

# Director, People and Culture






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|--------------------|------------------------------|----------------------------|----------|
| <b>Role title</b>  | Director, People and Culture | <b>Classification</b>      | SAES1    |
| <b>Branch</b>      | People and Culture           | <b>Type of Appointment</b> | Term     |
| <b>Section</b>     | People and Culture           | <b>Position Number</b>     | P58741   |
| <b>Approved by</b> | Chief Operating Officer      | <b>Date</b>                | May 2026 |

## Who we are

At the Department of Treasury and Finance (DTF), we're building a world-class Treasury for South Australia – it's about the people and the impact we create together.

We're South Australia's lead agency for economic, digital and financial policy outcomes. Our work touches every corner of the state, from enabling frontline services to driving digital transformation. And we do it all with one purpose: to make life better for the people who call South Australia home.

## What sets us apart

|                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                              |
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|  <p><b>Good people... who welcome you</b></p> <p>Join a team of highly skilled people who are genuinely keen to connect, collaborate and support each other in the pursuit of excellence.</p> |  <p><b>Interesting work... that challenges you</b></p> <p>Apply your skills to meaningful work. Whether you're working on major policy decisions or working behind the scenes, your work here matters</p> |  <p><b>Serious impact... that connects you</b></p> <p>See your work translated into the infrastructure, services and prosperity of South Australia.</p> |
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## Working for DTF includes

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| <p><b>Flexibility and Reach</b></p> | <p>The Department of Treasury and Finance actively promote flexible working arrangements and values diversity in the workplace. This role may involve occasional out-of-hours work or travel, offering a unique window into all that's happening across South Australia.</p> |
| <p><b>Continuous Growth</b></p>     | <p>You will participate in our Departmental Performance Management Program, designed to support your personal growth and help you build a compelling career.</p>                                                                                                             |

**Broad Exposure**

You may be assigned to other positions at the same level, providing multi-disciplinary exposure, a variety of work and professional development opportunities.

**About your branch**

People and Culture (P&C) delivers workforce capability that enables DTF people to thrive and the department to deliver for South Australians.

The branch brings together organisational development, workforce operations, safety and wellbeing, learning and development, and the Academy. This work supports safe, inclusive and high performing workplaces, helping people do their best work and contribute to outcomes that make a difference for South Australians.

P&C works closely with leaders and teams across the department, providing practical advice and services that respond to business needs and strengthen workforce capability. Teams are collaborative and diverse, with a shared focus on doing the work well, supporting each other and continuously improving how things are done.

**What you will do**

- Provide strategic direction and expert leadership to the People and Culture branch, ensuring delivery of key functions including performance & organisational development, industrial relations, workforce reporting and compliance, job design, talent acquisition, recruitment and onboarding.
- Drive the development and implementation of innovative workforce initiatives that align with DTF's strategic objectives while supporting current and future business needs.
- Deliver high-level advice on complex workforce matters to departmental executives and stakeholders across DTF, ensuring best practice approaches are adopted throughout the organisation.
- Oversee the creation and maintenance of legally compliant workforce policies, procedures, and processes that reflect public sector requirements and foster organisational agility.
- Lead the agency's Equity, Diversity & Inclusion (ED&I) strategies including maintaining White Ribbon accreditation, and ensure these initiatives promote equality, safety, and wellbeing for all staff.
- Collaborate with Branch Heads across DTF as well as external public sector partners to deliver solutions that drive business outcomes.
- Support the ongoing professional development of your team by providing mentorship, guidance, motivation, and clear direction in a dynamic & diverse environment with competing priorities.
- Ensure effective prioritisation of resources to respond flexibly to agency needs while achieving business outcomes efficiently.
- Champion contemporary organisational development practices that embed agility, inclusion, high performance, and resilience throughout DTF.
- Effectively identify and manage risks related to your role in line with the DTF Risk Management Framework.

- Operate in line with public sector values, including integrity, inclusion and workplace safety and in accordance with relevant legislation, policies and standards

## Working relationships

Reporting to Chief Operating Officer.

Key relationships include:

- Works closely with Branch Heads across DTF.
- External relationships with workforce teams across the public sector.

## What you bring (essential criteria)

What the role requires:

- Tertiary qualifications in human resource management or a similar discipline are essential for success in this executive role.
- Demonstrated experience leading contemporary workforce capabilities within multidisciplinary environments to deliver measurable business outcomes is required.
- Proven track record providing both strategic and operational advice on complex workforce issues to executive stakeholders with an emphasis on collaboration and problem-solving.
- Experience in effectively managing teams comprising professionals from workforce operations, organisational development (OD), industrial relations (IR), safety/wellbeing backgrounds.
- Exceptional written and verbal communication skills enabling you to influence senior management decisions while building strong relationships at all levels internally/externally.
- Sound judgement interpreting and applying complex workforce policies in line with legislation/related instruments.
- Ability to prioritise effectively when responding to rapidly changing agency needs so as to achieve optimal business outcomes without compromising quality or integrity.

## Special Conditions

To ensure we remain South Australia's trusted advisor, safeguarding our state's economy and protecting the people we serve, the successful candidate will be required to undergo relevant screening assessments in line with our Employment Screening Policy. These checks ensure we maintain the high standards of a world-class Treasury.

- Nationally Coordinated Criminal History Check
- Working with Children Check
- Security Clearance (including Baseline, Negative Vetting Level 1 or Level 2, Positive Vetting)

## SAES core competencies

Executives are required to demonstrate broader behaviours as determined in the [South Australian Executive Service \(SAES\) Competency Framework](#). These include:

- Shapes strategic thinking and change
- Achieves results
- Drives business excellence
- Forges relationships and engages others
- Exemplifies personal drive and professionalism