Position Description

Director, Improvement and System Support

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 leadership values

As part of the South Australian Executive Service, you will contribute to achieving our vision by:

 SHAPING STRATEGIC THINKING AND CHANGE	 ACHIEVING RESULTS	 DRIVING BUSINESS EXCELLENCE	 FORGING RELATIONSHIPS AND ENGAGING OTHERS	 EXEMPLIFYING PERSONAL DRIVE AND PROFESISONALISM
✓ Create vision ✓ Inspire ✓ Think and act strategically ✓ Lead and influence change ✓ Solve problems	✓ Achieve and deliver results ✓ Drive organisational effectiveness ✓ Exercise sound judgement ✓ Manage compliance with legislation ✓ Assume accountability ✓ Evaluate ✓ Applies technical expertise	✓ Influence organisational performance ✓ Predict and plan for future organisational needs ✓ Lead and develop people ✓ Build capability and expertise ✓ Promote a customer service ethos ✓ Direct resources	✓ Develop and use political savvy ✓ Negotiate and influence ✓ Manage conflict ✓ Promote information sharing and the gathering of knowledge ✓ Establish and maintain strategic networks ✓ Communicate clearly and adapt to audience	✓ Model the South Australian Executive Service Values ✓ Engage with risk and show personal courage ✓ Display flexibility and resilience ✓ Demonstrate self-awareness and a commitment to personal development ✓ Promote and integrate diversity into the workplace ✓ Value wellbeing of self and others

In addition to our values, as an executive in our department we expect that you will:

- Act appropriately in line with the Public Sector Code of Ethics at all times
- Promote a diverse and inclusive workplace
- Demonstrate an active focus on safety and wellbeing.

About this role

The Director, Improvement and System Support reports to the Lead Director, Professional Learning Networks and has a key role in supporting school leaders, education directors and local education teams in activating improvement as a lever for the realisation of Our Strategy for Public Education in every school and preschool. The Director is responsible for leading the implementation and embedding of effective practices for school improvement across schools and preschools and providing high level direction in fostering and embedding a cycle of inquiry approach to improvement. The Director is also a catalyst for system improvement, working with department divisions to ensure schools and preschools are supported in a way that is best for the learners within their context.

What you will do

1. Provide strategic, innovative educational leadership for the realisation of Our Strategy for Public Education, and achievement of the Schools and Preschools (SaP) division objectives and desired outcomes, through the embedding of effective, contextualised school and preschool improvement practices across sites.
2. Provide high level leadership expertise and advice across divisions, education directors and local education teams and site leaders in varied and contextualised ways to ensure the effective and coherent implementation of universal school and preschool improvement approaches.
3. Deliver high level direction to a team of staff and work with local education teams and key stakeholders to enhance their capability to support and coach leaders in implementing effective practices for contextualised improvement and system support.
4. Provide innovative leadership for the strategic development and coordination of a system wide tailored program of improvement strategies for identified schools and preschools, including operational oversight and advice for new, expanding and relocating schools and preschools. This will include leadership of a high performing team of educational leads to ensure a quality, cohesive approach to the tailored approach is established and enacted across the department.
5. Foster collective responsibility and provide strategic advice for the implementation and monitoring of system initiatives, policies, and the deployment of available resources to ensure an integrated and coherent approach to realizing Our Strategy for Public Education acting as a strategic catalyst for system learning.
6. Ensure cohesion through high level strategic relationships with divisional leads, education directors and local education teams as an enabler for each school and preschool's contextualised improvement approach to foster sustained improvement and outcomes for all learners reflective of Our Strategy for Public Education and positioning improvement as a process of learning.

7. Provide leadership for the effective and efficient operation of Schools and Preschools in realising Our Strategy for Public Education pertaining to improvement and ensure high standards are maintained and upheld to support effective work practices in the Tailored Systems Support directorate.
8. Actively promote and maintain a professional, safe and equitable work environment by adhering to all legislative/policy requirements and implement work practices consistent with the Public Sector Act, Children's Services Act and all applicable government guidelines and legislation, including Equal Opportunity Act, Work Health and Safety Act, State Records Act etc.

The capabilities you will bring

- Demonstrates high levels of emotional intelligence by leveraging self-awareness, self-regulation, motivation, empathy, and social skills, adapting communication, influencing styles, and messaging as appropriate to the audience. Effectively enhances interpersonal interactions and creates inclusive and supportive working relationships to drive success through emotionally intelligent leadership.
- Strong strategic thinking abilities and knowledge of contemporary education research to inform identification and leverage of innovative opportunities to advance our strategy and purpose, fostering a unified commitment and active engagement across the portfolio.
- Highly developed skills in coaching and mentoring individuals with authenticity, to strategically engage and motivate others, understand their diverse contexts, create alignment and linkages between groups with different points of view, demonstrate transparency and engender cooperation.
- Demonstrates ability to cultivate a culture that priorities well-being, growth, and development while fostering strong relationships and building capacity across teams and stakeholders, empowering everyone to contribute effectively towards organisational goals.
- Demonstrates adaptability and agility in dynamic environments and actively engages as a learner, fostering a collaborative culture of curiosity and continuous learning.
- Demonstrates ability to lead change initiatives with conviction, advocating for diverse perspectives, building collaborative partnerships to drive positive change, and advance strategic objectives and purpose.
- Ability to navigate complex organisational and political landscapes with astuteness, encouraging and empowering key stakeholders to contribute effectively towards organisational goals.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment, and the requirements of Equal Opportunity and Work, Health and Safety legislation.

The essential requirements for this role

- An appropriate tertiary qualification in an education related field including post-graduate qualifications in an appropriate discipline and desirable or relevant experience.
- Experience leading in a large and complex organisation at an executive level, ensuring the translation of priorities into executed deliverables.
- You must have, or be able to obtain, a Department for Human Resources issued Working With Children Check

Your working relationships

Key relationships - internal	Key relationships - external
List key working relationships here • Deputy Chief Executive, Schools and Preschools • Lead Director, Professional Learning Networks • Executive Directors and Directors across the department • Education Directors and local education teams • Principals	*List key stakeholders here* • Other state government departments • Key department non-government partnerships, service providers and stakeholders • The Minister and the Minister's office • Represent the department on a range of relevant high level agency, state and national working groups and advisory bodies. • Consult and negotiate widely with key partners and stakeholders

Position title	Director, Improvement and System Support
Position number	106559
Classification	SAES1
Division	Schools and Preschools
Portfolio/Directorate	Tailored System Support
Location	31 Flinders Street, Adelaide, SA 5000
Reports to	Lead Director, Professional Learning Networks
Direct reports	• Manager, Tailored System Support • Tailored System Support Leads • Coordinator, School Improvement
Operating budget	Approximately $2m
Role description date	June 2026

Assessed by:		Approved by: Peter Kelly, Deputy CE, Schools and Preschools	
Date:		Date: 27/7/26	