



SPECIALISED ASSISTANCE SCHOOL FOR YOUTH CEO CANDIDATE BRIEFING

June 2020





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Vision

A recognised holistic centre providing a continuum of education and training opportunities for vulnerable youth and empowering them to become contributing and productive citizens of the 21st century.

Mission

In partnership with young adults and our community of support partners our mission as educators is to provide a safe and supportive learning environment to facilitate the development of well educated, responsible and resilient citizens.

At SASY we believe that all students at SASY have the right to:

- a) learn in a non-threatening, supportive and accepting, environment
- b) actively engage in their learning
- c) negotiate their learning activities in collaboration with their support partners
- d) have their needs, backgrounds, perspectives and interest reflected in the learning programs
- e) fair and equitable assessment practices
- f) negotiated Individual Learning Plans,
- g) personalised transition support
- h) case management support
- i) the opportunity to develop a critical and creative thinking
- j) collaborative and proactive engagement opportunities with the local community and SASY partners
- k) develop a positive sense of self as independent and interdependent individuals
- l) receive collaborative and sustained support to become active, successful, and contributing and connected members of society



We value:

- Respect:** For self and others
- Trust:** Be honest, sincere and seek the truth
- Acceptance:** Be aware of others and their cultures, accept diversity within a democratic society, being included and including others
- Resilience:** Care for self and others
- Achievement:** Seek to accomplish something worthy and admirable, try hard, and pursue excellence
- Courage:** Act in accordance with principles of moral and ethical conduct, ensure consistency between words and deeds.

Achievement

SASY is the first non-government school in South Australian that provides an alternative educational setting for students in years 8 – 12. SASY opened in 2016 with 18 students and in 2019 student enrolment numbers totalled 136. SASY is a trauma informed school and embedded in all educational and well-being programmes is the principle that all young people whose lives and learning have been disrupted by trauma are capable of making positive changes in their lives. Our deliberate enrolment strategy ensures our environment creates greater opportunity for more personalised approaches to teaching and learning.

As a Specialised Assistance School for Youth, our holistic pedagogical approach is specifically designed to give student agency in personal and academic learning. Programs are personalised, individualised and differentiated to encourage, support and maximise student development in emotional regulation, self-awareness and readiness to learn.



Message from the Chair

Rob Snowdon



The Specialised Assistance School for Youth (SASY) was established a few years ago, commencing with a handful of students, who for various reasons were unable to cope with mainstream secondary school education.

In 2020, SASY has 140 students, all of whom have enrolled in SASY because we are a safe haven and a caring school, which provides personalised support for the various issues affecting our students and also provides tailored learning opportunities.

Unfortunately, many of our students are disengaged, disadvantaged, suffer mental illness and lack self-confidence.

SASY has an opportunity to make a significant difference in the lives of our students, to set each student up for success in life and assist students to develop self-confidence and achieve positive learning outcomes.

The Board is committed to establishing SASY as a destination school, for secondary school age students, who become disconnected from or cannot cope with mainstream education and require a personalised approach to their wellbeing issues.

We also aspire for SASY to become an employer of choice in the sector and that we are staffed with highly motivated, well-trained professionals, who can make a positive difference to the lives of our students.

The Departments of Education (State and Federal) are right behind SASY's aspirations and with their support, and the knowledge that students requiring specialised assistance are under-supported, we intend taking steps to expand the offerings and reach of SASY over the next few years.

The appointment of a Chief Executive, an inspirational and forward-thinking leader, will assist the Board and the SASY team to out-perform wellbeing and learning objectives for our students and set them up for life-long successes.

Rob Snowdon

Chairman



Advertised Role

Chief Executive

- **Authentic Leadership Role**
- **Specialised Education Sector**

Established in 2016, the Specialised Assistance School for Youth (SASY) is the first school of its type in South Australia registered as a Special Assistance School as articulated in the Australia Education Act that provides an alternative educational setting for students.

SASY caters for students in Years 8-12 whose needs are better met by learning structures that may not be available in all mainstream schools. As a non-government school, SASY follows the national curriculum and SACE, operating within the regulatory framework of the state and Australian Government legislation and is registered by the Education Standards Board (SA).

Board and staff at SASY are committed to re-engaging with disengaged youth through a tailored and person centric focus on their education and their wellbeing. The Board are currently seeking to appoint a highly credible Chief Executive whose role will be to ensure the ongoing delivery of quality learning and wellbeing outcomes for students and funders

Working closely with the Board, the new CE will be a highly skilled and passionate individual who can successfully lead the organisation at the operational and strategic levels, deliver excellent standards in management and corporate governance, and be a respected leader of people. The CE will successfully establish and maintain productive relationships with existing and potential commercial, philanthropic and government stakeholder and further develop SASY's current significance in delivering alternative learning and wellbeing education to disengaged young people.

You will have a passion and respect for the values of SASY and serving the community, bring highly developed Team building and leadership skills, demonstrated business management abilities including financial and commercial acumen, well-developed interpersonal skills that foster respect and co-operation and excellent relationship building abilities. Experience in pursuing business opportunities consistent with SASY's Strategic Plan and proven ability to deliver operational priorities consistent with strategic objectives are essential. The successful candidate will have Tertiary qualifications in a related field of education, human services or similar discipline.

The Position Description and Candidate Briefing Document is available on the VUCA website, www.vuca.com.au/sasyce. For any further enquiries you can telephone Patricia Williams, VUCA Senior Associate during business hours 0438 388 530.

Please forward a letter of application, outlining your motivation for this role and suitable experience together with a current CV in MS Word format to sasyce@vuca.com.au by Friday 12 June 2020.



Position Description

Reporting relationship: Reports to the Specialised Assistance School for Youth (SASY) Board

Reporting to: Board of Directors

External Relationships: Government: Federal, State and Local, Business and industry

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The Person

- A champion who is committed to and demonstrably lives the values of the organisation in all dealings with students, staff, Board, funders and others
- A respected leader who brings out the best in people, recognises and promotes outstanding staff, is the flag bearer of the values and brand of SASY
- A creative innovator who sees beyond the current context, pursues excellence in service delivery that adapts to changing environment and demand, identifies and takes advantage of business opportunities that meet SASY's values, strategic priorities and goals
- A highly credible, successful and caring leader who builds and drives the appropriate culture to deliver great performance and outcomes for students and funders, leads continuous improvement and quality development, and achieves the delivery of the Strategic Plan objectives/outcome



The Role of the CEO

- Undertake high level advocacy to build relationships and communication links with key stakeholders to promote the work of SASY
- Provide leadership in the sector, being politically perceptive and leveraging these skills to enable productive influence over policy
- Identify, secure and maintain additional community, government and financial support for its work
- Provide leadership in the development of strategy and the translation of strategic objectives into practical, tangible and achievable deliverables
- Manage operational and financial risks to achieve strategic objectives and deliver on agreed financial and performance targets
- Ensure the values of SASY are maintained by all staff so that it is a defining feature for all those who engage with SASY, including supporting and promoting pastoral care services
- Pursue business opportunities consistent with the Strategic Plan, operational priorities and values of SASY
- Provide and ensure a safe and healthy working environment for all staff, students and visitors
- Develop strong and productive working partnerships with the Education Department and all other relevant parties to support the educational objectives of SASY
- Put in place appropriate systems/infrastructure and recruit and develop staff to ensure that SASY has the resources, capacity and capability to manage the continuity and maintain the quality of services while driving growth in the service delivery model
- Manage financial and non-financial risks to ensure that the SASY (and those who work there or attend the centre), are not exposed to unnecessary litigious action or harm
- Foster a culture of excellence, innovation, collaboration and a commitment to high standards
- Provide innovative leadership in service initiatives and strategic organisational matters, creating a performance culture
- Ensure SASY is in a viable and financially sustainable position and that its IP is appropriately protected.



The Deliverables of the CEO

- The implementation of Board decisions and Board approved policy
- The overall leadership and management direction for the management team, to ensure appropriate organisational structure and delegation of authority is maintained to support effective and efficient operation of all programs and services.
- That annual operational planning is undertaken to address financial outcomes and Board goals
- The effective executive management of the Financial assets of the organisation
- That the SASY Strategic direction remains relevant and the Board is provided with accurate timely reports on the operations of the organisation
- That the management team understand and practice the organisations WHS Policy and Procedure to ensure overall compliance with WHS legislation
- That the organisational risk management framework supports the ongoing operations of the program areas and that the organisations culture and risk management practices are aligned with the organisations risk management objectives and strategies.

Essential Skills (technical) Knowledge

- Financial acumen, the ability to develop budgets, allocate and manage resources, and deliver quality services consistent with financial resources/ budgetary constraints to meet contractual requirements
- High level communication skills to promote the work of SASY, successfully forge partnerships and build the brand and funding base of SASY
- Proven leadership within and extensive knowledge of the not for profit sector, particularly in the areas of wellbeing, education, social equity and its causes and effects
- Tertiary qualifications in a business-related field.



Living & Working in Adelaide, South Australia

Adelaide is one of the most liveable cities on the planet. It is well known for its arts festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kurna people and has a strong indigenous culture today.

LIFESTYLE

Adelaide is known for its **Mediterranean style climate**, where the weather is pleasant and moderate most of the year. Year-round big blue skies mean average winter temperatures of 16 degrees Celsius (°C) and 28°C in summer. Hot days can be real sizzlers and easily reach 40°C though!

Adelaide is a city that offers the physical and emotional space to breathe. There is a sense of freedom here – of expression, of movement, of thought. With a **diverse and eclectic array of accessible experiences**, it's a city that allows time for immersion, paired with a sense of space and freedom that actively encourages true indulgence.

The Adelaide Hills which are home to many villages, towns, wildlife parks and natural resources to explore, are less than half an hour drive from the City Centre. You'll never be far away from some of the most **pristine beaches** and water sanctuaries in the world, with almost 30km of beaches bordering Adelaide. Our beaches are famous for the beautiful waters and wide sandy foreshores. Beachside areas like Glenelg, Brighton and Henley Beach are only 15 minute drives from the City and offer **cosmopolitan hearts with retail and dining opportunities**. Within short drives from the city centre are Port Willunga where you can scuba dive in natural and man-made reefs, Port Adelaide where you can frolic with dolphins and St Kilda where you can wander the mangroves and natural reserves, also home to Dolphins and other Australian fauna.

A number of international measures rate metropolitan Adelaide highly for liveability, quality of life and cost of living. The Economic Intelligence Unit undertakes an annual Liveability Ranking and Overview of 140 cities around the world and Adelaide has in recent years consistently ranked 5th in the world. The Property Council of Australia undertakes its own annual survey on liveability of Australia's top

10 biggest cities. In this survey Adelaide is ranked second only to Canberra, our nation's capital, and above all other capital cities. The Mercer Quality of Living Survey compares global cities and is primarily used to inform multi-national companies regarding optimal office locations and employee conditions. Adelaide was most recently listed as 29th in the World and has consistently ranked highly in this survey. Mercer's Cost of Living Report measures the comparative cost of over 100 items and Adelaide continues to outperform other Australian Capital Cities in this report

REGIONAL EXPERIENCE:

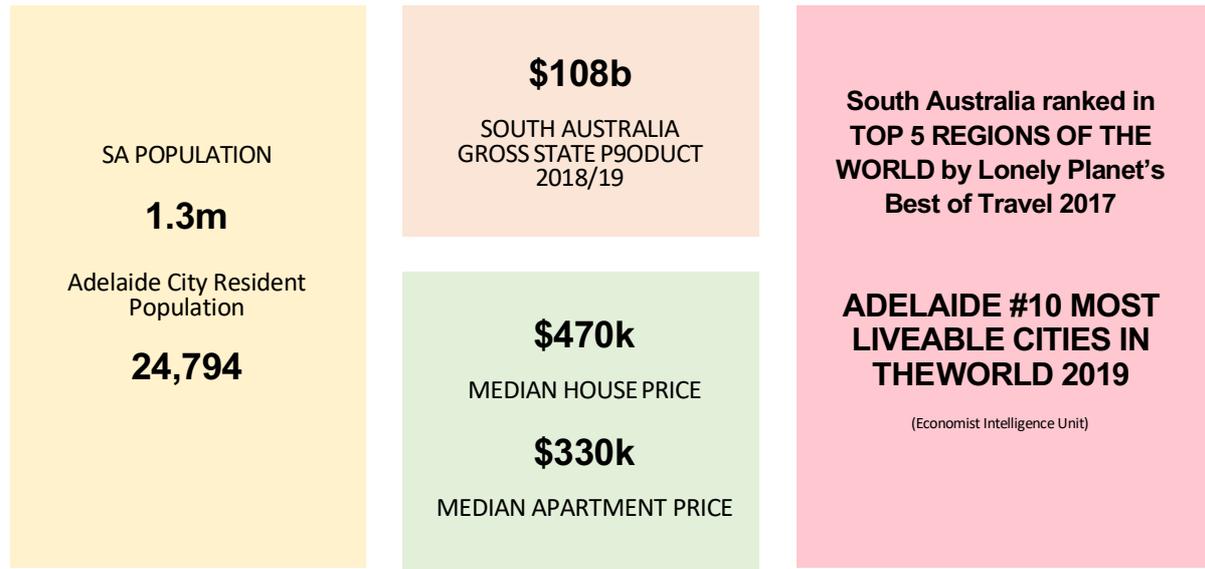
The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.

Adelaide is a city that lives well beyond its conveniently designed square mile epicentre, flowing seamlessly into world-famous wine and food regions such as Barossa, just an hour's drive north, or coastal escapes in the Fleurieu or Yorke Peninsula. You'll be spoilt for choice.

Travel another hour north and you'll reach the Clare Valley, which is famous for its Rieslings. The Adelaide Hills has some stunning whites and there's McLaren Vale and Langhorne Creek on the Fleurieu Peninsula – about an hour's drive south of the city. Drive yourself or join a guided tour of Adelaide and its surrounds - the choice is yours. Take a road trip and discover the reds from the Coonawarra on the Limestone Coast.

Kangaroo Island is an iconic destination, just two hours' drive and a short ferry ride south of Adelaide. It has pristine beaches, unique wildlife, awesome sunsets and fantastic food and wine.

South Australia & Adelaide, Fast Facts



One of the world's most liveable cities

Adelaide offers a relaxed, easy-going lifestyle, and is rated as one of the top 10 liveable cities in the world (Economist Intelligence Unit). It is located in a beautiful region of South Australia, which is also ranked in the top 5 of the world's regions.

Australia's most affordable mainland capital

Your money will go much further in Adelaide. Studies show it costs 21% more to live in Melbourne and 23% more to live in Sydney than Adelaide. Adelaide is around 4% cheaper than Brisbane and Perth (2016 Economist Intelligence Unit), meaning you will have more money to discover Australia during your weekends and holidays.





Contact Information

For a confidential discussion regarding the Chief Executive position, please contact VUCA Senior Associate Ms Patricia Williams on 0438 388530.

Applications, including your current CV and a letter of introduction are to be forwarded in Word format to sasyce@vuca.com.au

Applications close Friday 12th June 2020.

Important Information

Please note that VUCA Trusted Advisors believes that while the information contained in this document is true to the best of the Company's knowledge at the time of writing, such information may change without notice. Further, the information herein is the property of the Company and must not be published or attributed unless explicitly agreed.

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