

<b>Position title</b>	Communications & Engagement Lead
<b>Position reports to</b>	Manager, Policy & Advocacy
<b>Employment status</b>	Fixed term 1 year contract with possibility of extension
<b>Hours</b>	0.8 FTE
<b>Salary</b>	\$107,116 - \$111,967 (pro-rata)
<b>Location</b>	<p>HJA has office hubs in both Sydney and Melbourne that enable collaborative working and are available for staff use. Our staff outside of these two metropolitan locations work remotely. All HJA staff may be required to undertake travel.</p> <p>The HJA team come together in person (usually in Sydney or Melbourne) from time to time for events, and to facilitate team learning and collaboration opportunities (3-4 times per year).</p>
<b>Closing</b>	5pm Wednesday 14 January, 2026
<b>For further information</b>	Contact <a href="mailto:hr@healthjustice.org.au">hr@healthjustice.org.au</a> or visit our website <a href="https://www.healthjustice.org.au">https://www.healthjustice.org.au</a>
<b>To apply</b>	Email <a href="mailto:hr@healthjustice.org.au">hr@healthjustice.org.au</a> with 'Communications & Engagement Lead' as the subject. Application should include a letter outlining your interest & experience against the essential and desirable criteria (3 pg max); & CV (3 pg max)
<b>Approval</b>	Approved by CEO, December 2025.

### About Health Justice Australia

Health Justice Australia (HJA) is a national charity established in 2016 and is a centre of excellence and knowledge hub for health justice partnership, supporting collaborations between services to achieve better health and justice outcomes for people. We aim to reshape health, community, legal and other service systems to better address intersecting health and legal needs.

Health Justice Australia supports the expansion and effectiveness of health justice partnerships through:

- Knowledge and its translation: developing evidence and translating that evidence into knowledge that is valued by practitioners, researchers, policy-makers and funders.
- Building capability: supporting practitioners to work collaboratively, including through brokering, mentoring and facilitating partnerships.
- Driving systems change: connecting the experience of people coming through health justice partnerships, and their practitioners, with opportunities for lasting systems change through reforms to policy settings, service design and funding.

We are committed to an inclusive work environment. Advancing Health Justice Australia's work to achieve our intended impact, we seek to work with people whose skills and behaviours are aligned to our values, culture and strategy. We value:

- **Curiosity** - We value and welcome opportunities to learn. We actively listen and reflect, including where there is uncertainty and ambiguity. We seek out expertise and experience that is different to our own.

- **Courage** - We are ambitious in our purpose and scope. We adapt and change through what we learn. We acknowledge what is hard and where we can do better.
- **Integrity** - We are authentic and genuine in how we engage. We are transparent in our decision making. We are accountable for the resources we use and the purpose we put them to.
- **Respect** - We work with, alongside and for others by building trusted, respectful relationships. We are intentional about where we lead, where we collaborate and where we follow. We value the wellbeing of our people and the people we work with and for.

### About health justice partnership

Health justice partnership approaches (HJPA) reflect service delivery models designed to better reach and assist people and communities experiencing complex intersecting health, legal and social needs that impact upon their physical and mental health and wellbeing.

HJPA integrate legal help into health and community services, recognising that those most likely to experience legal need and its impact are more likely to be in contact with these than legal services. Through partnership, HJPAs build the capability of health and legal practitioners and capacity of the services in which they work to provide an accessible, 'person centred' and holistic response to complex need.

### About this position

The Communications & Engagement Lead plays an integral role in transforming HJA's practice and research evidence into impactful communication that engages and influences actors across service systems.

This position is responsible for developing and stewarding HJA's communications and engagement plan, aligned with the impact we seek through our organisational strategy, and the movement we are here to support.

Working with HJA's Executive and Management Team, the Communications & Engagement Lead will identify opportunities to translate insights from our work into accessible products and resources that support systemic shifts in sector capability and decision making. This includes managing HJA's web presence, digital communications channels, and content design and dissemination approaches.

The Communications & Engagement Lead will also work with the CEO and Deputy CEO to develop and disseminate communication materials and key external messaging related to the role of Health Justice Australia as a field-building intermediary organisation.

This position would suit someone with a commitment to promoting positive social change through their work. They will bring a strong background in communication techniques, and experience working to shift hearts and minds through engaging content across multiple channels.

### Roles and responsibilities

Supervised by the Manager, Policy & Advocacy, the Communications & Engagement Lead will collaborate both internally and externally to develop and implement effective communication and engagement activities that align with Health Justice Australia's strategic priorities. This position will:

- Develop an organisation-wide communications and engagement plan.
- Manage Health Justice Australia's website and social media channels to effectively reach, inform and influence diverse audiences.
- Oversee the development of HJA publications and resources ensuring editorial quality and brand consistency.

- Create engaging and visually appealing digital content, including graphics, videos and blog posts.
- Track and analyse communication and engagement data and use these insights to design tailored communication and engagement approaches for different audiences.
- Collaborate with team members across the organisation to identify ways to share stories of impact in a compelling and influential way.
- Keep up to date with the latest digital marketing trends and technologies and seek new and innovative ways to reach and engage different audiences.
- Commission content and manage external relationships with communication, marketing, design, photography and videography contractors.
- Undertake other duties as required

### Essential criteria

- A bachelor's degree or higher in communications, marketing or a related field, or at least five years work experience in similar role.
- Excellent written and verbal communication skills, with the ability to communicate complex concepts to non-specialist audiences.
- Experience in developing and delivering multi-faceted, tailored communication and engagement plans.
- Strong content development and editorial skills.
- Experience in website management and analytics, including content management systems (preferably Wordpress), SEO and Google Analytics.
- Experience with email marketing (e.g. Mailchimp), including automation and audience segmentation.
- High-level understanding of graphic design principles and practices.
- Working knowledge of graphic design and content creation software such as Adobe Creative Suite and Canva, and experience in designing a variety of communications materials in digital and print formats.
- Good organisational skills, including capacity to manage changing priorities, deliver work to agreed deadlines and work effectively as part of a team.
- Demonstrated capacity and commitment to working collaboratively.

### Desirable criteria

- Working knowledge of digital marketing processes and principles, including monitoring and legal requirements.
- Experience with management of Google Ad Grants.
- Management of external contractors for photography, videography and digital content development (e.g. podcasts).

### Accountability

- Conduct yourself in accordance with HJA's Culture & Conduct Agreement and HJA policies and procedures which may change from time to time.
- Act in accordance with HJA's values of curiosity, courage, integrity and respect.
- Contribute actively to the maintenance of a safe workplace.

## Position description

- Ensure any identified safety issues are reported and addressed as they arise.
- Undertake relevant training and professional development and participate in regular supervision and performance development processes in line with HJA's policies.