

Change Lead

Role title	Change Lead	Classification	ASO6
Branch	Super SA	Type of Appointment	Ongoing
Section	Organisational Change Management	Position Number	P30866
Approved by	Chief Executive, Super SA	Date	October 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



Good people...
who welcome you

Join a team of highly skilled people who are genuinely keen to connect, collaborate and support each other in the pursuit of excellence.



Interesting work...
that challenges you

Apply your skills to meaningful work. Whether you're working on major policy decisions or working behind the scenes, your work here matters.



Serious impact...
that connects you

See your work translated into the infrastructure, services and prosperity of South Australia.

Working for DTF includes

Flexibility and Reach	We actively promote flexible working arrangements and value 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.
Continuous Growth	You will participate in our Departmental Performance Management Program, designed to support your personal growth and help you build a compelling career.
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

For over 120 years, Super SA has been helping members secure their financial future. Super SA is a superannuation fund for South Australian government employees and is a branch of the Department of Treasury and Finance.

Super SA is dedicated to being the most trusted superannuation fund for current and former South Australian public servants. Super SA's long-term success is largely due to the talent and expertise of staff who strive to create an environment that is supportive, safe and secure. The work culture is positive and inclusive, making it a rewarding and enjoyable place to work.

The Change Lead is focussed on ensuring the success of the people side of change as a result of projects that impact business processes and technology. The Change Lead is responsible for developing and managing the change management strategy and plans for assigned projects at Super SA.

The key outcome of the role is to maximise employee and member understanding of the changes to drive adoption and usage of the changes being implemented and the realisation of project benefits.

The role will partner with the Project Manager to ensure change plans are integrated with delivery plans and work closely with Business Analysts to enable full understanding of impacts to processes and systems. The role will provide direction and advice to business leaders and support them in managing change across their teams and embed sustainable ways of working.

What you will do

Lead the successful implementation of the Change Management Strategy across Super SA by:

- Identifying and managing all aspects of change associated with projects and identify strategies to manage and minimise the impact through the utilisation of communication, training, standardised tools, processes and practices.
- Determining and tailoring change strategy according to the complexity, sensitivity and scale of each initiative.
- Preparing change impact assessments, readiness assessments, and adoption measures.
- Developing and leading the implementation of an internal and external communication strategy to ensure consistent, clear messaging across all stages of the project lifecycle for a diverse audience.
- Developing and leading a training needs assessment and corresponding training program to build user capability across all impacted roles.
- Facilitating and/or delivering training, alongside Subject Matter Experts where appropriate.
- Managing change activities using a structured approach consistent with Super SA's change management framework, liaising with stakeholders as required.
- Identifying change risks and implementing key controls and mitigation strategies with stakeholders to manage these risks.
- Tracking and reporting the progress of the change plan to the project team and senior leaders, highlighting business readiness and risks to inform decision making.
- Providing awareness and advice to the project and delivery teams on change impacts, readiness, stakeholder risks, resistance and mitigation strategies.

- Effectively managing change resources to achieve change objectives within established timeframes and plans.
- Consulting and coaching leaders and supervisors to achieve change outcomes.
- Providing high level engagement with stakeholders so that project linkages and dependencies are widely known and to ensure understanding and commitment across the change programs.
- 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

Key relationships include:

- Executive Leadership Team, senior leaders and project sponsor
- Project Managers, Business Analysts, Product Owners and project governance groups
- Communications, risk, governance, technology and service delivery teams
- Department of Treasury and Finance stakeholders, other government agencies, external suppliers and implementation partners.
- Super SA staff, leaders, members and other impacted stakeholder groups.

Team, budget and reporting responsibilities

Reports to: Change Manager.

Direct reports: N/A

Budget: Contributes to budget planning and monitoring

What you bring (essential criteria)

What the role requires:

- Ability to influence and guide others toward a common business goal.
- Ability to effectively present information and concepts to individuals and groups.
- High level written and verbal communications skill combined with the ability to build effective working relationships.
- Ability to analyse problems, formulate sound solutions and take appropriate approved action within tight time constraints.
- Acute business acumen and the ability to consider how key business issues and challenges can be addressed through change plans.
- Ability to build fit for purpose change strategies and plans based on the business culture and need
- Experience in delivering change projects in large organisations.
- Experience in utilising change management methodologies and tools.
- Experience integrating change management plans with broader project plans and delivery.

- Sound technical knowledge of organisational change management methodologies, and the preparation and delivery tasks associated with such projects.

Additional capabilities (desirable)

It's not essential, but we'd love you to have:

- Relevant qualification or certification in change management or a related discipline.
- Superannuation and/or Financial Services knowledge.
- Public sector transformation and/or capability uplift experience.

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 (Baseline, Negative Vetting Level 1, Negative Vetting Level 2, or Positive Vetting)
- ☐ Other: N/A