



Education
Standards
Board



Government
of South Australia



Trusted Advisors

Head office

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Adelaide 5000

South Australia www.vuca.com.au



CHIEF EXECUTIVE

CANDIDATE BRIEFING DOCUMENT
SEPTEMBER 2021

Table of Contents

| | |
|--|----|
| <i>About the agency</i> | 3 |
| <i>Our organisational structure</i> | 4 |
| <i>Our Board</i> | 4 |
| <i>Legislation administered by the agency</i> | 5 |
| <i>Other related agencies (within the Minister’s area/s of responsibility)</i> | 5 |
| <i>Message from our Presiding Member</i> | 6 |
| <i>The Advertised Role</i> | 7 |
| <i>Position Statement</i> | 8 |
| <i>Living & Working in Adelaide, South Australia</i> | 10 |
| <i>South Australia & Adelaide, Fast Facts</i> | 11 |
| <i>Contact Information</i> | 12 |
| <i>Important Information</i> | 12 |

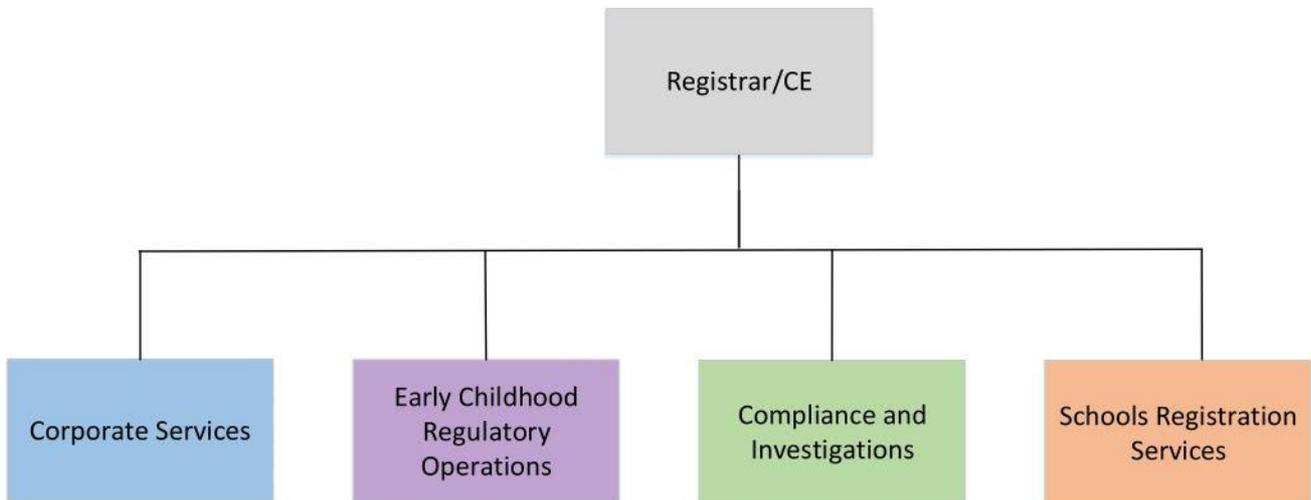


About the agency

Our strategic focus

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| Our purpose | Improving the education and care outcomes for children and young people through the registration of schools and the regulation of early childhood and OSHC services |
| Our vision | Making a positive difference to the lives of South Australian children and young people by ensuring they have access to high-quality education and early childhood services |
| Our values | <p>The Education Standards Board will uphold public sector values through its decisions, actions and interactions. In addition, we are committed to our values:</p> <ul style="list-style-type: none"> • Honesty & integrity: acting consistently and fairly and encouraging openness and transparency • Professionalism: a culture that improves productivity and strives for excellence • Sustainability: proactively improving and being responsive to change • Collaboration & engagement: collaborating in our work practices • Accountability: decision-making that complies with legislation, is ethical and consistent with approved policies and procedures. |
| Our functions, objectives and deliverables | <p>We are an independent statutory authority that is responsible for the registration and review of schools and regulation and quality assessment of education and care services in South Australia.</p> <p>Our objectives are to:</p> <ul style="list-style-type: none"> • promote the provision of high-quality education and care services from early childhood to senior schooling • support best possible outcomes for children • give families confidence in a diverse range of schools and education and care services • minimise the regulatory burden for schools and service providers. <p>Our strategic priorities are to:</p> <ul style="list-style-type: none"> • regulate the early childhood and schooling sectors using a contemporary risk- and standards-based approach • continue positive engagement with stakeholders and reflect on feedback • support our people and improve our business. |

Our organisational structure



Our Board

Board members are nominated by the Minister for Education and then appointed by the Governor in Executive Council. The Board is composed of members with relevant skills and experience in the fields of early childhood education and care and school education. The Board is accountable to the Minister for Education.

Current Board Members

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|--|---------------------|
| Ms Ann Doolette, Presiding Member | Ms Mandy Richardson |
| Mr Greg Hayes, Deputy Presiding Member | Dr Peta Smith |
| Dr Caroline Croser-Barlow | Ms Anna Standish |
| Mr Trevor Fletcher | Mr Christos Tsonis |
| Mr Noel Mifsud | Mrs Libby Worrell |
| Mr John Mula | Ms Susan Young |
| Mr Christopher Prance | |

For further information regarding the Board please visit <https://www.esb.sa.gov.au/about-us/board>

Legislation administered by the agency

- ▶ *Education and Early Childhood Services (Registration and Standards) Act 2011 (SA)*, incorporating the *Education and Care Services National Law (South Australia)*
- ▶ Education and Care Services National Regulations 2011
- ▶ Education and Early Childhood Services (Registration and Standards) Regulations 2011 (SA)

As a designated state authority, we also assess and recommend schools for registration on CRICOS (Commonwealth Register of Institutions and Courses for Overseas Students) in line with Commonwealth legislation:

- ▶ *Education Services for Overseas Students Act 2000*
- ▶ Education Services for Overseas Students Regulations 2001.

The Board is also responsible for the registration of student exchange organisations under *the Education and Children's Services Act 2019 (SA)*.

Other related agencies (within the Minister's area/s of responsibility)

The Department for Education is the South Australian policy lead in relation to the National Quality Framework for early childhood education and care, and their policy decisions translate into the Education Standards Board's regulatory responsibilities. The Department for Education is also the major approved provider of regulated education and care services, operating the third largest number of services of any provider in Australia.

The Teachers Registration Board determines who can be registered as a teacher or fill a teacher's position in long day care, preschool services and schools.

The SACE Board is notified when schools have been approved to extend year levels, registered to provide education services that include Year 10 to 12 or of new schools registered up to Year 12.

The Child Development Council's *Outcomes framework for children and young people* influences state and local policies affecting children and young people.

Message from our Presiding Member



“The Education Standards Board registers schools and approves and quality assures early childhood services to ensure high standards of competence and conduct by education and early childhood providers.

Our vision is to make a positive difference to the lives of South Australian children and young people by ensuring they have access to high-quality education and early childhood services.

We are responsible for administering the *Education and Early Childhood Services (Registration and Standards) Act 2011 (SA)*, which incorporates the *Education and Care Services National Law (South Australia)*. This legislation captures community expectations and standards for all children’s services and schools, both government and non-government.

We are committed to a contemporary approach to regulating education and early childhood services, to support the best interests of children and young people, their families and our other stakeholders. Our regulatory focus is to work collaboratively with the sectors by providing the necessary support and guidance to assist them to understand their regulatory obligations. This regulatory approach is balanced with our ability to take action when necessary that is both proportionate and timely.

Our Chief Executive, in addition to leading and managing the organisation, will hold three statutory positions: the Government Schools Registrar, the non-Government Schools Registrar; the Early Childhood Services Registrar.

We are looking for a Chief Executive who will be accountable to the Board for the provision of strategic leadership and effective management of the agency’s operations. Of critical importance to us is that our Chief Executive has the experience, skills and confidence to make critical regulatory decisions and has a proven history of engaging collaboratively with stakeholders to form positive partnerships and working relationships.

We greatly value our staff and are committed to providing a positive and safe working environment while facilitating a flexible working environment.

If you believe you have the necessary skills, experience, personal attributes and commitment to provide the leadership the Education Standards Board requires, we are interested in hearing from you.

Ann Doolette
Presiding Member

The Advertised Role

CHIEF EXECUTIVE

- ▶ Adelaide based – Australia’s most liveable city
- ▶ Independent statutory regulatory authority

The Education Standards Board is an independent South Australian statutory authority that is responsible for the registration and review of schools and regulation and quality assessment of education and care services in South Australia.

Due to the retirement of the current Chief Executive, the organisation now seeks an exceptional senior executive to continue to lead this high-achieving agency and successful regulator.

You will lead the effective and efficient operation of the Board’s office in order to continue a responsive and client-focused regulatory service in line with government legislation, in addition to implementing the Board’s strategic priorities.

You will hold three statutory positions – Registrars of Government Schools, non-Government Schools and Early Childhood Services. Reporting to the Presiding Member of the Education Standards Board, you will be responsible to the Board for the implementation of the *Education and Early Childhood Services (Registration and Standards) Act 2011*. Significant legislative responsibilities are delegated from the Board to the statutory positions held for the regulation of education services (government and non-government schools and student exchange organisations) and early childhood services (pre-schools, day care, family day care and outside school hours care).

The Board seeks applications from proven, successful executives, experienced in providing high level leadership and maintaining positive relationships with stakeholders and staff, where implementation and management of complex compliance or regulatory regimes have been at the core of your employment.

The successful candidate will have the skills and confidence to communicate with conviction and clarity and demonstrate impeccable judgement and a high degree of professional integrity in the face of difficult challenges.

This is a rare opportunity for a genuine achiever, with tertiary qualification within a relevant field, to lead a well-established, stable, and highly regarded regulatory agency.

For a copy of the position description visit the VUCA website www.vuca.com.au/esb, and for a confidential discussion regarding the Chief Executive position, please contact VUCA Senior Associate, Ms Patricia Williams on 0438 388 530. **Applications¹, including your current CV and a letter of introduction, are to be forwarded in Word format to esb@vuca.com.au**

Applications close 5pm Friday 1st October 2021.

¹ Shortlisted applicants will be required to complete a pre-employment declaration prior to interview.

Position Statement

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|  Education Standards Board early childhood to senior schooling | | CHIEF EXECUTIVE POSITION STATEMENT | |  | |
| JOB TITLE: Chief Executive CLASSIFICATION: Executive | | | AGENCY: Education and Early Childhood Services Registration and Standards Board of South Australia, referred to as the Education Standards Board (ESB), is an independent statutory authority under South Australian legislation. | | |
| REPORTING RELATIONSHIPS: Reports to the Presiding Member for and on behalf of the Board. | | | POSITIONS REPORTING TO THIS POSITION: 5 direct reports. 40 FTEs. | | |
| PRIMARY PURPOSE OF THE POSITION: The Chief Executive of the Education Standards Board is accountable to the Board and is responsible for giving effect to the policy decisions and strategic directions of the Board. The Chief Executive, on behalf of the Board, is responsible for the implementation of the <i>Education and Early Childhood Services (Registration and Standards) Act 2011</i> and all other public sector legislation where applicable. The Chief Executive holds 3 statutory positions: the Government Schools Registrar, the non-Government Schools Registrar; the Early Childhood Services Registrar. The Board has delegated significant legislative responsibilities to these statutory positions for the regulation of education services (schools and student exchange organisations), and early childhood services (pre-schools, day care, family day care and outside school hours care). The Chief Executive is responsible for the leadership of the office of the Board. The Board has delegated its human resources and finance functions to the Chief Executive. | | | | | |
| KEY PRIORITIES: <ul style="list-style-type: none"> • Implementing the Board’s strategic priorities • Proactively contributing to ESB’s reputation as an effective contemporary regulator • Maintaining and enhancing relationships with key internal and external stakeholders • Supporting ESB’s people and improving the business operations within budget and human resource constraints • Maintaining a positive and professional workplace that is safe and supportive of its staff. • Working in a regulatory environment centred around educational outcomes and the health and safety of children and young people from birth to age 18. | | | | | |
| KEY EXTERNAL RELATIONSHIPS: <ul style="list-style-type: none"> • Minister for Education • Department for Education • Schools and early childhood service providers • Association of Independent Schools of SA, SA Commission for Catholic Schools, and other school system peak bodies • Childcare SA, Community Children’s Centres SA, Out of School Hours Care Association, and Family Day Care Educators of SA | | | TECHNICAL KNOWLEDGE / EXPERTISE: <ul style="list-style-type: none"> • Extensive experience in leading and managing compliance or regulatory regimes that operate in a legislative context • Sound knowledge of quality assurance frameworks to support continuous improvement • Demonstrated ability and confidence to communicate with conviction and clarity • Impeccable judgement and a high degree of professional integrity • Demonstrated executive leadership capability | | |

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| <ul style="list-style-type: none"> • Australian Children’s Education and Care Quality Authority • Commonwealth Department of Education, Skills and Employment • Teachers Registration Board of SA and SACE Board of SA • Regulators of schools and early childhood services in other jurisdictions | <ul style="list-style-type: none"> • Demonstrated experience of a contemporary approach to staff management and development and stakeholder engagement. <p>QUALIFICATIONS:</p> <ul style="list-style-type: none"> • Tertiary qualification relevant to the position. |
| <p>CORE COMPETENCIES: The core competencies required for this position are guided by the South Australian Executive Service (SAES) Competency Framework:</p> <ol style="list-style-type: none"> 1. Shapes strategic thinking and change 2. Achieves results 3. Drives business excellence 4. Forges relationships and engages others 5. Exemplifies personal drive and professionalism. | |
| <p>KEY OUTCOMES:</p> <ul style="list-style-type: none"> • Lead the implementation of the Board’s strategic directions in the context of the <i>Education and Early Childhood Services (Registration and Standards) Act 2011</i>, other relevant legislation, government priorities and financial constraints. • Provide high level expert advice to the Board on regulatory matters and lead the development, implementation and evaluation of the Board’s policies, standards, processes and systems to ensure the effective regulation of education and early childhood services and report on results. • Lead a client-focused, risk-oriented, responsive and timely regulatory regime under the <i>Education and Early Childhood Services (Registration and Standards) Act 2011</i>; positively influence the quality of the provision of education and early childhood services within the legislative environment; promote a high regard for and confidence in the Board’s regulation of these services; and keep the Board well apprised of contemporary issues and developments in regulation at a local and national level. • Use expert judgement in exercising high level regulatory powers for education and early childhood services delegated by the Board, including in difficult and demanding situations and keep the Board informed of the results. • Lead the effective and efficient operation of the Board’s office ensuring that: available resources are allocated in an efficient and accountable manner so that the Board delivers its core functions to a high standard; continuous quality improvement, quality client service and staff performance monitoring are the culture of the office; and internal measures are in place to manage financial and operational risks; and reporting to the Board on results. • Maintaining and enhancing effective engagement and collaboration with all sector stakeholders consistent with the Board’s strategic directions and legislative responsibilities; confer with relevant state and national authorities and agencies on issues relating to regulation of the sector; influence state and national policy on issues relevant to the quality assurance and regulation of education and early childhood services; and represent the Board and the office in the public domain. | |
| <p>SPECIAL CONDITIONS:</p> <ul style="list-style-type: none"> • Eligible to work in Australia. • Work location in Adelaide CBD. • Intrastate and interstate travel will be required. • 37.5 hours per week with additional hours as required. • Current Department of Human Services working with children check. • Driver’s licence. | <p>CONTRACT:</p> <ul style="list-style-type: none"> • Appointed under the <i>Education and Early Childhood Services Registration and Standards Act 2011</i> at an executive level, under terms and conditions and salary determined by the Board. • 3-year contract, with option to negotiate renewal. |

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:

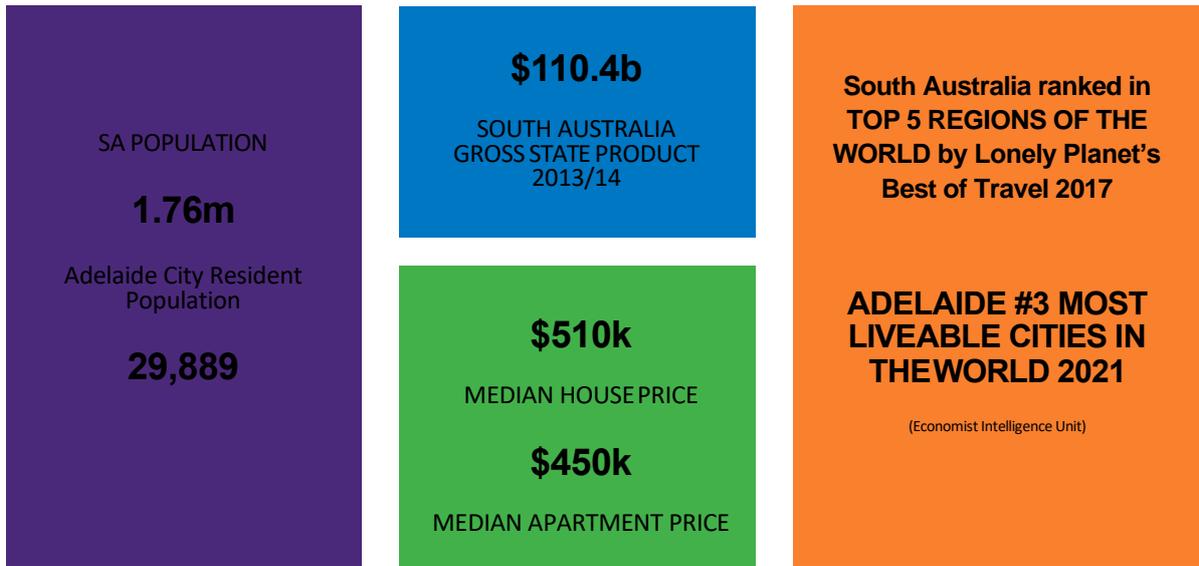
The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.

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 the world's 3rd most liveable city 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

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Shortlisted applicants will be required to complete a Pre-Employment Declaration.

Applications close 5pm Friday 1st October 2021.

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.