Position Description

Principal Lead, Inclusive Support and Resourcing

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 Inclusive Teaching and Learning (ITL) Directorate leads department disability advice and reform. Outcomes for students with disability are continually improved through the provision of best practice advice in areas such as inclusive and personalised pedagogies, inclusive education, personalised learning and inclusive environments; professional development and contributions to building workforce capabilities; inclusive resourcing; disability and health policy advice; specialised education options; specialised programs; and, statewide services for sites and families.

The Principal Lead, Inclusive Support and Resourcing provides statewide strategic and operational leadership, direction and reform in relation to design, development and delivery of inclusive education support, disability resourcing and evidence-informed advice for schools and preschools. This requires extensive engagement across the department, including with Finance and Funding, Student Support Services (SSS), Curriculum and Learning and Local Education Teams (LET), to resolve complex cross-functional issues and ensure consistent, timely and effective support and advice.

Principal Lead, Inclusive Support and Resourcing lead 2 multi-disciplinary teams within the directorate:

1. **Inclusion Support and Resourcing**– the delivery of the Site Support Function, Preschool Inclusion Program, the administration and continuous data-driven improvement of the Inclusive Education Support Program in schools and preschools, and collaborative management of the Resource Allocation Adjustment Panel with the Funding directorate.
2. **Disability Advice and Research** – Provides research and evidence-informed advice to guide strategic approaches for children and students with disability and additional functional needs. Leads key statewide operations, including Nationally Consistent Collection of Data (NCCD) capability building and Quality Assurance, school exemptions, and critical incident responses involving learners with disability. The team are also responsible for establishment of Specialised Education Options (SSs, IPPs, DUs and SCs) that includes analysing current data and practice, forecasting future demand in collaboration with SSS, Enrolment and Capacity, and LETs, testing innovative approaches, and developing policy, practice guidance and resources for schools and preschools.

   The role provides authoritative advice to the Director, senior executives and the Minister on complex, sensitive and potentially contentious matters with significant educational, financial, legal, operational or reputational implications. It identifies emerging systemic risks and matters of high concern and exercises sound judgement in escalating and coordinating timely cross-departmental advice, support and action.

Position title	Principal Lead, Inclusive Support and Resourcing
Classification	S121-5
Division	Support and Inclusion
Directorate	Inclusive Teaching and Learning
Location	31 Flinders Street, Adelaide, with flexible working arrangements available
Reports to	Director, Inclusive Teaching and Learning
Direct reports	Manager, Disability Advice and Research Manager, Inclusion Support and Resourcing
Role description date	September 2026

What you will do (key outcomes)

1. Provide statewide strategic and operational leadership for the management, implementation, monitoring and evaluation of disability and inclusion policies, funding arrangements, projects, programs and services, ensuring national, state and departmental priorities are translated into effective and sustainable deliverables for schools and preschools.
2. Lead significant statewide change and reform through the development and implementation of disability funding policy, eligibility and assurance arrangements and new programs for children and students with disability and additional functional needs.

3. Ensure resourcing arrangements are equitable, transparent, financially responsible and responsive to the curriculum, instructional and environmental adjustments required for children and students to access and participate in education on the same basis as their peers.

4. Inform the direction and reform in relation to a South Australian model for inclusive policy, practices, programs and services for children and students with disability and additional functional needs.

5. Provide expertise in evidence informed approaches, including evaluation of research, to the Director, Inclusive Teaching and Learning, ITL staff, Student Support Services, Engagement and Wellbeing staff, Local Education Teams and Schools and Preschools in order to design and deliver inclusive education practice guidance, advice, policy, programs and services.

6. Represent the department and provide authoritative expert advice at relevant state and national forums, interagency committees, advisory bodies, commissions and stakeholder consultations. Establish and maintain strategic relationships across government and the education sector and negotiate outcomes that advance departmental priorities.

7. Provide strategic direction and leadership to managers and multidisciplinary teams, establishing clear performance expectations and building the workforce capability, systems and service culture required to deliver consistent, timely and high-quality statewide support, resourcing and advice.

8. Provide authoritative, timely, strategic and future-focused advice and briefings to the Minister for Education, Chief Executive, Senior Executive Group, Human Rights Commission, Industrial Relations Commissioner and other senior decision-makers on complex, sensitive and potentially contentious disability, inclusion, funding and service-delivery matters.

9. Identify and manage significant strategic, operational, financial, legal and reputational risks within the scope of the role, exercising sound judgement in escalating matters of high concern and coordinating timely cross-departmental advice, support and action.

10. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.

The capabilities you will bring (key competencies)

- **People and organisational leadership** – proven ability to provide strategic direction and lead managers and multidisciplinary teams in a large and complex organisation, translating priorities into delivered outcomes, building workforce capability and establishing a professional, accountable and service-focused culture.
- **Discipline specific knowledge** - sound working knowledge of the educational implications of the Disability Discrimination Act 1992 and the Disability Standards in Education 2005.
- **Highly developed communication and interpersonal skills** – proven ability to maintain effective working relationships with people at all levels, negotiate and influence other and deal with highly sensitive issues that require confidentiality. High level written communication including complex reports, briefings and advice to senior leadership.
- **Analytical and research skills** - Proven experience and success in analysing research, data and strategic intentions to provide innovative solutions, interventions, resources and advice that support whole of department and government initiatives, reforms and strategies.
- **Strategic leadership** – successful experience providing strategic leadership, systems thinking and

evidence-based polity initiatives in relation to inclusive education policies, programs, services and evidence informed approaches (curriculum, pedagogy, assessment and environment).

- **Flexibility and responsiveness** – ability to respond to issues and competing priorities including providing timely advice regarding complex and sensitive matters in a timely manner.
- **Promote and create a safe and inclusive work environment** - knowledge and commitment to promoting and creating a safe and inclusive work environment; and the legislative requirements of Equal Opportunity and Work Health and Safety legislation.

Who you will work with (key relationships)	Qualifications
Direct working Relationships • Director, Inclusive Teaching and Learning • Senior leaders and officers within the Inclusive Teaching and Learning directorate • Key staff across the Support & Inclusion division and other divisions **Internal Working Relationships** • Partnerships, schools and preschools central leads • Early Years and Child Development senior leaders • Curriculum and Learning division senior leaders • Finance and COO • Local Education Teams and school and preschool staff at all levels • Student Support Services • Engagement and Wellbeing staff **External Working Relationships** • Senior staff within other State and Commonwealth Government agencies • External organisations and peak stakeholder groups	**Essential:** Relevant post graduate qualifications - an appropriate tertiary qualification in 1 or more of the following fields: education, disability or public policy.

Eligibility
Appointments made under section 121 of the *Education and Children's Services Act 2019* may provide health, social or other non-education services to schools, preschools and children's services centres. Positions will require the application of specialist education related skills and knowledge required for managing education programs, or administration of education standards requiring specific knowledge of site functions and operations.

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 training You must be an Australian resident or provide evidence you have a current work permit

Assessed by: Tazeen Adnan Lead, Corporate Leaders Advisory P&C Operations		**Approved by**: Perry Rush Director Inclusive Teaching and Learning Directorate	
Date: 09 November 2026		**Date:** 10 November 2026	