

A photograph of a woman sitting on a bench outdoors, reading a book to four young children. The children are gathered around her, looking at the book with interest. The scene is set in front of a building with large windows. The entire image is overlaid with a semi-transparent purple filter.

Candidate Briefing Document

Director, Strategy and Governance



Education
Standards
Board



Government
of South Australia

April 2026

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Career opportunity



Director, Strategy and Governance

The Director, Strategy & Governance is responsible for leading the strategic, corporate, and governance functions of the Education Standards Board (ESB). Operating across the agency, the Director works collaboratively with all business units to drive the development and execution of business reform and change management strategies that align with both organisational goals and whole-of-government priorities.

In addition to overseeing the current reform agenda, the Director plays a critical role in identifying and shaping the ESB's emerging and future strategic priorities and initiatives. This includes leading the design, implementation, evaluation, and continuous improvement of services that support the effective and high-quality delivery of core agency functions. These functions span operational policies and procedures, data analysis and reporting, human resources, financial and budget management, ICT, records and information management, and the release of agency information—including subpoenas, freedom of information requests, and proactive disclosures.

A key focus of the role is to ensure the timely and high-quality delivery of Recommendation 7 from the Royal Commission into Early Childhood Education and Care (November 2023).

The Director also oversees internal and external communications, including the agency's intranet, website, and social media platforms and provides leadership to highly skilled, multidisciplinary teams and is accountable for fostering collaboration, innovation, and performance excellence across the organisation.

Background



The Education and Early Childhood Services (Registration and Standards) Act, 2011 (Act) established our Statutory Authority called the Education Standards Board. The Act and associated legislation shape South Australia's approach to the registration and regulation of education and care services from early childhood to senior schooling.

Our Vision

All children and young people have access to high-quality education and care in safe, well-governed and well-managed services.

The Education Standards Board will uphold public sector values through its decisions, actions and interactions. In addition, we are committed to our values:

Our Values

Honesty & integrity: We are consistent and fair in our actions to encourage openness and transparency

Professionalism: We have a culture that strives for excellence and aims to improve productivity

Sustainability: We respond to change and proactively improve

Collaboration & engagement: We collaborate in our work practices

Accountability: We make decisions that comply with legislation, are ethical and are consistent with approved policy and procedure.

Strategic Plan 2024-27

We are the South Australian Education Standards Board, the independent regulator of education and early childhood services.

We are committed to a proactive and proportionate risk-based approach to support the welfare of children and young people and ensure public confidence in the standards and conduct of providers.

Our mission over the next three years is to improve performance against our regulatory functions.

Our vision
 All children and young people have access to high-quality education and care in safe, well-governed and well-managed services.

Our role
 We regulate the provision of education and early childhood services by identifying and reducing present and emerging risks to minimise harm to children and young people, and to maintain high standards of competence and conduct by providers.

Who we regulate


- Government and non-government schools
- Student exchange organisations
- Early childhood education and care services, including preschool, long day care, outside of school hours care and family day care services.



Strategic Plan 2024-27





Role Description

Director, Strategy and Governance



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Role Description



Role title

Director, Strategy and Governance

Classification

SAES1

Team

Strategy and Governance

Type of appointment

3-year contract

Special conditions

- Must have, or be willing to obtain a Working With Children Check
- National Police Check
- Intra or interstate travel may be required, and some out-of-hours work may be required.
- Flexible working arrangements may be available for this position.
- Annual performance agreement for the achievement of specific service or program outcomes.
- Actively promote and maintain a professional, safe and equitable work environment by adhering to all legislative/policy requirements and implement work practices consistent with the Public Sector Act, Children's Services Act and all applicable government guidelines and legislation, including Equal Opportunity Act, Work Health and Safety Act, State Records Act etc.

Qualifications

Essential

Experience leading in a large and complex organisation at an executive level, ensuring the translation of priorities into executed deliverables.

Desirable

An appropriate tertiary qualification including post-graduate qualifications in an appropriate discipline desirable or relevant experience.

Role Description

Reporting and working relationships

Reports to:

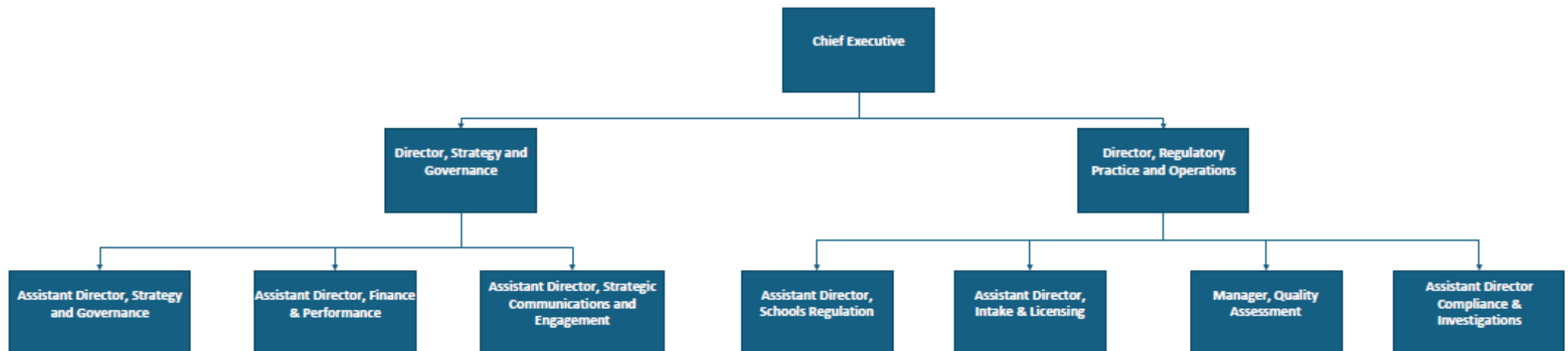
Chief Executive

Direct Reports:

- Assistant Director, Strategy and Governance
- Assistant Director, Finance and Performance
- Assistant Director, Strategic Communications and Engagement
- Project Manager, Legislative Review
- 7 FTE indirect reports

Liases with:

- Public sector agencies and authorities
- Key industry and community stakeholders
- External vendors and service providers
- Australian Education Union as required
- Public Service Association as required



Results to be achieved



- Lead the design and implementation of a comprehensive governance framework and supporting practices across the ESB, fostering a culture of strong decision-making, performance excellence, proactive risk management, and enhanced accountability and transparency. This framework will be aligned with broader agency, sector, and industry standards, and will encompass the governance functions and operations of the ESB Board and all related committees and sub-committees.
- Lead the design, development and implementation of effective tools, processes and mechanisms to enhance the ESB's internal and external communications. This includes strengthening the agency's capacity to engage, consult, and inform key stakeholders, including staff, unions, professional associations, whole of government working groups, and industry partners. The role ensures that sector, agency, and jurisdictional priorities are clearly identified and addressed, and that appropriate actions and responses are delivered in relation to complex and politically sensitive stakeholder matters.
- Ensure the successful delivery of high-impact projects to a consistently high standard, within agreed timeframes, budgets, and scope. Provide strategic leadership and project oversight to effectively align people, programs, and resources, ensuring the development and maintenance of efficient work practices, policies, and processes.
- Lead the design, development, implementation and evaluation of a complex program of reforms and strategic initiatives to deliver on Recommendation 7 of the Royal Commission into Early Childhood Education and Learning. Ensure the strategy achieves its intended policy while remaining aligned to the agencies broader mission and strategic objectives for early childhood education and care.

Results to be achieved

- Lead the strategic data analysis, business planning and reporting functions of the ESB, ensuring alignment with the agencies business plans and reporting cycles and ensuring the delivery of timely and accurate strategic advice and reporting to the CE, Senior Executives, and Minister for Education, Training and Skills.
- Lead the effective delivery and ongoing improvement of a contemporary service delivery model that achieves the strategic and operational needs of the ESB, with an emphasis on ensuring operational excellence in the functional areas of business support, human resource management, ICT, budget and finance management, risk management and procurement services.



Competencies

Technical expertise

- Demonstrated strategic business administration skills, with proven experience in business planning and the preparation of high-level documents, budgets and financial information, reports, submissions and briefings

Personal abilities

- Exceptional leadership and people management skills, with proven success in developing high-performing teams and effectively driving change strategies in a complex environment.
- Exceptional interpersonal and negotiation skills, with a proven ability to engage in collaborative practice and influence a diverse range of stakeholders on both operational and high-stakes issues.
- Demonstrated success in applying systemic thinking and political acumen to navigate complex environments and drive strategic outcomes.
- Proven ability to lead the design and implementation of governance frameworks that enhance decision-making, performance, and risk management. Skilled in driving engagement and managing change to embed accountability and transparency, aligning practices with agency, sector, and industry standards to support sustainable organisational outcomes.
- Demonstrated innovative leadership and the ability to collaborate effectively as part of a high-performing executive team in a fast-paced, dynamic environment. Brings extensive experience in strategically acquiring and managing significant human, financial, and physical resources to achieve organisational goals and deliver on government priorities.

Competencies

Experience

- Demonstrated high level experience in planning, prioritising, developing and delivering critical, connected and consistent strategic educational programs and policies that enable high quality outcomes and enterprise level reform.
- Demonstrated high level independent judgement and initiative, with extensive experience in leading and managing complex, high profile projects within budget and agreed timeframes, mitigating opportunities and risks, and navigating organisational boundaries to align project outcomes with corporate goals and objectives.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment, and the requirements of Equal Opportunity and Work Health and Safety legislation.

Desirable

- Understanding of the role of the Education Standards Board as a statutory authority of the state of South Australia.

Media Links



Website


www.esb.sa.gov.au



Homepage | Education Standards Board SA
We acknowledge Aboriginal and Torres Strait Islander Australians as the First Nations people and custodians of...
sa.gov.au

Annual Report

www.esb.sa.gov.au/media/58



Governance and reporting
Strategic plan View Strategic Plan The Education Standards Board is committed to a proactive and proportionate risk-based approach to support the welfare ...
[Education Standards Board SA](#)

Next Steps



For a confidential discussion about the position with the Chief Executive, Benn Gramola, please contact:

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