

Position Description

Lead – Country Initiatives

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.

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 – Country Initiatives leads the strategic development and implementation of employment programs aligned with the Country Education Strategy in South Australia. The position involves leading all aspects of program design, delivery, and evaluation, ensuring that initiatives meet the unique needs of regional and remote communities.

Working closely with the wider team, the Lead – Country Initiatives drives high quality program delivery and continuous improvement, while shaping engagement strategies to attract and support pre-service teachers and the broader workforce to ensure strong and accessible pathways into country employment opportunities.



The position provides expert strategic advice and guidance to the team to ensure alignment and coherence across all programs and works in close partnership with the Country Education team and other stakeholders, contributing to reporting and workforce analysis, trend identification and forward planning to inform evidence-based decision making and strengthen workforce outcomes in country South Australia.

This position requires a strong leadership capability, as well as the ability to collaborate with cross-functional teams and external stakeholders to deliver effective programs

Position title	Lead – Country Initiatives
Classification	ASO7
Division	People & Culture
Directorate	Workforce Management
Location	31 Flinders Street, Adelaide, with flexible working arrangements available
Reports to	Manager, Employment Programs & Attraction
Direct reports	2-3 Project Officers/Administration Officers
Role description date	May 2025

What you will do (key outcomes)

1. Coordinate the design, delivery and evaluation of programs that align with the Country Education Strategy.
2. Provide day-to-day operational leadership and mentorship, supporting effective program delivery and contributing to team development, ensuring team efforts align with strategic objectives and enhance program impact.
3. Collect, analyse and report on program data to assess program effectiveness, identify areas for improvement, and implement innovative solutions. Prepare reports and recommendations to the Country Education Strategy team, using evidence-based decisions to drive program improvement.
4. Support and monitor budget planning and procurement processes to optimise program resources and achieve desired outcomes.
5. Develop and maintain strong, collaborative stakeholder relationships to deliver policy and program outcomes that enhance employment opportunities in rural and remote areas.
6. Work collaboratively with internal teams and external stakeholders to support continuous improvement initiatives that enhance the impact of Country Education Strategy programs. Contribute to continuous program improvement through implementing evidence-based reform initiatives, ensuring long-term success and alignment with strategic priorities.
7. 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 experience in leading or managing teams, fostering teamwork, providing direction, supporting performance development and aligning team activities with organisational priorities and objectives.
- **Strategic thinking:** Proven ability as a strategic thinker, capable of analysing information, considering potential risks and solutions, and developing strategies to support workforce planning needs.
- **Program management:** Demonstrated experience in planning, coordinating and delivering complex projects and programs within agreed timeframes and budgets. Proven ability to manage competing priorities, mitigate risks, oversee governance and reporting requirements, and ensure milestones and deliverables are achieved. Skilled in applying structured project management approaches to support effective implementation and sustainable outcomes.



- **Program evaluation:** Experience in supporting the effective delivery and evaluation of complex programs. Proficient in applying data-driven insights to assess program effectiveness and inform continuous improvement.
- **Communication and stakeholder engagement:** Exceptional verbal, written and interpersonal communication skills to effectively engage with diverse stakeholders and present complex information clearly. Skilled in fostering collaboration, negotiating, building and maintaining collaborative relationships to ensure successful outcomes.
- **Resource and financial management:** Demonstrated proficiency in financial reporting, monitoring budgets and coordinating program resources to ensure effective use of departmental assets. Skilled in aligning financial management with program objectives to support efficient resource allocation and strategic goals.

Who you will work with (key relationships)	Qualifications
<ul style="list-style-type: none"> • Manager, Employment Programs & Attraction • 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 	<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>

<p>Assessed by: Bailey Bowyer, People and Culture Advisor</p>		<p>Approved by: : Kristen Mangelsdorf, A/Director, Executive and Strategic Projects</p>	
<p>Date: April, 2026</p>		<p>Date: April, 2026</p>	

