Key responsibilities include:

Strategic Leadership

- Lead the development and implementation of the post-2026 strategy, building on the current YeS 2026 strategic plan
- Drive 2030 strategy development with bold vision for YWCA's future relevance, translating feminist principles into executable strategy and implementation
- Drive growth and sustainability whilst maintaining focus on YWCA's core mission areas: community housing, service delivery, and advocacy
- Serve as the organisation's key spokesperson, and maintain high-level knowledge of the policy and political environment
- Lead the interaction and affiliation between YWCA Australia and the global YWCA movement
- Meet Board-approved organisational and personal KPIs

Operational Excellence

- Oversee three core business areas: community housing (YWCA's biggest growth opportunity and risk area), service delivery (\$14m+ annually), and advocacy
- Lead the development and implementation of annual business plans including operating plans and group budgets
- Maintain and drive key stakeholder relationships to amplify YWCA Australia's influence across growth and policy
- Oversee quality control systems and processes to ensure consistent and compliant delivery
- Support implementation of up-to-date technology and tools for improved ways of working

Governance and Risk

- Work in close partnership with the President, Vice President and Board of Directors
- Ensure timely, accurate and relevant reporting to the Board
- Ensure relevant governance frameworks and compliance, including cyber security, child safety, finance, property, housing regulator, and workplace health and safety
- Implement the risk management framework effectively

Culture and Team Leadership

- Foster a collaborative, values-driven culture that amplifies the organisation's impact
- Build a strong and cohesive executive team, leading six direct reports
- Empower diverse, geographically distributed teams (including virtual and regionally based team members) to high performance
- Champion the Y Way - the guide to living and leading YWCA values
- Build a culture consistent with YWCA values: Striving for Equality, Acting from the Heart, and Working Better Together

About You

You're a visionary leader who combines commercial acumen with social purpose. You understand that not every decision is purely commercial - you can weigh social impact whilst ensuring organisational sustainability. You're passionate about gender equality and committed to addressing the compounding barriers faced by women and gender-diverse people.

Experience and capabilities:

- Leadership role in an organisation of similar scale and complexity (national, multi-jurisdictional, greater than \$50 million in revenue)
- Financial/commercial sophistication – P&L management, resource allocation, and confidence with complex financing structures
- Strong government relations and advocacy capability - navigating federal/state stakeholders, securing funding, managing advocacy cycles and media relationships
- Track record of building inclusive, high-performing and engaged teams
- Authentic stakeholder engagement across generations and communities, building trust with diverse stakeholders while managing board dynamics, government relations, and cross-organisational communication effectively
- Demonstrated commitment to working with marginalised communities – First Nations, women, young women, gender-diverse people - showing understanding through action, not just empathy
- Genuine commitment to championing and amplifying young women's voices, building succession pipelines and enabling genuine participation
- A lived understanding of intersectional feminism - embedding equity in process, decision-making and team building

YWCA Australia is an Equal Opportunity Employer encouraging applications from Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, people with disabilities, and people of all genders and sexualities.

Should you require any support or adjustments throughout the recruitment process please contact adasios@derwentsearch.com.au

YWCA Australia acknowledges the Traditional Owners of the lands on which we work, live and play and pay our respects to Elders past and present. We recognise First Nations people as the custodians of the lands, seas and skies, with more than 60,000 years of wisdom, connection and relationship in caring for Country.