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<http://www.cpd.org.au>

Resilient People and Places Policy Adviser

The Centre for Policy Development is looking to hire a proactive and passionate Policy Adviser to support our Resilient People and Places Program.

In this role you will be working on revolutionising social and human service systems in Australia so they better meet the needs of people and communities, especially those who face disadvantage and exclusion.

This is an exciting opportunity to work on some of the most important issues for our economy and society in Australia. Our team enjoys frequent interaction with policymakers in government, media, and the wider policy world. You'll be joining a close-knit team that delivers real impact at senior levels of policymaking.

We believe our team is our key asset and we are committed to recruiting and retaining talented and committed individuals. We support flexible work and will consider either full-time or part-time for the right candidate. The successful candidate will be based in CPD's Sydney or Melbourne office. Remote work may be possible. We invite First Nations people, people of colour, people with lived experience of forced migration, people with disabilities, members of the LGBTQI+ community, and people without a family history of tertiary education to apply for this role.

Salary

Starting at \$80,000 + 10.5% superannuation, with higher salary commensurate with experience and skills. Other employee benefits include a flexible workplace, paid parental leave, study leave, and a collaborative culture that will foster your skills, build your career and broaden your horizons.

Here is a taste of what you'll do:

- Under the direction of the Program Director, conduct research and analysis on social and human service policy and delivery.
- Working with collaboration partners, support the practical demonstration of innovative models and approaches to social and human service policy and delivery, and develop case studies of good practice.
- Assist to convene policy and practice conversations, such as roundtables and workshops, with government and non-government stakeholders.
- Build networks to support the program work, identifying and engaging key stakeholders across all sectors.
- Support the administration of the program including scheduling meetings, preparing meeting materials, updating CRM.

About you

We are looking for someone who is motivated to understand and explore the policy and practice ideas that can reorient social and human services to better meet the needs of people facing disadvantage and exclusion. First-hand experience of policy research is desirable but not essential.

We are most interested in your passion for this topic, your proactivity, creativity and an ability to grapple with complex concepts and communicate them well.

This is an intermediate level position, so we would expect the successful candidate to have 3 to 5 years work experience.

You'll be the right person for the job if:

- you have some understanding of people and place centred approaches to social and human service policy and delivery, or related issues such as social and economic inclusion, gained through work, study and/or lived experience
- you can write concisely and clearly, including creating presentations
- you have a thoughtful, creative approach to understanding a problem and policy and practice research and analysis
- you have the ability to take the initiative when faced with a blank page; developing new projects, methodologies, and ideas
- you communicate respectfully and effectively with all types of people from all backgrounds, recognising the unique strengths and value each person brings
- you're able to work at pace on several different projects at once

About CPD

CPD is one of Australia's leading independent policy institutes. At CPD, we are ambitious for long-term transformative change, and consistently have our eyes on our goals for Australia and our region: a government that is active and effective; a society that expands opportunity and social justice; an economy that is clean, innovative and productive; and a country that is respected for its leadership and cooperation.

You will be joining a smart and energetic team that is courageous with our contribution, but humble in the way we engage. We are committed to listening, learning and growing together.

We build constructive, respectful working relationships and we take equity and inclusion seriously. Our capacity to deliver real impact comes from a talented, collaborative team from a variety of backgrounds and experiences. The best solutions are developed when diverse voices contribute - especially people who are frequently and historically excluded from public policy decisions, and people with lived experience of the challenges our work addresses.

To learn more about our work check out our latest [Impact Report](#).

How to Apply

Candidates are invited to apply via [BeApplied](#) by 5.00pm on Wednesday 28 September 2022.

If you have any questions, please contact Allison Orr on 0423 602 771 or allison.orr@cpd.org.au.

For more information on CPD please visit www.cpd.org.au.



Culture Statement

At CPD, we are **ambitious for long-term transformative change**, and consistently have our eyes on our goals for Australia and our region:

- a government that is active and effective
- a society that expands opportunity and social justice
- an economy that is clean, innovative and productive
- a country that is respected for its leadership and cooperation.

We build **constructive, respectful working relationships** — internally and externally — and we take **equity and inclusion** seriously. We are committed to **listening, learning and growing**.

We recognise the best solutions are developed when **diverse voices** contribute, so we try hard to **integrate all perspectives into our work** — especially those of people with **lived experience** of the issues we are trying to address.

At CPD, we are:

Grounded and caring	<ul style="list-style-type: none"> ● grounded in the pursuit of wellbeing ● kind and compassionate colleagues and collaborators, creating an inclusive and welcoming workplace
Courageous and confident	<ul style="list-style-type: none"> ● courageous with our contribution, but humble in the way we engage ● believers in ourselves, each other, and our approach and method
Collaborative and consultative	<ul style="list-style-type: none"> ● natural collaborators who seek to unite rather than divide ● connectors, building synergies across teams, workstreams, organisations, sectors and issues
Intellectually rigorous and solutions focused	<ul style="list-style-type: none"> ● intellectually rigorous, inviting curiosity and initiative ● pragmatic reformists, putting forward practical, implementable solutions
Trusted, credible and reliable	<ul style="list-style-type: none"> ● known for doing what we say we will do ● evidence-based and thoughtful — people know they can trust what we say and write
Fun and positive	<ul style="list-style-type: none"> ● fun and try not to take ourselves too seriously ● quick to assume good will and the best intentions