



SM1 – Manager, Risk, Compliance and Assurance

Risk and Assurance Branch

Governance and Capability Service

ORGANISATIONAL OVERVIEW

South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the State on a 24 hour a day basis.

SAPOL's vision is to provide 'Safer Communities'. All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organisation with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary

The Governance and Capability Service supports the Commissioner of Police in the discharge of his responsibility to control and manage SA Police by ensuring SAPOL has appropriate governance and capability to discharge its statutory charter, other government obligations and meet community expectations. The Service leads in supporting strategic thinking, determining strategic objectives, and fulfilling the organisation's vision and values in driving SAPOL performance.

To discharge these functions in line with SAPOL's structure the Service includes the Risk & Assurance Branch that provides professional management of SAPOL's organisational risk and assurance management and business continuity processes. Furthermore, the branch contributes to the strategic and operational direction of SAPOL by developing and recommending business process improvement strategies and enhancing service delivery.

Service

Integrity

Leadership

Collaboration

Courage

Respect



The Manager, Risk, Compliance & Assurance leads the delivery of SAPOL's enterprise risk management and assurance programs, providing expert guidance that drives innovation, strengthens governance, and enhances organisational resilience. This role is a key advisor to internal stakeholders, ensuring risk, compliance, assurance, and business continuity practices are strategic, effective, and future-focused.

Working closely with the Director, Risk & Assurance, the Manager translates strategy into action—implementing and evaluating initiatives that challenge the status quo and deliver meaningful outcomes for our people, stakeholders, and communities.

This leadership role also provides guidance and supports a team of professionals, fostering a culture of excellence and continuous improvement in the development and execution of frameworks, policies, and programs that support SAPOL's strategic objectives.

Special Conditions

Work Status	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
Location	Adelaide CBD
Qualifications	Relevant degree qualification in or related discipline
Out of Hours Work	Some out of hours work may be required.
Travel	Some intrastate and interstate travel may be required.
Performance Management	The incumbent is required to participate in SAPOL's iEngage program.

Reporting / Working Relationships

- Reports to the Director, Risk & Assurance
- Leads a diverse team
- Works closely with fellow Risk & Assurance Branch staff
- Works collaboratively with:
 - Executives and Managers of Services
 - SAPOL leaders and employees
 - Planning & Audit Officers
 - other SAPOL Services
 - external stakeholders, as required

KEY OUTCOMES

- Lead the development and implementation of risk, compliance, assurance and business continuity initiatives to foster a proactive risk culture and shared accountability across SAPOL

- Lead and participate in the development and implementation of the internal audit program to identify risks, assess controls and drive continuous improvement
- Provide expert, timely advice to support SAPOL's governance, risk, and compliance objectives
- Support the implementation, management and testing of business continuity plans and frameworks
- Monitor internal and external trends in risk and assurance, advising on strategic responses and improvements
- Facilitate and review risk registers and assessments, building capability across varying levels of staff experience
- Develop and report on performance metrics with insights that demonstrate progress and impact
- Collaborate with internal stakeholders to identify, assess, and manage operational risks and compliance obligations
- Design and deliver training programs to strengthen risk, compliance, and assurance awareness and capability
- Prepare reports and presentations for executive and governance bodies on risk, compliance, assurance and business continuity activities
- Provide constructive feedback and support staff development through mentoring and coaching
- Champion change and guide teams through successful change management processes
- Support workforce planning and development aligned with organisational need
- Performing other duties, commensurate with skills and classification level, as requested.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

Essential Minimum Requirements

- Relevant degree qualification or related discipline
- Experience in a similar role providing leadership and expert risk, compliance, assurance and/or business continuity management advice within a complex, organisational environment and genuinely adding value to the business
- Proven experience in developing and maintaining risk management frameworks, risk mitigation strategies, risk appetite statements and risk registers
- Demonstrated experience and success in strategically managing and improving risk, compliance and/or assurance services including establishing quality frameworks, operational policies and procedures to deliver high quality, strategically aligned business outcomes and operational efficiencies across an organisation
- Demonstrated leadership to inspire, motivate, mentor and develop employees to be engaged and accountable, and the ability to constructively challenge the status quo
- Strong knowledge and application of risk, compliance and assurance management best practice principles and standards

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- Demonstrated ability to provide training and education in the areas of risk, compliance and/or assurance
 - Ability to effectively drive business, culture, and technology change in a dynamic and complex operating environment
 - Excellent interpersonal skills with an ability to establish and maintain effective working relationships with diverse internal and external stakeholders to achieve effective outcomes and establish trust, rapport and confidence with work colleagues and stakeholders
 - Excellent oral and written communication skills, including proven ability to explain and impart information and communicate subject matter concepts in a professional manner to a wide range of audiences, including the development of documentation to a high standard
 - A high level of initiative, self-motivation, flexibility, creativity and the ability to work unsupervised and as part of a team, to deliver quality and accurate work
 - Identifying strategic and operational issues, thinking laterally and applying analytical, qualitative and research skills to develop and recommend appropriate innovative solutions, and exercising sound judgement to make effective decisions
 - Strong influencing skills with a proven ability to use professionalism, tact, and discretion in dealing with sensitive and confidential matters
 - Demonstrated ability to develop and coordinate action plans to achieve goals and objectives

Desirable Characteristics

- Post-graduate degree in risk management, compliance, assurance, auditing, business administration, Quality Management, or a related field or equivalent practical experience.
- Demonstrated knowledge of and ability to interpret and apply relevant legislation and supporting codes and standards such as ISO 31000:2018 Risk Management
- Membership and/or accreditation with a relevant industry
- Experience developing strategic risks, risk appetites, key risk indicators and /or key control indicators
- Experience using a Governance, Risk and Compliance system
- Experience in business continuity management
- Auditor Qualification or equivalent

CORPORATE RESPONSIBILITIES

- Contribute to SAPOL's strategic initiatives and drive continuous improvement in systems and processes.
- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- 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*.

- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to WH&S legislation, principles and practices and risk assessment in accordance with the WH&S Act (2012), regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Guidelines.