

Position Description

Integration 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

Children's Centres for Early Childhood Development and Parenting (children's centres) provide a network of integrated health, family support and education service hubs for families with babies and young children across South Australia. Children's centres also provide a range of discipline-informed group and individual services for children, families and colleagues that promote children's healthy development and support parenting through both universal and targeted service provision.

The Integration Lead works in partnership with site leadership, staff and the local community to support the development and delivery of the Office for Early Childhood Development (OECD) Integrated Hub Service Model, which has been established to achieve improved educational, social, health and developmental outcomes for children, their families, and the community.

The Integration Lead oversees the direction of community-focused and integrated place-based activities in response to the needs of the children at the centre and the community. The role leads identified activities that support on-site service providers to develop an integrated approach based on the Integrated Hub Service Model principles.

The Integration Lead works with children and families through involvement in co-design processes and engagement with their local community, whilst drawing on strengths, skills, knowledge, resources, and abilities to drive local level planning and ensure the delivery of a shared vision, with a focus on children and families experiencing social isolation, high levels of vulnerability and trauma.

Position title	Integration Lead
Classification	ASO6
Division	Schools and Preschools
Directorate	
Location	Multiple Integrated Hubs, with flexible working arrangements available
Reports to	Site Leader
Direct reports	Nil
Role description date	May 2026

What you will do (key outcomes)

1. Lead the strategic planning, development and implementation of program activities and service delivery across government and non-government agencies, including the effective delivery of the integrated hub program, to support improved outcomes for children.
2. Work in partnership with the site leader, staff, community members, families and service providers to develop, implement, and evaluate significant work programs. This includes analysis of complex situations, designing innovative solutions, and leading the delivery of programs and services that respond to local needs.
3. Develop and maintain strong collaborative working relationships with external providers and community organisations (such as other early childhood centres, schools, local councils and health organisations) to facilitate clear referral pathways and processes that support family engagement.
4. Lead initiatives that enhance family engagement, participation and access to integrated services, through coordinated, culturally responsive, evidence-informed service approaches, ensuring a welcoming and tailored experience.
5. Drive continuous service improvement by monitoring service engagement and outcomes, identifying trends and emerging issues, recommending and implementing strategic improvements to work practices and service delivery that respond to community strengths and needs.
6. Lead data collection and analysis activities to generate evidence, report on and evaluate program effectiveness, measure impact and inform service delivery and continuous improvement.
7. Develop and oversee the implementation of information management processes to ensure the integrity, security, and confidentiality of information, maintaining the privacy of individuals and children in accordance with relevant legislation, policy, and standards.
8. Provide high-level advice and expert consultation to ensure program activities align with government legislation, policies and standards, and collaborate with site leaders, staff, internal and external stakeholders to achieve defined outcomes that improve the wellbeing of children, families and the community.
9. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.

The capabilities you will bring (key competencies)

- **Program development and management:** Demonstrated ability to strategically contribute to the development, coordination, and implementation of program activities and service delivery across government and non-government agencies, to support improved educational, social, health and developmental outcomes.
- **Subject matter knowledge:** Demonstrated understanding of the importance of the first five years of a child's life, including knowledge of how lived environments, such as trauma, disadvantage, attachment, culture, and relationships, influence child development and service needs. Ability to apply this understanding through needs-based assessment and reflective practice to design responsive, inclusive, and culturally safe service approaches that support improved outcomes for children and families.
- **Stakeholder engagement:** Demonstrated ability to establish and build strategic, collaborative relationships with a diverse range of internal and external stakeholders, including external providers and community organisations. Proven high-level ability to consult, liaise, influence, and coordinate others to achieve time critical and sensitive work to meet agency objectives.
- **Analytical and problem-solving skills:** Proven experience conducting research and data analysis, identifying emerging or complex problems, and developing flexible, adaptable solutions to meet organisational and operational objectives.
- **Communication:** Proven high level verbal and written communication and interpersonal skills to negotiate outcomes, influence stakeholders and communicate effectively within complex and sensitive environments.
- **Autonomy:** Ability to work both independently and collaboratively within a team, under limited direction, while managing competing priorities in response to local and organisational demands. Maintains a clear focus on scope of practice throughout service delivery.
- **Cultural awareness:** Demonstrated commitment to promoting a culturally responsive workplace, including ongoing reflection and development of one's own cultural competence and inclusive practice.

Who you will work with (key relationships)	Qualifications
Direct working relationships: • Site Leader Internal working relationships: • Local Education Team (LET) • Children's centre team members • Other departmental schools, preschools, children's centres, and services/programs • Other departmental divisions, directorates, and business units External working relationships: • Children, families, and community members • Government and non-government agencies, including the Office for Early Childhood Development	Essential: Nil Desirable: Tertiary qualification in community development, social work, early childhood education or related human services or health qualification.

Corporate responsibilities	Special conditions
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 (RRHAN-EC) training You must be an Australian resident or provide evidence you have a current work permit

Assessed by: Ashleigh Gepp, P&C Advisor		Approved by: Matt McPeake Assistant Director, Workforce Management, Schools and Preschools	
Date: June, 2026		Date: June, 2026	