

Position Description

ASO7 Anti-racism Project Lead

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 this role

The Anti-Racism Project Lead is part of the Workforce Strategy Directorate within People and Culture and leads the implementation of the workforce stream of the Department's anti-racism program of work.

This role is responsible for translating the department's commitment to a public education system free from racism into practical, system-wide workforce change, leveraging the policy foundations already established to drive design, implementation and continuous improvement. The role ensures alignment across related streams of work, including student-facing and community-facing initiatives, and plays a key integrative function to ensure reforms are coherent, mutually reinforcing and embedded across organisational systems.

The role works across divisions and functions, partnering closely with operational leaders and policy areas to influence and inform continuous improvement across key workforce systems, including recruitment, performance development, workforce capability development, and complaints and resolution processes.

A critical requirement is working in a racially literate, culturally responsive and trauma-aware way, ensuring engagement with Aboriginal and Torres Strait Islander staff, Culturally and Racially Marginalised staff, the Anti-Racism Lived Experience Advisory Group, and community organisations is safe, ethical and does not cause further harm.



Position title	Anti-Racism Project Lead
Classification	ASO7
Division	People and Culture
Directorate	Workforce Strategy
Location	31 Flinders Street, Adelaide, with flexible working arrangements available
Reports to	Manager, Workforce Design Initiatives
Direct reports	Nil
Role description date	June 2026

What you will do (key outcomes)

1. Lead the implementation of the workforce stream of the anti-racism program of work, translating strategic commitments into practical initiatives, workforce tools, and system improvements that embed anti-racism across organisational practices, behaviours, and systems.
2. Lead the co-design and implementation of an organisational anti-racism capability framework, including learning and development initiatives that build racial literacy, cultural responsiveness, and capability across all levels of the organisation.
3. Collaborate across divisions, People and Culture functions, the Anti-Racism Lived Experience Advisory Group, relevant community organisations, and interdepartmental working groups to ensure workforce initiatives are culturally responsive, aligned with related streams of work, and contribute to a coordinated public sector approach to anti-racism.
4. Facilitate workshops, consultations, and co-design activities with internal and external stakeholders to support shared ownership, effective implementation, and continuous improvement.
5. Prepare high-quality reports, briefings, and strategic advice for governance bodies including the department's Senior Executive Group, supporting informed decision-making, accountability, and oversight.
6. Monitor, evaluate and report on the department's progress in implementing anti-racism initiatives, including assessing effectiveness, identifying risks, dependencies and emerging issues, and using insights and evidence to inform continuous improvement. Collaborate across the department to assess the effectiveness of reporting and response processes, and recommend and facilitate improvements that strengthen culturally responsive and accountable practices.
7. Contribute to maintaining a safe and healthy workplace by identifying and reporting incidents, hazards, and risks in accordance with departmental requirements.

The capabilities you will bring (key competencies)

- **Strategic thinking, systems thinking and change capability:** Demonstrated ability to apply strategic thinking, systems thinking and design approaches to complex workforce and organisational challenges. Proven ability to identify emerging issues, opportunities and interdependencies, identify leverage points for change, and design integrated, sustainable solutions across workforce systems, policies, practices and functions to support organisational priorities and reform objectives.

- **Implementation and change leadership:** Demonstrated experience leading complex implementation and change initiatives within a multi-stakeholder environment. Proven ability to manage competing priorities, project sequencing, governance, risks and dependencies, and translate strategic priorities into sustainable organisational outcomes and continuous improvement.
- **Anti-racism capability, racial literacy and cultural responsiveness:** Demonstrated understanding of racism as structural and systemic, and the ability to apply this understanding in organisational contexts. Ability to work in a racially literate, culturally responsive and trauma-aware way, ensuring lived experience is meaningfully reflected in decision-making and outcomes.
- **Lived experience:** Experience working in partnership with Aboriginal and Torres Strait Islander peoples and/or culturally and racially marginalised communities will be highly regarded. Lived experience, cultural knowledge, and community connections that demonstrate a deep understanding of racism and its impacts will also be valued.
- **Stakeholder engagement and collaboration:** Highly developed ability to build productive relationships and influence outcomes across divisions, governance groups, advisory bodies, community organisations and external stakeholders. Skilled in facilitating consultation and co-design processes that support inclusive participation, strategic alignment and shared ownership of outcomes.
- **Communication and strategic advice:** High-level written and verbal communication skills, including the ability to provide clear, accurate and influential strategic advice and prepare reports, briefings, correspondence and presentations for executive and governance audiences.
- **Organisational systems and continuous improvement:** Understanding of People and Culture systems and processes, including recruitment, performance development, capability frameworks and complaints systems, with the ability to identify systemic opportunities for improvement and align organisational practices with anti-racism objectives.
- **Monitoring, evaluation and organisational learning:** Ability to monitor implementation effectiveness, synthesise qualitative and quantitative insights, and use evidence to inform decision-making, organisational learning, strategic adaptation and continuous improvement.
- **Work Health and Safety:** Contribute to maintaining a safe and healthy workplace by identifying and reporting incidents, hazards and injuries in accordance with policy and procedure, and complying with reasonable instructions of management and WHS officers.

Who you will work with (key relationships)	Qualifications
• Manager, Workforce Design Initiatives • Director, Workforce Strategy • Workforce Strategy project leads • Department employees • Office of the Commissioner for Public Sector Employment • Other government agencies, non-government organisations and employee representative groups	Essential: Nil Desirable: A tertiary qualification in a related field, e.g. Project Management, Public Policy, Human-Centred Design or Evaluation or equivalent experience or Significant experience in a related field.

Corporate responsibilities	Special conditions
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Keep accurate and complete records. Act appropriately in line with the Public Sector Code of Ethics at all times. Support diversity and promote an inclusive workplace for everyone. Maintain a commitment to Work Health and Safety legislative requirements.	You may need a current driver's license and be willing to drive. You may be asked to work out of hours. You may need to travel within or outside South Australia. You need to achieve mutually agreed performance goals. You must have a current Working with Children Check. You must do Responding to Risks of Harm, Abuse and Neglect – Education and Care training. You must be an Australian resident or provide evidence you have a current work permit.
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Assessed by: Tazeen Adnan P&C Consultant P&C Operations		Approved by: Amber Mackinnon Director Workforce Strategy	
Date: 11 June 2026		Date: 12.6.26	

