



searchlight group
EXECUTIVE SEARCH & ADVISORY

Candidate Briefing Pack



No to Violence

Chief Executive Officer

August 2026

ABOUT NO TO VIOLENCE

No to Violence (NTV) is the national peak body for organisations and individuals committed to ending men's use of family violence. NTV is an outspoken advocate for ending men's use of family violence and seeks to hold governments and systems accountable as well as providing evidence-based policy development, research and evaluation, workforce development and capability building. NTV also operates the Men's Referral Service, a national 24/7 online and telephone counselling and referral pathway as well as the National Directory of Services for people who use violence.

NTV is guided by the values of accountability, gender equity, leadership and change. As a feminist organisation, the safety and wellbeing of women and children are at the centre of everything NTV does. By ending men's use of family violence, families, individuals and communities are safer.

Approaching its 40th anniversary in 2028, NTV's roots trace back to the Victorian Network for the Prevention of Male Family Violence (V-Net), formed in 1988, and the volunteer-led Men's Telephone Information and Referral Service (MENTIR), established in 1992 and later renamed the Men's Referral Service. Today NTV is a national organisation guiding more than 10,000 Australian men a year on their path of change.

NTV size and scope

- Grown from a team of 20 in Melbourne to more than 90 staff across five states over the past eight years.
- Government funding has grown from less than \$2 million to more than \$12 million.
- Tens of thousands of men call or are referred to the Men's Referral Service every year.
- Dozens of students have completed NTV's Graduate Certificate, and nearly 2,000 people have participated in non-accredited family violence education training in recent years.
- NTV has contributed submissions to state and federal law reform and supported development of the next National Plan to Eliminate Violence Against Women and Children.

STRATEGIC CONTEXT

A defining moment: the NTV / MFVSA demerger

Over 2025–26, NTV undertook a strategic review and planning process, engaging its Board, members, community advisory group, staff, management, external stakeholders and partners in a root-and-branch review of its purpose, role and structure.

NTV heard that it is highly valued for its advocacy, policy, research, and sector and workforce development roles, and for the 24/7 Men's Referral Service (MRS). It also heard that its innovative multi-session and place-based specialist men's intervention services play a critical role in keeping women and children safe. These include the Men's Accommodation and Counselling Service (MACS), the national Brief Intervention Service (BIS), and justice-based responses at the Neighbourhood Justice Centre, the Federal and Family Court of Australia, the Drug and Alcohol Treatment Court and Corrections Victoria.

At the same time, members and stakeholders raised concerns about the inherent conflict between NTV's peak body / information and referral functions and its role as a direct provider of multi-session, place-based interventions. In response, the Board resolved to demerge the organisation, creating a new company limited by guarantee, Men's Family Violence Services Australia (MFVSA), to carry forward and grow these frontline intervention services as an independent, dedicated organisation.

NTV will retain its role as the independent, impartial 'national front door' to the sector: the National Directory of Services for People who use Violence, the 24/7 Men's Referral Service, and police referral services (including the L17 and Safe at Home programs) in Victoria and Tasmania. Recruitment for MFVSA's independent Board Chair and CEO is proceeding concurrently with this search, with the new entity targeted to be fully operational in late 2026.

For NTV's incoming CEO, this is a genuinely rare mandate: to lead a national peak body that has just resolved a long-standing structural tension and can now focus wholly on advocacy, policy, research, sector leadership and systemic change, backed by a newly reviewed Advocacy & Sector Impact Division bringing advocacy, policy, research, sector development and workforce learning together in one connected operating model.

Strategic Plan 2026–30: Growing a Movement

NTV's work is grounded in the understanding that men's domestic and family violence does not happen in isolation. It is shaped by individuals, relationships, communities, systems and society. NTV's Strategic Plan 2026–30, Growing a Movement, sets out how NTV will help build a national movement to end men's use of domestic and family violence, organised around five strategic themes:

- Grow a movement and support social change to address men's use of domestic and family violence.
- Drive structural reforms and hold systems accountable to disrupt cycles of violence.
- Support specialist and allied services, and the places where people learn, work and live, to disrupt men's use of violence.
- Engage and link men to domestic and family violence interventions and related services.
- Invest in our people, systems and culture to ensure NTV is an inclusive, high-performing and values-driven organisation.

These themes are underpinned by NTV's four values:

- **Gender equity:** a feminist organisation committed to gender-transformative ways of working.
- **Leadership:** setting a clear vision and modelling the standards expected of others.
- **Change:** believing change is possible, and championing innovation and adaptability.
- **Accountability:** holding individuals, institutions and systems accountable for ending men's use of violence.

The scale of the challenge

- Approximately 1 in 4 women has experienced violence by an intimate partner, compared to 1 in 14 men (ABS Personal Safety Survey, 2021–22).
- Men account for approximately 75% to 94% of perpetrators, with a median of 83% across multiple studies (Australian Institute of Criminology).

THE BOARD AND NTV'S CULTURE

Working with the Board

Feedback from inside the organisation describes a Board that is genuinely excellent to work with: engaged, respectful of the distinction between governance and management, and consistently supportive of the executive. It is well versed in its governance duties, takes care to fulfil its role properly, and probes appropriately rather than reaching into operational matters.

Culture and capability

NTV has made significant progress strengthening its culture over the past three years. The incoming CEO will inherit a capable and well-regarded executive team, while continuing the work of building a cohesive, high-performing and psychologically safe organisation.

What the Board is looking for

In shaping this search, NTV's Board was surveyed on the outcomes, capabilities and leadership style it wants in the next CEO. Its clearest requirement: organisational execution and people leadership, not external profile, should distinguish the preferred candidate. The full skills and experience profile drawn from that survey follows on the next page.

CANDIDATE PROFILE: SKILLS AND EXPERIENCE

The defining strength

NTV's next CEO will be, first and foremost, an enterprise leader: someone who translates strategy into delivery, supports their executive team to build management capability, and leads successfully through complexity and change. External influence matters, but organisational execution and people leadership is what will most distinguish the preferred candidate.

Non-negotiables

- The ability to build trust and exercise influence with members, governments, funders and sector partners.
- A genuine understanding of the gendered nature and drivers of domestic and family violence.
- The ability to create an inclusive, accountable and psychologically safe organisational culture.
- Political judgement, courage, integrity and sound decision-making under pressure.
- Strong alignment with NTV's purpose, feminist foundations and values.
- A proven ability to lead a highly capable, diverse and high-performing executive team and workforce.

Priorities for the first years

- Continue building a cohesive, high-performing and psychologically safe culture, with strong leadership capability and staff engagement.
- Implement the 2026–30 Strategic Plan, translating it into clear organisational priorities, measures and accountabilities.
- Sharpen NTV's identity as the national peak body following the demerger.
- Increase NTV's influence with governments and decision-makers, deliver meaningful policy and systems reform, and grow the partnerships and coalitions capable of mobilising a national movement.

Leadership qualities

Purpose-led and deeply values-aligned. Politically astute and able to navigate competing interests. Collaborative and empowering, without avoiding accountability. Emotionally intelligent and highly self-aware. Warm, accessible and able to build trust. Clear, decisive and willing to address difficult issues.

Experience

- Prior CEO experience is strongly preferred rather than an absolute requirement; an exceptional senior executive with enterprise-wide responsibility will be considered.
- Experience leading an organisation through structural change or transformation is essential, given NTV's own demerger.
- Highly regarded: senior government, policy or advocacy exposure; peak body or membership-organisation leadership; leadership in human services or another purpose-led organisation; and proximity to the domestic, family and sexual violence sector.
- Frontline service oversight and detailed knowledge of interventions with men who use violence can be developed in role.

Location

Melbourne is strongly preferred. However, the Board is undertaking a national search and will consider exceptional candidates based elsewhere in Australia who can commit to a regular in-person presence in Melbourne.

THE OPPORTUNITY

Reports to. The NTV Board (current Chair: Tim Lo Surdo).

Direct reports. General Manager, Advocacy & Sector Impact; Chief Operating Officer / Company Secretary; Head of Finance; Manager, Office of the CEO.

Scale. ~50 staff across five states; \$12m+ in annual government and fee for service funding.

Location. Melbourne strongly preferred; a national search will consider candidates elsewhere who can commit to a regular in-person presence in Melbourne.

Contract. 3-year contract.

Working arrangement. TBA

Package. Competitive executive package, commensurate with the skills and experience of the successful candidate.

No to Violence is seeking an outstanding enterprise leader who can translate its new strategic direction into delivery and lead the organisation through its next phase. The incoming CEO joins at a defining moment: the demerger of Men's Family Violence Services Australia gives NTV a clearer, more focused mandate as the national peak body, while a newly reviewed Advocacy & Sector Impact Division brings advocacy, policy, research, sector development and workforce learning into a single, connected operating model. An adept ability to balance internal and external objectives will be key to the new CEO's success, with priorities including:

- **Bringing focus and pace to delivery:** translating the Strategic Plan into a small number of clear, well-resourced organisational priorities, measures and accountabilities.
- **Extending NTV's national reach:** particularly in Queensland, South Australia, Tasmania and Western Australia, where NTV's presence has historically been more limited.
- **Strengthening national influence and public advocacy:** ensuring NTV is heard as a key national voice and operates effectively with governments across jurisdictions.
- **Reinvesting in the specialist sector's workforce and training pipeline:** strengthening an area critical to sector capability and impact.
- **Connecting corporate functions with frontline services:** strengthening the link between operations and the programs and services NTV delivers.
- **Investing in long-term financial sustainability:** diversifying income streams (NTV does not rely on membership fees to operate) and exploring innovative business development opportunities.
- **Growing and deepening NTV's membership base:** creating more meaningful opportunities for organisations and individuals to engage in NTV's mission and work.
- **Developing a stronger evidence base:** of what works to interrupt men's violence and using data to demonstrate organisational impact.

WHAT YOU WILL BRING

NTV's Board has been clear about the qualities its next CEO needs. The essentials below describe the substance of the role rather than a rigid checklist; if you bring most of this and the appetite for the rest, we would like to hear from you.

Essential

- Strong alignment with NTV's purpose, feminist foundations and values, and a genuine understanding of the gendered drivers of domestic and family violence.
- An enterprise leader who turns strategy into delivery, builds executive capability, and leads confidently through complexity and change.
- A proven ability to build trust and exercise influence with members, governments, funders and sector partners, underpinned by political judgement, courage, integrity and sound decision-making.
- A track record of building and leading diverse, inclusive, high-performing teams, and growing a healthy culture in which staff can thrive.
- Experience leading an organisation through significant structural change, directly relevant given NTV's demerger.
- A demonstrated ability to attract and mobilise the funding, partnerships and other resources needed to advance an organisation's mission and long-term sustainability.
- Strong financial and operational literacy appropriate to an organisation of NTV's size and complexity.
- Deep self-awareness and emotional intelligence: decisive and consultative in style, with the integrity and empathy to manage conflict and bring people with you.

Highly desirable

- Senior government, policy or advocacy experience, including working with high-level decision-makers.
- Experience in a peak body, membership organisation, human services organisation or other purpose-led environment, and/or proximity to the domestic, family and sexual violence sector.
- Experience representing an organisation publicly and in the media, and building strategic partnerships that deliver impact.

Working at No to Violence

- Purpose you can see: the CEO's leadership translates directly into safer families and communities.
- A national platform and a movement: NTV is the recognised national voice on men's behaviour change, sharpened by the demerger.
- Investment in people: a new people and culture strategy and executive structure built around becoming an employer of choice.
- A feminist, child-safe, values-led organisation: gender equity, leadership, change and accountability are lived values, not slogans. People with lived experience are warmly encouraged to apply.

THE RECRUITMENT PROCESS

Searchlight Group manages every stage of this appointment. The process is rigorous, confidential and respectful of your time, and we provide feedback at each stage.

- **1 • Apply or enquire:** a CV and short cover letter to Searchlight Group, or a confidential conversation first.
- **2 • Initial conversation:** a discussion with Michael Holdway about the role and your background. August-September
- **3 • Structured interview:** a behavioural and values-based interview with Searchlight Group. September
- **4 • Panel interviews:** shortlist presented, and interviews with MFVSA's selection panel. Mid-October
- **5 • Due diligence:** referencing, verification and safety screening. On selection.
- **6 • Appointment:** offer, onboarding and transition support. On appointment.

Timing is indicative. Applications are reviewed as they are received, so early contact is encouraged.

HOW TO APPLY

Please upload a CV and a short cover letter on what you would bring to the role through the website portal link:

Link: <https://searchlightgroup.com.au/jobs/chief-executive-officer-4/>

Closing date for applications is midnight on 6th September 2026. Call Michael Holdway before applying if you have any questions.

About Searchlight Group

Searchlight Group is a Melbourne-based executive search firm specialising in the public and for-purpose sectors, with deep networks across the family violence, community and government sectors. Michael Holdway leads this engagement personally, and every conversation is confidential.

Contact

Michael Holdway · Managing Director, Searchlight Group

Mobile: 0400 006 513 · Direct: (03) 9600 1137

Email: michael@searchlightgroup.com.au

Suite 5, Level 5, 118 Queen Street, Melbourne VIC 3000

POSITION DESCRIPTION

Position. Chief Executive Officer.

Reports to. The Board of No to Violence.

Direct reports. General Manager, Advocacy & Sector Impact; Chief Operating Officer / Company Secretary; Head of Finance; Manager, Office of the CEO.

Organisation scale. ~50 staff across five states; \$12m+ in annual government funding.

Purpose: The Chief Executive Officer leads No to Violence's strategy, operations and advocacy as the national peak body for organisations and individuals working with men to end family violence. Following the demerger of Men's Family Violence Services Australia, the CEO leads NTV through a defining period of renewed strategic focus: implementing the 2026–30 Strategic Plan, Growing a Movement, and cementing NTV's place as the trusted national authority on ending men's use of domestic and family violence.

Key Accountabilities

› Strategic Visioning and Leadership

- Lead implementation of NTV's 2026-30 Strategic Plan, translating it into clear organisational priorities, measures and accountabilities, while working with the Board on NTV's longer-term strategic direction.
- Oversee the Executive Leadership Team (ELT) in guiding the effective operations and impact of NTV, including managing approaches to risk.
- Foster the recruitment, retention and development of exceptional talent.
- Expand membership while providing deeper, more impactful opportunities for members to engage through NTV.
- Monitor and strengthen NTV's financial sustainability by diversifying income streams and growing business development opportunities.

› Advocacy and Relationships

- Advocate for NTV's policy positions with high-level decision-makers across government, private and non-profit sectors.
- Build strategic partnerships and trusted relationships within the domestic and family violence sector.
- Act as a key spokesperson and ambassador in the media and public fora, positioning NTV as the 'go to' organisation on men's use of domestic and family violence.
- Establish and expand relationships, credibility and influence with critical stakeholders.

› Values and Culture

- Nurture an inclusive and empowering organisational culture that prioritises excellence, continuous improvement, innovation, collaboration and psychological safety.
- Lead by example, modelling NTV's culture and values.
- Uphold NTV's resolute commitment to diversity, equity and inclusion.

› Governance and Financial Management

- Report regularly to the Board on strategic plan progress, key risks, budget, and any other issues with a significant impact on NTV's mission or institutional health.
- Develop strong relationships between the Board and the ELT, supporting generative thinking and joint strategic effort.

- Ensure NTV meets all statutory requirements, compliance obligations and duties of care.
- Ensure NTV's budget and resourcing align with its strategic objectives.
- Ensure NTV's core systems and functions (financial management, technology, risk management and organisational policies) are world class.

Key Selection Criteria

An asterisk () denotes a must-have requirement.*

› Mission and Values Alignment

- A demonstrated passion for and commitment to ending men's family violence in Australia. *
- An understanding of the gendered nature of family violence and the need for appropriate responses through working with men. *

› Strategic Leadership

- A proven ability to translate strategy into delivery, establishing clear organisational priorities, measures and accountabilities and driving sustained implementation. *
- Experience leading a large team in a fast-paced, high-stakes environment that achieved significant impact over several years while maintaining a healthy internal culture. *
- An exceptional ability to attract and retain the funding, people, partnerships and reputation that enable an organisation to advance its mission. *
- Experience leading an organisation through significant structural change or transformation. *

› People Leadership

- A track record of success in building and leading best-in-class, diverse and inclusive high-performing teams. *
- A proven ability to build an inclusive, accountable and psychologically safe culture in which people can perform and thrive. *

› Advocacy and Stakeholder Management

- A proven ability to build trust and exercise influence with members, governments, funders and sector partners. *
- Strong political judgement and the ability to navigate competing interests and operate effectively with senior decision-makers *
- Experience representing an organisation in public fora and/or the media.
- Success building and strengthening strategic partnerships that delivered significant impact.

› Operational and Financial Management

- An understanding of the financial and operational considerations of an organisation similar to NTV's size (budget ~\$12m; ~50 staff across five states). *
- Financial literacy at a top-management level.

› Personal Attributes

- Deep self-awareness and emotional intelligence, with the ability to self-manage and perform effectively under pressure. *
- A collaborative and empowering leadership style, combined with decisiveness, courage and a willingness to address difficult issues. *
- Exceptional integrity, judgement and empathy, with the ability to build trust and manage conflict constructively. *

ORGANISATION CHART

NTV's senior leadership structure, as at July 2026 (following the demerger of Men's Family Violence Services Australia).

