

# Assistant Director, Financial Reform & Strategic Programs

## Department for Child Protection

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

<b>CLASSIFICATION:</b>	<b>SM2</b>	<b>DIRECTORATE:</b>	<b>Finance, Procurement and Contracts</b>
<b>REPORTS TO:</b>	<b>Chief Financial Officer</b>	<b>FTE:</b>	<b>1.0</b>
<b>ROLES REPORTING TO THIS ROLE:</b>	<b>Multiple</b>		

### ABOUT THIS ROLE:

The Assistant Director, Financial Reform and Strategic Programs is responsible for leading complex, high-risk and strategically significant reform programs that support the Department for Child Protection's (DCP) financial sustainability agenda and whole-of-government budget improvement objectives. Reporting directly to the Chief Financial Officer (CFO), the role provides expert strategic leadership across multi-functional and multi-disciplinary reform initiatives that have significant operational, financial and policy impacts across the Department and the sector. The role operates within a highly complex and evolving environment requiring the development and implementation of innovative strategic initiatives in response to emerging financial, commercial, technological and operational challenges. The position is recognised as a senior specialist authority in financial reform, commercial strategy and enterprise transformation, with responsibility for influencing agency-wide decision-making, governance, planning and reform delivery. The role leads the development and implementation of major reform initiatives including financial systems transformation, commercial and contract reform, expenditure management strategies, operational redesign and strategic business improvement programs aligned to Government priorities and Department of Treasury and Finance (DTF) expectations.

### YOU WILL BE ADDING VALUE BY:

1. Lead the design, implementation and delivery of complex financial sustainability and reform initiatives that contribute to the DCP's Budget Performance Improvement Program (BPIP) and broader expenditure reduction strategies
2. Provide strategic leadership and authoritative specialist advice to the CFO, Executive Leadership Team and senior stakeholders on financial reform, commercial strategy, operational efficiency and organisational transformation.
3. Lead multi-disciplinary and cross-functional reform programs, ensuring delivery of strategic outcomes within agreed timeframes, governance frameworks and financial parameters.
4. Drive implementation of major enterprise system reform projects, including Oracle Financial Systems replacement and Contract Management and Licensing System transformation, with responsibility for change management and business readiness
5. Develop and implement innovative commercial, procurement and contract management reform strategies that strengthen governance, improve value for money outcomes and reduce financial risk to DCP
6. Lead strategic reviews and redesign initiatives across Placement and Support Packages (PASP), licensing reform, fleet management and departmental spendable to improve operational efficiency and expenditure control outcomes.
7. Establish and maintain effective partnerships with the DTF, other government agencies, senior executives, commercial providers and external stakeholders to support reform implementation and achievement of government priorities
8. Lead complex analysis, research and problem-solving activities in environments where limited precedents or established frameworks exist, developing practical and innovative solutions to emerging challenges.
9. Provide leadership, direction and expert guidance to project teams, working groups and senior stakeholders to support organisational capability, reform adoption and continuous improvement outcomes.
10. Prepare and present high-level strategic reports, briefings, submissions and recommendations to Executive, central agencies and governance forums to inform decision-making and support achievement of critical agency objectives
11. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.



**WHO YOU WILL WORK WITH:**

**Internal**

- Chief Financial Officer
- Chief Executive, Deputy Chief Executive and other Senior Executive's across DCP
- Senior Managers and staff across DCP

**External**

- Department for Treasury and Finance
- Minister for Child Protection
- NGO partners
- Other State authorities

**QUALIFICATIONS**

**Essential:** Tertiary qualification in Finance, Accounting, Economics, or a related field.

**Desirable:** CPA or Chartered Accountant qualified

**YOUR CAPABILITIES:**

- Demonstrated experience leading highly complex strategic reform, transformation or financial sustainability programs within large and/or complex organisations.
- Extensive experience influencing executive-level decision-making and providing authoritative specialist advice in complex and sensitive environments.
- Proven capability leading multi-disciplinary programs involving organisational change, commercial reform, governance improvement and business transformation.
- Highly developed strategic, analytical and conceptual skills, including the ability to develop innovative solutions where limited precedents exist.
- Exceptional stakeholder engagement, negotiation and influencing skills, including experience working with senior government, commercial and sector representatives.
- Demonstrated experience leading change management and implementation activities associated with large-scale system or operational reform initiatives.
- Highly developed written communication skills, including preparation of complex strategic reports, Cabinet-style briefings and executive submissions.
- Experience working within government financial management, commercial reform or central agency environments.
- Experience leading enterprise system transformation projects.

**OUR COLLECTIVE RESPONSIBILITIES**

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- 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.
- Actively participate in performance development processes.
- 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.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.

**SPECIAL CONDITIONS**

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Chief Financial Officer.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.



- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- 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.
- 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*.



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.

CERTIFIED CORRECT: 3 June 2026



Government of South Australia  
Department for Child Protection