

# Regional Director

## Department for Child Protection

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

<b>CLASSIFICATION:</b>	<b>SAES 1</b>	<b>DIVISION:</b>	<b>Child and Young Person Services</b>
<b>REPORTS TO:</b>	<b>Deputy Chief Executive</b>	<b>ROLES REPORTING TO THIS ROLE:</b>	<b>Various including Senior Managers, Operational Managers, Project Managers, Directorate Business Managers and Executive Assistants</b>

### ROLE PURPOSE:

The Regional Director provides strategic leadership, operational oversight and accountability for service delivery within a designated region of the Department for Child Protection (DCP). There are four Regional Director positions, each responsible for one region: South, Central, North, and Far North/Far West. The role leads regional operations to ensure the effective delivery of services and initiatives to children, young people and families, aligned with departmental strategic objectives and focused on achieving safety, wellbeing, stable and nurturing lifelong connections through high-quality, evidence-informed practice. The Regional Director drives system reform and continuous improvement across the region, including embedding high-quality practice/practice excellence to strengthen service quality and outcomes. A key focus is the delivery of culturally competent and inclusive services, particularly to improve outcomes for Aboriginal children, young people, and families. As part of the executive leadership group, the role contributes to statewide strategy, fosters strong partnerships across government and the community and ensures effective governance, risk management and stewardship of resources.

### KEY ACCOUNTABILITIES:

1. Provide strategic leadership and accountability for the delivery of integrated child protection services and programs across the region, achieving improved safety, wellbeing, long-term stability and connection outcomes for children and young people.
2. Provide strategic leadership to drive and sustain multiple and concurrent system reform and transformation across the region, embedding a culture of innovation, continuous improvement, and evidence-informed practice to strengthen service effectiveness and outcomes for children, young people, and families.
3. Establish and maintain robust practice and operational governance, quality assurance and supervision frameworks to support consistent, high-quality, and culturally responsive practice and decision-making.
4. Lead culturally informed strategies to reduce the over-representation of Aboriginal children in care, ensuring services strengthen connection to family, community, and culture, and embed culturally safe practices across the region.
5. Foster and sustain collaborative partnerships with government, non-government and community stakeholders to deliver coordinated responses, strengthen early intervention and reduce entry into the statutory child protection system.
6. Lead the use of data, research and sector intelligence to anticipate emerging trends, identify risks and inform strategic decision-making. Ensure proactive risk management and evidence-based approaches underpin regional service delivery, program development, and policy implementation.
7. Establish and reinforce a culture of accountability, where staff understand and fulfil their obligations to report, escalate and respond to risks/complaints.
8. Lead the strategic design, development and evaluation of regional service models and initiatives, driving innovation, integration and improvement to ensure services are effective, sustainable, and responsive to the needs of children, young people, families, and communities.
9. Deliver on key performance indicators and budget requirements, and provide high-quality, timely advice to the Minister, Chief Executive, Deputy Chief Executive and senior executives across DCP, contributing to statewide strategy, policy and organisational performance.
10. Achieve improved safety, wellbeing, and long-term stability and connection outcomes for children and young people across a large and geographically dispersed region, while managing demand, service pressures and the complexity of service delivery.
11. Build and sustain strategic relationships with government, non-government, and community stakeholders, leading workforce capability, attraction and retention and embed culturally responsive practice, ensure Aboriginal staff voices are privileged in decision-making for Aboriginal children that lead a culturally safe workplace.
12. Actively promote and ensure the maintenance of a professional, safe and equitable work environment by adhering to all legislative and policy requirements and implement 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*.



**KEY RELATIONSHIPS / INTERACTIONS:****Internal**

- Deputy Chief Executive
- Chief Executive
- Executive and managers across DCP
- Children and young people

**External**

- Carers, families and Community
- Aboriginal Community Controlled Organisations
- Other government and non-government organisations.

**QUALIFICATIONS:**

**Essential:** Tertiary qualification in human services, or another relevant field.

**Desirable:** Post graduate qualification in Social Work, Psychology, Mental Health or related discipline.

**ESSENTIAL TECHNICAL KNOWLEDGE / EXPERTISE:****Skills**

- Demonstrated ability to develop and implement strategies that achieve government and departmental goals and drive organisational and service outcomes.
- Executive leadership and management skills, including high-level communication, advocacy, negotiation, and stakeholder engagement.
- Ability to analyse, evaluate, and apply complex research, data, and intelligence to inform strategic decision-making, policy, and operational directions.
- Proven capacity to lead performance management, achieving key performance indicators, targets, and accountability outcomes.
- Ability to implement improvements in practice, systems, and service delivery to achieve better outcomes for children, young people, families, and communities.

**Experience**

- Recognised credibility and experience in child protection and family services.
- Senior leadership experience in complex, multidisciplinary service environments, including leading people, teams, and projects to achieve high-level outcomes.
- Experience in leading organisational change, service innovation, and reform initiatives that align with government and corporate strategy.

**Knowledge**

- Comprehensive understanding of child protection issues, services, and legislative frameworks in South Australia.
- Knowledge of national child protection policy, and the historical and contemporary challenges facing Aboriginal children, young people, and families.
- Understanding of policy development, strategic planning, and change management in public sector contexts.
- Knowledge of public sector governance, accountability, and workforce management frameworks, including Equal Opportunity, Work Health and Safety legislation, and inclusive workplace practices.
- Understanding of system-wide child protection reform initiatives and the broader government response to improving outcomes for vulnerable children and families.



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 Deputy Chief Executive 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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