

Position Description

Lead – Teaching Pathways

Why work with us

Every child and young person deserves a great education.

We have a strategy that aims to unlock every child’s potential now and into the future, one that in partnership with learners, students, parents and the wider South Australian community will build a world-leading public education system. One that is equitable and prioritises learning and wellbeing.

Together we will make our education system the best it can be.

When our children and young people thrive, so do our communities and our state.

Our values

We are part of the South Australian public sector and share the values of:

							
SERVICE	PROFESSIONALISM	TRUST	RESPECT	COLLABORATION & ENGAGEMENT	HONESTY & INTEGRITY	COURAGE & TENACITY	SUSTAINABILITY
We proudly service the community and the South Australian Government.	We strive for excellence.	We have the confidence in the ability of others.	We value every individual.	We create solutions together.	We act truthfully, consistently, and fairly.	We never give up.	We work to get the best results for current and future generations of South Australians.

In addition to our values, as an executive in our department we expect that you will:

- Role model the Public Sector Code of Ethics at all times
- Promote a diverse and inclusive workplace
- Demonstrate an active focus on safety and wellbeing.

About People and Culture

People and Culture is vital in building the department’s culture, strengthening leadership and improving people processes and systems to ensure success now and into the future.

We’re focused on understanding the workforce needs of our schools and preschools through a business partnership approach that challenges old ways of thinking, finds solutions to complex problems and delivers outcomes aligned to improvement. Put simply, our mission is to ensure the department is ‘people ready’ by knowing what matters, keeping it simple, and adding value



About this role

The Lead – Teaching Pathways plays a key role in enhancing the department's employment pathways by building and maintaining strategic relationships with Initial Teacher Education (ITE) providers, managing special authority to teach programs and earn while you learn initiatives.

The Lead – Teaching Pathways is responsible for managing high-level professional relationships with the wider Employment Programs and Pathways team, HR Business Partners (HRBPs) and recruitment team to improve employment outcomes for pre-service teachers.

This role requires advanced strategic planning, program management, and stakeholder engagement skills to support and improve pathways initiatives across the department.

Position title	Lead – Teaching Pathways
Classification	ASO7
Division	People and Culture
Directorate	Workforce Management
Location	31 Flinders Street, Adelaide, with flexible working arrangements available
Reports to	Manager, Employment Programs & Attraction
Direct reports	1 x Preservice Teacher & Trainee Liaison
Role description date	May 2025

What you will do (key outcomes)

1. Develop and maintain strong, highly effective partnerships with ITE providers, external providers, and other key stakeholders aimed to enhance teacher employment pathways programs.
2. Lead the implementation, coordination and delivery of teacher pathways programs, such as earn while you learn initiatives, by applying strategic project management to ensure high-quality progress that supports departmental objectives.
3. Monitor program outcomes, gather feedback, and use data-driven insights to enhance program effectiveness. Drive continuous improvement and innovation in pathways initiatives. Implement sustainable strategies that contribute to long-term program success.
4. Efficiently manage resources to support pathways activities and achieve desired outcomes. Oversee resource allocation by assessing program requirements, managing budgets, and coordinating with internal and external stakeholders, ensuring efficient and effective program delivery.
5. Provide high-level advice to site leaders, HR Business Partners and relevant People & Culture teams relating to the management and administration of Special Authority to Teach programs, ensuring smooth operations and compliance with relevant policies.
6. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.



The capabilities you will bring (key competencies)

- **Leadership:** Demonstrated ability to guide team members and projects to achieve program objectives. Skilled in aligning team efforts with organisational goals to drive successful outcomes.
- **Communication and stakeholder engagement:** Exceptional verbal, written and interpersonal skills to engage, influence and collaborate with diverse stakeholders. Ability to build partnerships, negotiate, and manage sensitive issues effectively. Skilled in aligning stakeholder efforts with organisational objectives to ensure relevance and impact.
- **Project management:** Expertise in using project management methodologies for effective planning, implementation, and review of initiatives with minimal direction. Proficient in documenting and monitoring outcomes and using data-driven insights for continuous improvement in alignment with strategic goals.
- **Strategic thinking:** Proven ability to develop and implement strategies that align with departmental goals, leveraging strategic insights to drive sustainable improvements and contribute to organisational success.
- **Financial reporting and budget management:** Demonstrated ability in financial reporting and managing budgets. Skilled in aligning financial management with program objectives to ensure efficient resource allocation.
- **Higher education collaboration:** Extensive experience working with ITE providers and universities, with a deep understanding of teaching degree structures, policies, and pathways development. Skilled in coordinating educational initiatives to enhance program outcomes.

Who you will work with (key relationships)	Qualifications
<ul style="list-style-type: none"> • Manager, Employment Programs & Attraction • Employment Programs & Attraction team • Assistant Director, Executives & Strategic Projects • HR Business Partners • Executive Director People and Culture • Education Directors • School Principals / teachers • Partnership / Portfolio Principal Leads • South Australian education associations • Pre-service teachers/graduates • Teachers Registration Board • ITE Providers 	<p>Essential: Nil</p> <p>Desirable: Qualification in project management, leadership and management or appropriate discipline, or relevant experience.</p>

Corporate responsibilities	Special conditions
<p>Keep accurate and complete records</p> <p>Act appropriately in line with the Public Sector Code of Ethics at all times</p> <p>Support diversity and promote an inclusive workplace for everyone</p> <p>Maintain a commitment to Work Health and Safety legislative requirements</p>	<p>You will need a current driver's license and be willing to drive</p> <p>You may be asked to work out of hours</p> <p>You may need to travel within or outside South Australia</p> <p>You need to achieve mutually agreed performance goals</p>

	<p>You must have a current Working with Children Check</p> <p>You must do Responding to Risks of Harm, Abuse and Neglect – Education and Care training</p> <p>You must be an Australian resident or provide evidence you have a current work permit</p>
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Assessed by: Ashleigh Gepp, P&C Advisor		Approved by: Kristen Mangelsdorf, A/Director, Executive and Strategic Projects	
Date: May, 2025		Date: May, 2025	

