Position Description

Integrated Hubs Backbone Lead

Why work with us

The Office for Early Childhood Development was created to champion change and to help build a system that gives all South Australian children a flying start to life.

Guided by the recommendations of the Royal Commission into Early Childhood Education and Care, the Office for Early Childhood Development is the steward of the early childhood development system in South Australia.

The Office is tasked with a significant responsibility: bringing together a holistic, connected system for early childhood development across South Australia, with the goal of reducing the rate of children entering school developmentally vulnerable. Critical to this is the roll-out of universal 3-year-old preschool from 2026, giving every child access to 2 years of teacher-led, play-based early learning before school by 2032.

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 Integrated Hubs Backbone Lead will lead significant reform and oversee the successful delivery of the Integrated Hubs backbone program, acting as a central coordination and enabling function that drives service model consistency, integration capability, cross-site learning, and system-level improvement across all integrated hubs.

This role provides strategic oversight of the Integrated Hubs backbone program, including its direction, governance and performance expectations, utilising a high-level of expertise to ensure the program is responsive as the hub life cycle evolves and aligns with agency outcomes and early childhood reform objectives.

The Integrated Hubs team is responsible for establishing 20 integrated hubs across South Australia. These hubs bring together preschool education, health and wellbeing services, and tailored family supports in a single location, reducing barriers to access and fostering holistic child development.

Reporting to the Assistant Director, Integrated Hubs, the Integrated Hubs Backbone Lead works closely with senior internal and external stakeholders across government and the broader early childhood sector, leading the development and management of strong working relationships that support effective communication and collaboration to achieve shared outcomes.

Position title	Integrated Hubs Backbone Lead
Classification	Senior Specialist 2 (SS2)
Division	Integrated Hubs
Directorate	Participation, Integration and Inclusion
Location	60 Flinders Street, Adelaide, with flexible working arrangements available
Reports to	Assistant Director, Integrated Hubs
Direct reports	Nil
Role description date	November 2026

What you will do (key outcomes)

1. Lead, research, develop and manage the implementation of the Integrated Hubs Backbone program in response to emerging challenges of the early childhood reforms and initiatives, which may lie outside existing parameters.
2. Effectively manage key stakeholder relationships of a commercial, community and early childhood sector nature including the Integrated Hubs steering committee and at Interagency Forums, building strong strategic networks that foster collaborative ways of working with senior internal and external stakeholders across government and the broader early childhood sector.
3. Apply highly specialised early childhood leadership expertise to lead the development of policies, programs, frameworks, processes and initiatives within the Integrated Hubs Backbone program, ensuring they are designed for coherent and effective system-level implementation across the early childhood sector.
4. Provide strategic project leadership for complex reform initiatives, ensuring high-quality delivery, disciplined timeframes and achievement of key outcomes that have critical agency impact and directly shape organisational strategy, policy development, planning priorities and decision-making.
5. Lead the strategic direction, governance and continuous improvement of the OECD's Integrated Hubs backbone program, providing stewardship of a complex and evolving reform agenda to ensure alignment of integrated hubs initiatives with government priorities and reform objectives across the hub life cycle.
6. Oversee the development and implementation of performance monitoring, evaluation and reporting frameworks, leveraging complex data to identify emerging risks, issues and opportunities, providing timely evidence-based advice to the Executive Leadership Team (ELT) to inform strategic decision-making and reform delivery.
7. Provide strategic leadership on the successful implementation of the integrated hubs service model, leveraging specialist operational expertise and partnering with sites to drive system-wide change,

respond to emerging challenges, monitor performance outcomes, drive continuous improvement and support the achievement of reform objectives across the early childhood sector.

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

The capabilities you will bring (key competencies)

- Strategic Leadership: Extensive leadership experience in effectively influencing and managing a range of project and programs and building collective responsibility to achieve outcomes.
- Discipline Expertise: Detailed understanding and experience in integrative practice, particularly in an early childhood education setting including the infrastructure requirements to support integration, the professional learning leads of integrated hub leaders and the complexity of leading a multi-disciplinary team and the resources required to support implementation of an integrated approach.
- Systems Thinking, Reform Design and Program Leadership: Demonstrated ability to apply advanced systems thinking to design and lead complex, multi-functional programs of critical strategic importance, translating reform intent into scalable system designs with disciplined governance, program management, cross-agency alignment and outcomes of significant agency and sector impact.
- Strategic Policy Analysis: Extensive experience in analysing and evaluating complex and sensitive policy issues and conducting high level research to develop policy advice under broad direction, including interacting with and managing processes of obtaining expert analysis from other agencies, from non-government providers and other jurisdictions
- Communication and Stakeholder Engagement: Highly developed interpersonal and relationship management skills with proven ability to build and sustain effective partnerships across senior internal and external stakeholders, including skills in navigating sensitive and high-profile issues with diplomacy and influencing outcomes through negotiation and strategic engagement.
- Autonomy and Change Leadership: Ability to exercise high-level autonomy and strategic judgement to lead complex change in a dynamic reform environment, guiding teams and providing critical connected operation support while managing competing priorities and ambiguity to achieve critical agency and sector outcomes.
- Knowledge of early years landscape: Detailed understanding of the early years sector, including the roles and responsibilities of government agencies and non-government stakeholders and the key players likely to influence outcomes. Knowledge of key government priorities, policies and processes that impact on the provision of high-quality early childhood education and care services in South Australia.

Who you will work with (key relationships)	Qualifications
Internal: • Executive Director, Participation, Integration, and Inclusion • Director, Participation and Inclusion • Executive Director, Policy, Provision and Planning • OECD Senior Executives • OECD staff External: • Senior Executives of the Department for Education and other relevant agencies • Early childhood education and care sector	**Essential:** Nil **Desirable:** A tertiary qualification in Early Years teaching, early childhood education or another relevant discipline.

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 licence 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: Rhiannon Edwards, P&C Consultant		**Approved by**: Natalie Atkinson, Executive Director, Participation, Integration and Inclusion	
Date: November 2026		**Date:** November 2026	