



POSITION DESCRIPTION

Position:	Policy Development Advisor
Reports To:	Executive Manager Practice and Sector Development
Direct Reports:	None
Status:	Ongoing, Full Time
Location:	East Melbourne/Hybrid
Grade:	SCHADS 6.1 + super + salary packaging + additional weeks leave + annual leave loading 17.5%

ORGANISATION BACKGROUND

inTouch Multicultural Centre Against Family Violence (inTouch) provides person-centered, integrated and culturally responsive family violence services to people from migrant and refugee communities across Victoria. We have assisted over 30,000 women and children experiencing family violence throughout our 40+ years of operation, providing a holistic service that centers the experiences of victim-survivors in everything we do.

inTouch works across the family violence continuum, providing culturally informed early intervention, case management, perpetrator programs, legal advice, crisis recovery and enhanced capacity-building across the sector and community. We are proud to provide high-level leadership and guidance to all levels of government with our evidence-based, victim-survivor informed advocacy and policy work.

Our services include:

- An accredited community legal centre working at the intersection of Family Law and Migration Law
- Learning and development programs for family violence providers and multicultural organisations to build their knowledge and skills when supporting women from refugee and migrant communities
- Case management that encompasses a first-hand understanding of the migration journey and unique cultural barriers women may face when seeking assistance
- Post-recovery initiatives for victim-survivors, focusing on economic independence, social and family connection and emotional wellbeing
- Prevention projects and resource development for migrant and refugee communities
- Programs focusing on trauma and culturally informed perpetrator intervention.

We are a unique and vital service, with specialist expertise working with people of migrant and refugee backgrounds. This is reflected in our workforce, which is comprised primarily of people who are migrants and refugees themselves – the inTouch team is from over 20 different countries and communities globally.

You can view inTouch's 2026-2029 Strategic Plan [here](#).

POSITION SUMMARY

The Policy Development Advisor supports the delivery of policy, advocacy, and capacity-building projects that align with inTouch's strategic priorities. The role contributes to project design, research, consultation, implementation, and evaluation activities under the guidance of senior staff.

The position works collaboratively with internal teams and external stakeholders, including service providers and multicultural community groups, to support improved outcomes for migrant and

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refugee women experiencing family violence.

KEY RELATIONSHIPS

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|-----------------|---|
| Internal | Maintain strong, collaborative relationships with all inTouch staff, including leadership, inTouch Board, NOOR Survivor-Advocates, students and volunteers to support cohesive team dynamics and effective, client-centered, program execution. |
| External | Cultivate and sustain positive relationships with a broad network of stakeholders, including inTouch clients, specialist family violence services, refugee, migrant, and multicultural community organisations, government agencies, academic institutions, and funding partners. |

POSITION ACCOUNTABILITIES

- Support the development of policy and advocacy position, including research, briefings, and submissions, in line with organisational positions and guidance.
- Contribute to the preparation of grant and tender documentation to support funding opportunities, under the direction of Executive Manager Practice and Sector Development
- Support development and design and delivery of capacity-building projects and activities for multicultural communities and service providers.
- Support project monitoring and evaluation activities, including data collection, analysis, and contribution to evaluation reports.
- Provide ongoing support for program design activities, including stakeholder consultation and coordination.
- Support delivery of project activities such as Communities of Practice (CoP), workshops, and forums, as required.
- Maintain effective working relationships with internal and external stakeholders.
- Ensure compliance with inTouch policies, procedures, and relevant legislation, including WHS obligations.
- Participate in team meetings and undertake other duties consistent with skills, experience, and role requirements, as directed by Executive Manager Practice and Sector Development from time to time

PEOPLE MANAGEMENT

NA

DELEGATION OF AUTHORITY

The incumbent must operate at all times within inTouch's Delegation of Authority and ensure that all decisions and actions align with the responsibilities outlined in the current schedule.

KEY SELECTION CRITERIA

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Essential

- Minimum three years' experience working with migrant and refugee communities.
- Relevant qualifications in Community Development/ Community Services/ Social Work or related field
- Demonstrated experience in developing policy and advocacy positions including with partner agencies
- Demonstrated experience supporting the development, implementation, and evaluation of projects, including research, reporting, and coordination tasks.
- Understanding of intersectional feminist practice and the gendered nature of family violence.

Desirable

- Experience working within the specialist family violence sector in Australia.
- Experience supporting work with victim-survivors of family violence, particularly migrant and refugee communities.

SPECIFIC RESTRICTIONS/CONDITIONS

- Incumbent will on occasions and in consultation, be expected to conducted work outside normal business hours.
- Must be physically capable to carry out administrative duties, including extended periods of computer use.

HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and relevant inTouch policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.
- inTouch has a smoke-free workplace policy.

QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in day-to-day work in order to meet the organisation's audit, contract and registration obligations.
- Proactively apply specialist knowledge in the review and maintenance of inTouch policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

CONDITIONS OF EMPLOYMENT

- The annual salary for this position is based on the inTouch Enterprise Agreement and is negotiable depending on experience.
- The position will attract five (5) weeks annual leave per annum, pro rata for part-time appointments.

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- Salary packaging may be provided subject to the terms of and conditions of the inTouch Salary Packaging Policy.
- Superannuation Scheme is available through HESTA; the provisions of the Superannuation Guarantee (Administration) Act 1992 apply.
- The successful applicant will be required to undergo satisfactory pre-employment checks, including 2 referees, a national criminal records check, working with children check, proof of identify and qualifications.
- Signing a Confidentially Agreement is a personnel requirement of inTouch.
- The successful applicant will initially be engaged for a probationary period of six months.
- The successful applicant will be required to disclose any pre-existing illness or injury that they know about which could be reasonably foreseen to be affected by the work duties described. Pursuant to s.82 (7) of the Accident Compensation Act, failure to disclose such a condition will mean that if employed, they will not be paid compensation for that condition.

PRIVACY NOTIFICATION

The collection and handling of applicants' and the successful appointee's personal information will be consistent with the requirements of the Information Privacy Act 2000.

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