

# Director, Learning, Excellence and Innovation Academy

## Department for Child Protection

*Nurturing happy, healthy kids so they  
can grow up safe and reach their full potential.*

<b>CLASSIFICATION:</b>	<b>SAES1</b>	<b>DIRECTORATE:</b>	<b>Learning Excellence and Innovation Academy</b>
<b>REPORTS TO:</b>	<b>Chief Operating Officer</b>	<b>DIRECTORATE FTE:</b>	<b>24</b>
<b>ROLES REPORTING TO THIS ROLE:</b>	<b>Manager, Corporate Training and Systems</b> <b>Supervisor, Practice Development</b> <b>Lead, Learning Programs</b>	<b>BUDGET</b>	<b>~ \$3.6m</b>
		<b>Principal Social Worker</b> <b>Senior Business Support Officer</b> <b>Executive Assistant</b>	

### ABOUT THIS ROLE:

The Director, Learning, Excellence, and Innovation Academy is accountable for the strategic direction and effective management of the Department for Child Protection's (DCP) learning, practice, and professional development to build workforce capability internally and across the sector. The role will drive strategic internal and external partnerships to deliver capability building programs that drive improved practice, leadership development that fosters workplace excellence and staff wellbeing in an environment driven by changing Child Protection legislation and practice requirements. The role will identify current and future capability needs, create learning and professional development solutions aligned with organisational priorities. The role will focus on strategies and activities that are innovative and contemporary. This role involves fostering a culture of continuous improvement, leveraging technology, and implementing best practices to ensure excellence in learning outcomes.

### YOU WILL BE ADDING VALUE BY:

1. Direct the design, planning, implementation and evaluation of innovative departmental wide and sector Learning, Practice and Professional Development strategies, programs, and policies in line with organisational objectives.
2. Establish and embed the strategic direction for learning, excellence and innovation academy team, to establish an innovative and quality training and professional development program delivery across DCP.
3. Oversee the development of child protection practice and knowledge capability, future-proofing child protection practice within the agency and the sector and supporting DCP in becoming an employer of choice.
4. Embed First Nations cultural capability for staff and leaders across the organisation into practice and professional approach.
5. Drive key strategic relationships and networks to achieve goals, increase departmental knowledge and create open and effective communication channels.
6. Lead the strategic collaborations with Universities, Registered Training Organisations and other key stakeholders in the design, development, delivery, and evaluation of a
8. Drive the development of high-quality leadership capability to create a learning organisation where leaders role model contemporary leadership, practice and excellence.
9. Drive the development of on an organisation where managers enable a learning environment, practitioners actively engage in learning, and the system provides time, support, and reinforcement.
10. Embed the use of analytical tools to develop, analyse, evaluate, and report on cross-jurisdictional data and to inform improvements that meet changing organisational and service needs.
11. Develop and manage performance indicators and measurement tools for the competencies within Practice Development that meet the scope of Social Work registration and excellence in practice and changing organisational and service needs.
12. Develop and implement training and development strategies to meet the organisation's talent management and retention objectives.
13. Drive the development and use of effective programs and support tools to improve staff wellbeing.



## OFFICIAL

range of learning and professional development, and mandatory training programs across the department, and the wider child protection sector.

7. Work collaboratively with the Social Workers Registration Scheme, Quality and Practice and other stakeholders to ensure DCP's learning, training and development opportunities align to registration and practice requirements and model innovative and excellent practice.

14. Actively promote and ensure the maintenance of a professional, safe, and equitable work environment by adhering to legislation and policy requirements and implements work practices consistent with applicable government guidelines and legislations, including the *Public Sector Act 2009*, the *Equal Opportunity Act 1984*, *Work Health and Safety Act 2012* and the *State Records Act 1997*.

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### WHO YOU WILL WORK WITH

- Chief Operating Officer
- Deputy Chief Executive
- Director, People and Culture
- Senior Executive Group
- Chief Practitioner
- Executive Director Aboriginal Policy and Services
- Director, Social Work Registration Scheme
- Training and Development Community across the SA Public Sector and Child Protection Sector

### QUALIFICATIONS

#### Essential:

- Relevant tertiary qualification in Education, Workplace Training and Assessment, or related field

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### YOUR CAPABILITIES

- Demonstrated strategic leadership experience in establishing best practice and professional development in a child protection or human services sector.
- Proven stakeholder relationship and collaboration across government, NGO and the tertiary education sector.
- Demonstrated ability to develop strong connections with First Nations Peoples and build cultural safety and capability across a complex organisation.
- Highly developed interpersonal and negotiation skills and demonstrated success in achieving changes through collaboration and exercising influencing skills with various stakeholders.
- Demonstrated success in implementing innovative learning and development strategies in a large complex organisation to meet the future workforce demands.
- Strong understanding of current trends in educational technology and innovative teaching and learning methodologies.
- Proven ability to harness and build organisation talent pools inclusive of leadership development.
- Demonstrated ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes in an innovative and resourceful manner.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment: and the legislative requirements of Equal opportunity and Work Health and Safety legislation.



SAES SELECTION CRITERIA: CORE COMPETENCIES	PUBLIC SECTOR VALUES	
<p>The claims of each applicant will be assessed against the five criteria below. Applicants are not required to address each, and every competency element outlined under the key headings. Applicants should frame their application in the context of the requirements of the position and its key outcomes.</p> <hr/> <p><b>Shapes Strategic Thinking and Change</b>                      Anticipates and plans for future events, trends, problems and opportunities and exercise sound judgement. Develop creative solutions, stimulating new ways of thinking and solving problems.                      Key elements of the competency:</p> <ul style="list-style-type: none"> <li>• Creates vision</li> <li>• Inspires</li> <li>• Thinks and acts strategically</li> <li>• Leads and influences change</li> <li>• Solves problems</li> </ul> <p><b>Achieves Results</b>                      Makes timely, quality decisions taking a broad range of factors into consideration. Evaluates reasonable risk taking opportunities. Sets broad organisational goals and priorities in order to drive results consistent with government direction and public expectations.                      Key elements of the competency:</p> <ul style="list-style-type: none"> <li>• Achieves and delivers results</li> <li>• Drives organisational effectiveness</li> <li>• Exercises sound judgement</li> <li>• Manages compliance with legislation</li> <li>• Evaluates</li> <li>• Applies technical expertise</li> <li>• Assumes accountability</li> </ul> <p><b>Drives Business Excellence</b>                      Builds an effective, sustainable and high performing organisation through leadership. Engages and aligns human, financial and information resources to achieve strategic targets. Plans for future organisational needs to minimise risk and maximise opportunity. Leads organisational change that maximises results.                      Key elements of the competency:</p> <ul style="list-style-type: none"> <li>• Influences organisational performance</li> <li>• Leads and develops people</li> <li>• Predicts and plans for future organisational needs</li> <li>• Builds capability and expertise</li> <li>• Promotes a customer service ethos</li> <li>• Directs resources</li> </ul> <p><b>Forges Relationships and Engages Others</b>                      Builds effective working relationships, networks and partnerships with internal and external bodies at all levels. Creates a commitment to customer service excellence. Actively listens to what others have to say and responds in a clear, concise and diplomatic manner. Adapts communication style as appropriate.                      Key elements of the competency:</p> <ul style="list-style-type: none"> <li>• Develops and uses political savvy</li> <li>• Promotes information sharing and the gathering of knowledge</li> <li>• Negotiates and influences</li> <li>• Establishes and maintains strategic networks</li> <li>• Manages conflict</li> <li>• Communicates clearly and adapts to audience</li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Service:</b> <i>We proudly serve the community and Government of South Australia</i></li> <li>✓ <b>Professionalism:</b> <i>We strive for excellence</i></li> <li>✓ <b>Trust:</b> <i>We have confidence in the ability of others</i></li> <li>✓ <b>Respect:</b> <i>We value every individual</i></li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Collaboration &amp; Engagement:</b> <i>We create solutions together</i></li> <li>✓ <b>Honesty &amp; Integrity:</b> <i>We act truthfully, consistently and fairly</i></li> <li>✓ <b>Courage &amp; Tenacity:</b> <i>We never give up</i></li> <li>✓ <b>Sustainability:</b> <i>We work to get the best results for the current and future generations of South Australians</i></li> </ul>
<b>CORPORATE RESPONSIBILITIES</b>		
<ul style="list-style-type: none"> <li>• Maintain accurate and complete records in accordance with the State Records Act 1997 and departmental policies, procedures, and practice guidance.</li> <li>• Understand and follow the requirements of confidentiality within the Children and Young People (Safety) Act 2017, and whole of government and DCP policies, procedures, and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.</li> <li>• Actively participate in performance development processes.</li> <li>• Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures, and practice guidance.</li> <li>• Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.</li> <li>• Actively contribute to Reconciliation, and to the aims and objectives of the wider Aboriginal &amp; Torres Strait Islander Child Placement Principle.</li> <li>• Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.</li> <li>• Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe, and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.</li> <li>• Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the Public Sector Act 2009 and Work Health and Safety Act 2012.</li> </ul>		

**Exemplifies Personal Drive and Professionalism**

Models ethical practice and embeds the values of the public sector into the culture of the organisation. Acts with integrity while promoting consistency among principles, values and behaviours. Sets challenging personal and organisational performance standards and pursues them with passion and energy.

Key elements of the competency:

- Models the South Australian executive service values
- Engages with risk and shows personal courage
- Displays flexibility and resilience
- Demonstrates self-awareness and a commitment to personal development
- Promotes and integrates diversity into the workplace
- Values wellbeing for self and others

**SPECIAL CONDITIONS**

- Negotiated contract appointment for up to 3 years.
- Out of hours work, including on call, is required.
- Inter and Intra-state travel may be required.
- Required to achieve performance targets that are negotiated and mutually agreed with the Chief Operating Officer and in turn establish and monitor performance targets with those reporting to the position.
- Appointment subject to a satisfactory Department of Human Services (DHS) Working with Children Check prior to being employed, which is required to be renewed every five years before expiry.
- The incumbent will be required to undertake mandatory training as required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).



YOU WILL CONTRIBUTE TO



**OUR VISION** is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



**OUR PURPOSE:** The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



**Leaders in practice excellence**

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



**Closing the Gap**

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



**A child protection system that meets the needs of children and young people**

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



**A thriving workforce**

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



**Active and collaborative partnerships**

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



**Working alongside carers**

We respect and value carers as vital partners in keeping children and young people safe and well.



**Quality services and safeguarding**

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

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