Position Description

Manager, Inclusive Practice

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

Statewide Inclusive Education Services (SIES) is a specialist statewide service within the Inclusive Teaching and Learning Directorate. It provides expert support to improve access, participation, engagement and learning outcomes for children and students with disability and additional functional needs.

The Manager, Inclusive Practice provides strategic and operational leadership across SIES, ensuring high-quality, responsive and accountable services for children, students, and families. Leading a multidisciplinary team, the role oversees specialist services, resources, and professional learning that strengthen the capability of teachers, leaders and education sites to deliver inclusive education effectively.

This role requires expertise in inclusive education and disability, strong knowledge of school and preschool operations, and a demonstrated ability to lead complex services with clarity, consistency and impact.

The Manager is responsible for the statewide coordination, delivery, monitoring and continuous improvement of specialist services and programs. The position also plays a key role in strengthening family engagement through authentic participation, meaningful connection and collaborative partnerships.

Statewide specialist services include:

- Conductive Education
- Early Intervention Service Deaf/Hard of Hearing
- Inclusive Technology Service
- Access Equipment
- Curriculum and Developmental Resource Library

The position provides high-level strategic leadership and authoritative advice on inclusive education, service delivery and support for vulnerable learners.

It also requires advanced capability in financial management, budget oversight, policy development, project leadership, service evaluation and organisational change. A strong focus on workforce capability, stakeholder engagement, measurable outcomes and continuous improvement is central to the role, ensuring SIES services remain contemporary, effective and aligned with system priorities.

Position title	Manager, Inclusive Practice
Classification	S121-4
Division	Support and Inclusion
Directorate	Inclusive Teaching and Learning
Location	72a Marlborough Street Henley Beach SA 5022
Reports to	Assistant Director Inclusive Practice and Workforce Capability
Direct reports	Lead Advisors, Inclusive Practice x 5 Senior Advisor, Sensory Advisor, Inclusive Technology PO EIS Deaf & Hard of Hearing Speech Pathologist, Early Intervention Conductors Business Manager Lead, SSO Deployment Pilot
Role description date	Sept 2026

What you will do (key outcomes)

1. Provide leadership and management across teams through leading change, using effective decision making and judgement to deliver quality services.
2. Collaboratively lead work relating to the statewide delivery of a range of operational services for children and students with disability and additional functional needs and their families.
3. Produce reports, briefings and correspondence that are informed by a strong understanding of evidence and delivery including the oversight of measurement and reporting of successful outcomes.
4. Ensure highly effective and accountable service provision through the implementation of appropriate strategies that facilitate access and participation in the curriculum for children and students with disability and additional functional needs through facilitating, managing, and planning the

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prioritisation of program development strategies in consultation with key stakeholders, especially site leaders to achieve stated objectives.

5. Utilise high level project management expertise and operational leadership of a multidisciplinary team to manage and monitor a range of operational services for children and students with disability and additional functional needs.
6. Determine operational policy for SIES which reflects government/departmental directions that contributes to agency policy and system development through using evidence informed approaches to evaluate existing operational policies, systems, and trends to determine the need for new or modifies policies and systems.
7. Ensure the development and implementation of organisational and professional opportunities through implementing practices which build and maintain a skilled workforce and systems capable of supporting high-quality service provision.
8. Facilitating the development of professional learning programs for educators working with children and students with disability and additional functional needs.
9. 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: Demonstrated ability to provide leadership for high level teams and management of specific programs and projects, including establishing clear goals and objectives in a changing and challenging environment.
- Stakeholder Management: Ability to use responsive and strategic processes to engage and network with a diverse range of people at various levels of responsibility within government and non-government agencies and with external stakeholders and service providers.
- Policy Advisory: Proven experience in providing concise, relevant policy advice to address complex and/or significant issues around the education of children and young people with disability including timely briefings, written advice, reports, and the development of recommendations for consideration by the Minister, Chief Executive, members of Executive and/or Government.
- Project and Change Management Knowledge: Successful experience in using project and change management methodologies in planning, developing, and evaluating projects and programs, with a focus on services and programs aimed at improving the outcomes for children and young people with disability and their families.
- Legislation related Expertise: Sound working knowledge of the educational implications of the Disability Discrimination Act and the Disability Standards in Education.
- 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
Direct working relationship: • Director, Inclusive Teaching and Learning directorate • Assistant Director, Inclusive Practice and Workforce Capability • Staff within Statewide Inclusive Education Services (SIES) • Staff within Inclusive Teaching & Learning directorate Internal Working Relationships • Senior leaders and officers within the Support and Inclusion Division/department • Student Support Services External working relationships • Senior staff within other State and Commonwealth Government agencies External organisations and peak stakeholder groups, including community groups	Essential: A tertiary qualification or equivalent experience relating to this position. 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 1992 and the Disability Standards in Education 2005.

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

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Assessed by: Tazeen Adnan Lead, Corporate Leaders Advisory P&C Operations		**Approved by:** Perry Rush, Director, Inclusive Teaching and Learning	
Date:28 October 2026		**Date: 29 October 2026**	

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