

Nishant Dougall's Key Selection Criteria

- 1. Values alignment:** "To leave the corporate world to pursue my passion for social justice and contribute to organizations that strive for bold and innovative change" aligns with Uniting's values of confronting injustice and being bold. My volunteer work with organizations like Thorne Harbour Health and Headspace demonstrates a commitment to diversity, inclusion, and social justice.
- 2. Demonstrated ability to provide safe environments for children and young people:** While my resume does not explicitly mention working with children and young people, my experience at Headspace involved creating mental health resources for students, a vulnerable group often requiring safe and supportive environments. Additionally, my trauma-informed approach and experience working with diverse populations demonstrate a sensitivity to creating safe spaces.
- 3. Highly developed communication & interpersonal skills:** My resume highlights strong communication and interpersonal skills, particularly in crises. I have experience interacting compassionately with individuals facing financial and food insecurity, as evidenced by my work at Diamond Valley Community Support. My volunteer experience at Thorne Harbour Health also involved outreach and support, requiring strong interpersonal skills.
- 4. Volunteer supervisory skills:** Although my resume does not directly mention volunteer supervision, my leadership experience in previous roles (e.g., Senior Business Analyst at the Royal Bank of Scotland) demonstrates my ability to manage teams and projects effectively. I am confident in transferring these skills to a volunteer supervisory context.
- 5. Competently manage inappropriate behaviour and conflict resolution:** My resume does not explicitly address this criterion. However, my experience working with diverse populations and individuals in crisis has required me to navigate challenging situations and de-escalate conflict. My trauma-informed approach emphasizes empathy and understanding, which are crucial in managing inappropriate behaviour.
- 6. Demonstrated ability to operate complex systems and databases and maintain effective record keeping:** My resume highlights proficiency in record-keeping and navigating databases like CISVic, demonstrating my ability to operate complex systems and maintain accurate records. My experience as a Business Analyst involved documenting requirements, designing solutions, and keeping records according to strict policies and procedures, further showcasing my ability to manage information effectively.
- 7. Ability to work independently and in a team:** My resume showcases a balance of independent and collaborative work. My roles at Diamond Valley Community Support and Headspace required independent decision-making and initiative, while my experience as a Business Analyst involved collaborating with stakeholders and external organizations.
- 8. Resilience and an understanding of self-care:** My lived experience with psychosocial disability, discrimination, and other challenges has fostered resilience and a deep knowledge of self-care. My commitment to social justice and supporting others indicates a strong sense of purpose and passion, essential for maintaining resilience in challenging work environments.
- 9. Current Victorian Driver's License:** My resume confirms that I have a current Victorian Driver's License.