Position Description

Regional Manager, Change and Local Partnerships

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 Regional Manager, Change and Local Partnerships will lead the design, planning and implementation of significant change management activities, translating policy objectives into successful delivery of complex and high-profile programs to achieve critical priorities and drive coordinated, meaningful transformation and evidence-based practices across early childhood sector and within allocated regions.

This role manages a Regional team, providing strategic direction, tactical governance and clear performance expectations, ensuring activities are appropriately prioritised, delivered and aligned with agency outcomes to support and inform reform objectives.

Reporting to the Assistant Director, the Regional Manager works closely with senior internal and external stakeholders across government and the broader early childhood sector, developing strong working relationships that support effective engagement and collaboration to achieve shared outcomes.

Position title	Regional Manager, Change and Local Partnerships
Classification	Senior Specialist /Senior Manager 1 (SS/SM1)
Division	Change and Engagement
Directorate	Change and Local Implementation / Change and Local I
Location	60 Flinders Street, Adelaide, with flexible working arrangements available
Reports to	Assistant Director, Change and Local Implementation / Assistant Director, Change and Local Insights
Direct reports	ASO7 Senior Implementation Partner ASO6 Implementation Partner ASO5 Implementation Officer ASO4 Implementation Support Officer
Role description date	July 2026

What you will do (key outcomes)

1. Lead and manage the implementation of a complex program of critical system-wide early childhood reforms and initiatives across a specified region including the development and oversight of strong relationships and strategic networks with senior internal and external stakeholders across government and the broader early childhood sector.
2. Provide strategic design and planning input, leading the collection, analysis and reporting of data on the performance and implementation of early childhood initiatives, ensuring risks, issues and opportunities are identified and communicated to executives in a timely manner.
3. Lead, manage and motivate a high performing regional team within a complex reform environment to ensure agency objectives are met, sharing subject matter knowledge and providing guidance to staff to encourage professional learning.
4. Provide project management and leadership to complex reform projects, ensuring a high level of quality, adherence to timeframes and the successful outcome of key deliverables.
5. Lead, coordinate and provide high-level advice on an assigned team improvement initiatives that drive continuous improvement, enhancing and developing complex business systems, processes and communication activities to ensure consistent and streamlined delivery.
6. Provide high level evidence-based advice and expertise to translate complex early-childhood funding models and policy objectives into practical actions through high-level stakeholder engagement, accountability and capacity building, and systems-thinking approaches that influence and strengthen local-decision making, buy-in, collaboration, and measured outputs and outcomes.
7. Lead, embed and monitor change management strategies and practices to ensure effective implementation of system-wide early childhood reforms through sound decision-making, systems-thinking approaches and strategic planning processes.

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 experience in delivering and applying strategic and systems thinking to lead, manage and motivate a high-performing team to deliver critical priorities that have significant impact on strategic objectives and initiatives.
- Discipline Expertise: Demonstrated high-level knowledge and experience in applying contemporary project and risk management frameworks, methodologies and government policy to manage the implementation of complex programs within a strategic and fast-paced reform environment effectively.
- Project and Program management: Extensive experience in leading and managing the implementation of complex, multi-functional programs and projects of critical strategic importance, including those with impact beyond the agency.
- Policy: Demonstrated expert command of government policy frameworks, legislative settings and decision-making processes, underpinned by advanced policy analysis, synthesis, evaluation and influencing skills.
- 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: Proven high-level capacity to work strategically and effectively under very broad direction, managing operations to achieve critical performance outcomes in the context of competing priorities and expectations.
- Change Management: Demonstrated ability in leading and evaluating large scale management processes, including navigating complex, political and high stakes environments to ensure stakeholder buy-in that supports and embeds change outcomes.
- Partnership and Contract Management: Experience in monitoring and responding to external stakeholder engagement accountability and capacity building through relationship development, audit, contract management and other compliance processes.

Who you will work with (key relationships)	Qualifications
Executive Director, Change and Engagement Assistant Director, Change and Local Implementation Assistant Director, Change and Local Insights Key internal stakeholders across OECD programs Key partners and stakeholders in the community Early childhood education and care sector organisation including government and non-government organisations.	**Essential:** Nil **Desirable:** Tertiary qualification in education, human or allied health services, communications, project management, change management or relevant discipline.

Corporate responsibilities	Special conditions
Keep accurate and complete records Act appropriately in line with the Public Sector Code Ethics at all times Support diversity and promote an inclusive workplac 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**: Kim Little, Chief Executive	
Date: May 2026		**Date: May 2026**	