



Francis Icasiano

An experienced project manager of collaborative projects in palliative and aged care.

Founder & former CEO of Beyond Words, biographers for people in later life.

- Project & stakeholder relationship Management
- Knowledge of service systems for people with life limiting illnesses and their carers/families
- Experienced working with a range of clinicians
- Ability to inspire support and collaboration



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BUSINESS OWNER

MATTER OF LIFE

2017 –

PROJECT OFFICER

PPHA

Oct 2016 – Sep 2017

TRAVEL & STUDY

EUROPE, RUSSIA, ASIA

2015 – 2016

FOUNDER, DIRECTOR, CEO

BEYOND WORDS

2011 – 2014

PROJECT OFFICER

SMRPCC

2012

PROJECT MANAGER

MERCY HEALTH

2010 – 2011

SENIOR PROJECT OFFICER

PRC

2009 – 2010

PROJECT MANAGER

WCMICS

2008 – 2009

RESEARCH OFFICER

EASTERN PALLIATIVE CARE

2009

PROJECT MANAGER

CBRC, CANCER COUNCIL VIC

2007



ACCELERATOR PROGRAM

SCHOOL FOR SOCIAL ENTREPRENEURS

2013

INCUBATOR PROGRAM

SCHOOL FOR SOCIAL ENTREPRENEURS

2011

BACHELOR OF BEHAVIOURAL SCIENCE (BBSc Hons.)

La Trobe University

1994 – 1998

**BUSINESS OWNER****MATTER OF LIFE**

2017 –

- Freelance biography service for people in later years and their families
- Assisting older people and those with life limiting illnesses to tell, write and share their life stories

PROJECT OFFICER**PORT PHILIP HOUSING ASSOCIATION (PPHA)**

Oct 2016 – Sep 2017

- Coordination of mental health education programs
- Establishment of collaborative project partnerships, reference group, planning and deliverables within scope and timeframe
- Promote engagement with educational programs

TRAVEL & STUDY**EUROPE, RUSSIA, ASIA**

2015 – 2016

- Movement meditation workshops in: Turkey, Germany, Czech Republic, Russia and Greece

FOUNDER, DIRECTOR, CEO, TRAINER**BEYOND WORDS**

2011 – 2014

FOUNDER – Establishment of not-for-profit organisation volunteer biographers enabling residents in aged care to share their life stories.

- Development of organisation Vision, Mission and Values
- Legal incorporation, setting up board and constitution
- Endorsement of company as PBI with DGR and TCC
- Establishment of cross sector partnership network and peak body endorsement



DIRECTOR – Chairing of company board of directors, meeting legal and constitutional obligations and strategic planning.

CEO – Organisational leadership, strategic implementation with internal and external partners.

BIOGRAPHER TRAINER – Recruitment, selection and 35 hour life-story training, education and induction of biographers.

- Coordination and delivery of educational materials, modules, expert guest speakers and interactive group learning activities.
- Supervision of biographers, referrals and in-services

HUMAN RESOURCES – Recruitment of paid/probono staff and biographers, contracts

ADMINISTRATION – Annual Report writing, workcover, insurance, event coordination, evaluation and compliance reporting

COMMUNICATIONS – Website development, IT systems, e-newsletter, social media, media interviews, film-making, logo and organisation re-brand

FINANCE – budget, compliance reporting, payroll, banking and donations

GRANT WRITING – Over \$150,000 in philanthropic and government grants

PROJECT OFFICER**SOUTHERN METROPOLITAN REGION PALLIATIVE CARE CONSORTIUM (SMRPCC)**

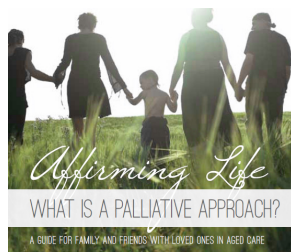
2012

Management of palliative care link nurse training for residential aged care facilities (RACFs) and specialist palliative care services in the southern region

- Coordination of project advisory group and working party
- Project planning, development and implementation of evaluation framework
- Coordination of video for guest speaker A/Prof Deb Parker
- Liaison and engagement with core stakeholder group: residential aged care facilities, specialist palliative care, residential in reach-teams and other stakeholders
- Development of stakeholder map and regional training calendar

**PROJECT MANAGER****MERCY HEALTH**

2010 – 2011



- Lead management of collaborative \$500,000 DoHA funded project
- Coordination of Project Steering Group, Multidisciplinary Reference Group, Family Reference Group
- Training Needs Analysis of staff across 17 RACFs identifying practice gaps
- Development, implementation and evaluation of staff online and face-to-face education on the palliative approach
- Development of DVD film on spirituality in the palliative approach
- Cross training of palliative care specialists in mental health
- Evaluation of Advance Care Planning across 17 RACFs
- Creation and event coordination of Partnership in Care Conference – with over 100 multidisciplinary delegates and guest speakers
- Development of the peak body endorsed book: *Affirming Life – What is a palliative approach? A guide for family and friends with loved ones in aged care.*

SENIOR PROJECT OFFICER**PARENTING RESEARCH CENTRE (PRC)**

2009 – 2010

- Coordination of improved information management for evaluation of national education and support programs
- Drafting and submission of government reports for FaHCSIA

PROJECT MANAGER**WESTERN & CENTRAL MELBOURNE INTEGRATED CANCER SERVICE (WCMICS)**

2008 – 2009

- Coordination of a scoping project for the collection of data at point of care across four hospital based palliative care consultancy services – Peter Mac, Western Health, RMH, STVHM
- Liaison with a range of stakeholders: departmental directors, physicians, nurse consultants, researchers, IT staff and software providers
- Coordination of project meeting, telephone and online forums
- Communicating complex data issues with clinicians
- Development of stakeholder agreed set of prioritized requirements to address common needs across four services
- Coordination of a business tender and vendor demonstrations

RESEARCH OFFICER**EASTERN PALLIATIVE CARE**

2009

- Successful grant application to fund this position
- Evaluation of volunteer biography service for palliative care clients
- Implementation of entire research process
- Coordination of multidisciplinary, multifaith advisory group
- nVivo thematic qualitative analysis and quantitative significance tests
- Research report writing and presentation at international and Australian conferences

PROJECT MANAGER**CENTRE FOR BEHAVIOURAL RESEARCH INTO CANCER (CBRC), CANCER COUNCIL VIC**

2007

- Coordination of data system purchase to evaluate Quit media campaigns
- Engagement of senior stakeholders: departmental directors (business, IT, marketing, research)
- Requirements analysis, solution investigation and development of business case including cost-benefit analysis
- Coordination of a business tender with software providers
- Stakeholder sign-off and successful implementation of chosen solution leading to significant cost savings
- Supervision of casual research staff

RESEARCH ASSISTANT**DEPT. PAEDIATRICS, BARWON HEALTH**

2001-2005

- Development of autism register for Barwon region
- Coordination of research tools, participant recruitment, data collection from 250 families
- Ethical approval from Barwon Health & Royal Children's Hospital
- Successful grant application (\$140,000)
- Journal publication and conference presentations

**LEADING INNOVATION NOMINATION**

AUSTRALIAN HOUSING INSTITUTE

2017

Nomination for mental health education project

PROJECT ACHIEVEMENT AWARD

SCHOOL FOR SOCIAL ENTREPRENEURS

2011

Peer nominated award for establishing Beyond Words

**Icasiano, F. (ed.)** *Affirming Life: What is the palliative approach? A guide for family and friends with loved ones in aged care.***Icasiano F, Hewson P, Mchet P, Cooper C, Marshall A.** Childhood Autism Spectrum Disorder in the Barwon region - a community based study. *Journal of Paediatrics and Child Health.* 2004 Dec;40(12): 696-701.**Icasiano F.** Review of children with Autism Spectrum Disorder in the Barwon region. *Way Ahead* 2003; 6:2.**Scollo M, Younie S, Wakefield M, Freeman J, Icasiano F.** Impact of tobacco tax reforms on tobacco prices and tobacco use in Australia. *Tob Control.* 2003 Sep;12 Suppl 2:ii59-66.**Icasiano, F., & Kearney, J.** Cultivating connection through story - volunteer based client biography. European Association for Palliative Care Conf. Glasgow, 2010.**Kearney, J., & Icasiano, F.** Volunteer-based biography connects with self, family and community – processes and evidence. Palliative Care Australia Conference, Perth, 2009.**Icasiano F, Hewson P, Mchet M.** A community-based review of children with Autism Spectrum Disorder (ASD). *Journal of Paediatrics and Child Health* 2003 39, (Suppl.) A7.***AWARDED****YEAR**

\$40,000	2013	The Lord Mayor Charitable Foundation
\$27,352	2012	The Lord Mayor Charitable Foundation
\$7,800	2013	The Funding Network
\$7,000	2013	The English Foundation
\$15,000	2013	Department of Sustainability, Environment, Water, Population and Communities
\$9,000	2013	The State Trustees
\$32,000	2012	The Trust Company – Ian Rollo Currie Estate Foundation
\$1,000	2011	The Awesome Foundation
\$20,000	2008	The Healthcare Chaplaincy of Victoria
\$40,000	2005	Perpetual Trustees
\$40,000	2004	Perpetual Trustees
\$28,800	2004	Geelong Medical Research Foundation
\$32,050	2003	Geelong Medical Research Foundation

**Microsoft**

Word, Excel, PowerPoint, Outlook, Publisher, Sharepoint

Adobe

InDesign, Acrobat

Google

Docs, Drive, Maps

Other

Wordpress, Dropbox, Mailchimp, nVIVO, SPSS, Endote

Social Media

Facebook, LinkedIN, Instagram, Twitter