Position Description

Principal Leader, Inclusive Practice and Workforce Capability

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 & INTRITY	 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 **Principal Lead**, Inclusive Practice & Workforce Capability will lead and manage the Statewide Inclusive Education Services (SIES), which consist of:

1. Inclusive Professional Learning via Capability Building in Schools projects and resources- Design and deliver professional learning that is tailored to the needs of educators; provide Early Intervention Deaf/Hard of Hearing and Conductive Education services,
2. Inclusive Services – Provides specialised teaching and learning resources, access equipment, assistive technology and amplification/acoustic equipment for children and students with disability and learning difficulties as well as the delivery of high-quality Early Intervention, Deaf/Hard of Hearing and Conductive Education services.

The role provides timely, strategic, informed, and future oriented policy advice and briefings to the Minister for Education, the Chief Executive, the Senior Executive Group (SEG) and the Director, Teaching and Learning. The **Principal Lead, Inclusive Practice and Workforce Capability** may represent the department on national and state

level groups and committees. The position operates in a politically sensitive environment requiring a comprehensive knowledge of intergovernmental relations and strong understanding of the principles of inclusive education and the Disability Standards for Education (2005) and Disability Discrimination Act 1992. The position requires high skill in leading complex change and reform.

The role will also form an integral part of the state's ongoing commitment to autism inclusion, contributing not only to enhanced support and outcomes for autistic students, but also to positive experiences for their families, improved capacity for their schools to provide inclusive education, and fostering greater understanding and acceptance within the broader community.

Position title	**Principal Lead**, Inclusive Practice and Workforce Capability
Classification	S121-5
Division	Support and Inclusion
Directorate	Inclusive Teaching and Learning
Location	31 Flinders Street, Adelaide and 72a Marlborough Street Henley Beach
Reports to	Director, Inclusive Teaching and Learning
Direct reports	Manager, Inclusive Practice Lead Autism Inclusion Teacher initiative Project Lead, Autism Inclusion in Public High Schools (AIPHS) Project Manager, SSO Pilot
Role description date	August 2026

What you will do (key outcomes)

1. Provide highly skilled leadership to inform the direction and reform of educator's professional learning in inclusive education for children and students with disability and additional functional needs.
2. Lead project development, implementation and evaluation of state-wide policy, strategies and initiatives in relation to autism and inclusive education.
3. Design and deliver evidence informed professional learning to strengthen inclusive education practice for staff including leaders, teachers, SSOs, ECWs and student support services regarding children and students with disability. The professional learning will be consistent with the practice guidance and evidence based expert advice provided by senior leaders and officers in the Inclusive Teaching and Learning, Engagement and Wellbeing and Student Support Services directorates.
4. Provide high-level leadership to deliver quality Inclusive Services that leads to improved learning outcomes for children and students with disability and additional functional needs.
5. Provide high level leadership, advice and support to the Director, Inclusive Teaching and Learning, senior staff within Student Support Services and Education Directors, regarding national and state disability reform initiatives/projects.
6. Ensure timely strategic, informed and future oriented policy advice and briefings to the Minister for Education, the Chief Executive, the Deputy Chief Executive, Executive Directors, Senior Executive Group, the Human Rights Commission and the Industrial Relations Commissioner.

7. Lead and have primary responsibility for the correct implementation of the Work Health Safety & Injury Management System in sites within designated partnerships / business units. This is demonstrated through monitoring of site performance, enforcing standards, ensuring observance of procedures and allocation of financial and human resources.
8. Help to maintain a safe and healthy working environment by proactively reporting incidents, hazards and injuries.

The capabilities you will bring (key competencies)

- **Leadership & Team Management**: Proven experience and success in managing and leading a multi-discipline team - strongly communicating a positive sense of direction to meet performance outcomes in a complex and challenging environment.
- **Communication Expertise**: Highly developed verbal and written communication and interpersonal skills to maintain effective working relationships, deliver presentations and write briefings, advice and reports for senior executives.
- **Stakeholder Management**: Proven experience and success in analysing research, data and strategic intentions to provide innovative solutions, interventions and policy that support whole of department and government initiatives, reforms and strategies.
- **Policy Advisory**: Demonstrated high level understanding of inclusive education policies, programs, services and evidence informed approaches (curriculum, pedagogy, assessment and environment) to provide high quality professional learning and services.
- **Project Management**: Proven experience and success in leading complex and politically sensitive projects and services to meet key outcomes.
- **Work Health and Safety**: Demonstrated 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
KEY RELATIONSHIPS / INTERACTIONS • Director, Inclusive Teaching and Learning directorate • Senior leaders and officers within the Inclusive Teaching and Learning directorate • Key staff across the Support & Inclusion division and other divisions INTERNAL WORKING RELATIONSHIPS • People and Culture Division senior leaders (Orbis)	**Essential:** A tertiary qualification in an education related field. **Desirable:** Relevant post graduate qualifications – an appropriate tertiary qualification in 1 or more of the following fields: education, disability or public policy. Sound working knowledge of the educational implications of the Disability Discrimination Act and the Disability Standards in Education.

• Local education teams and school and preschool staff at all levels EXTERNAL WORKING RELATIONSHIPS • Senior staff within other State and Commonwealth Government agencies External organisations and peak stakeholder groups e.g. Universities	

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	Tazeen	**Approved by:** Perry Rush, Director, Inclusive Teaching and Learning	PCR
Date: 09 November, 2026		**Date: 10** November 2026	