



CREATE. CONNECT. CONVINCED

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

Program Director - Early Childhood Development Initiative

The Centre for Policy Development (CPD) is seeking an exceptional leader to direct the Early Childhood Development Initiative.

The successful candidate will be a highly motivated leader with experience working in early childhood development policy and/or practice or a related social policy/services area.

Our major report **Starting Better** (November 2021) proposes a 'guarantee' for all young children and families, entitling all families to a range of services during a child's early years. A follow up report **Starting Now** (July 2022) sets out a roadmap to achieving universal, accessible and affordable ECEC, building on existing reform announcements, with concrete steps over one year.

This is an exciting opportunity to take CPD's body of work in early childhood further and to continue to make a genuine contribution to policy development, reform and innovation in Australia. Our team enjoys frequent interaction with policymakers in government, media, and the wider policy world. You will be joining a close-knit team that delivers real impact at senior levels of policymaking.

What we will offer you

We highly value work flexibility, encouraging our team to manage their own working hours and providing the option to work from home and in the office. We will consider either full-time or part-time for the right candidate.

On top of Salary, our CPD team enjoys a variety of perks which include:

- Birthday Leave
- Floating public holidays
- Study, personal and wellbeing Leave
- Paid Parental Leave
- 4 weeks annual leave plus leave over Christmas-New Years
- Flexible work hours
- Access to funding for training/professional development
- End-of-trip facilities (i.e showers, bike storage)
- A pet-friendly work space
- A collaborative culture that will foster your skills, build your career and broaden your horizons.

About you

We are looking for an exceptional leader with experience in early childhood development policy or practice, or a related social policy/services area, and 10+ experience in program delivery and managing a program team. This position could be ideal for someone who has recently reached director level.

We are also looking for a leader with skill and passion for stakeholder engagement and building coalitions, as the ECD Initiative benefits from the expertise of strategic advisers (including former Ministers and senior public officials), a steering group from the sector, and the Council for Early Childhood Development, which is made up of government and civil society leaders from across the country.

This is a leadership position and the successful candidate will both take the lead in this Initiative and also a broader leadership role in the organisation as part of the Executive leadership team. This position reports to the Deputy CEO and manages Policy Advisers and Contractors in the ECD team.

You will be the right person for the job if:

- You have experience working in early childhood development policy and/or practice, or a related social policy/services area
- You are passionate about the importance of universal early childhood development and are willing and able to convince decision-makers to make real change in policy and its implementation
- You relish the opportunity to develop strong, innovative policy ideas and proposals, building on a cross-section of evidence, in complex and emerging areas of policy
- You are an enthusiastic collaborator, familiar with the key players and keen to make the most of the expertise and good will of CPD's stakeholders and advisers
- You are an excellent communicator, and are comfortable presenting CPD's ideas, and helping tell the story of reform publicly
- You have the ability to work pragmatically and collaboratively to achieve systems change.
- You are a motivated leader and a team player, with experience delivering on program work and managing an enthusiastic team across policy, communications, events management and stakeholder engagement.
- You enjoy fundraising and interacting with donors, as well as financial management.

Here's a taste of what you'll do:

- Lead strategic planning and development of the work for the Early Childhood Development (ECD) Initiative.
- Lead the research work of the program, including analysis of policy and practice, modelling, the shape and direction of social policy and system reform, and producing high quality written research. This will particularly focus on envisioning a truly universal ECD system in Australia and convincing State and Commonwealth governments to take it up.
- Lead the development and execution of program-related events, including convening of the ECD Council and Steering Group, and other program related activities.
- Build and maintain networks of constructive relationships with program stakeholders and the CPD Network including the Research Committee.
- Convene and meet with a range of actors within both State and Federal government, as well as providing persuasive analysis of options for policy reform and roadmaps for their implementation.
- Communicating and presenting the work of the Initiative to stakeholders, the sector and via liaison with the media, publicly
- Oversee budget and expenditure for the Initiative, and with the Senior Leadership Team, assist in attracting new fundraising and partnership opportunities.

About CPD

CPD is one of Australia's leading independent policy institutes. CPD exists to solve the biggest policy challenges facing Australia and the region, and to take people on the journey solving them. CPD aims to be a policy powerhouse for Australia and the region over the next decade, working to advance the wellbeing of current and future generations.

CPD's signature method is Create | Connect | Convince. CPD:

- creates ideas from rigorous, evidence-based, cross-disciplinary research at home and abroad

- connects experts and stakeholders to develop ideas into practical policy proposals
- convinces governments, businesses and communities to implement proposals

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.

CPD has no political affiliation and works with elected officials from across the political spectrum, business groups, workers representatives, civil society groups and other diverse actors. CPD does not align itself with, endorse or have formal or financial relationships with any political party.

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 have a constructive culture created by the friendly, supportive and curious nature of our team members. It is essential for CPD employees to have a passion for deep systemic change that has long-term benefits for Australia and the region, and to have a genuine concern for disadvantaged groups within our society. We provide an abundance of learning and development opportunities which will grow your skills, build your career and broaden your horizons.

We build respectful working relationships and we take equity and inclusion seriously. 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. In line with this commitment, we will also be proactively reaching out through our own networks to recruit for this position.

We believe our team is our key asset and we are committed to recruiting and retaining talented and committed people. The successful candidate will ideally be based in CPD's Sydney or Melbourne office. 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. To learn more about our work check out our latest [Impact Report](#). For more information on CPD please visit www.cpd.org.au.

How to Apply - Get in touch with Annabel Brown, CPD's Deputy CEO - annabel.brown@cpd.org.au or 0417 997 360