



CANDIDATE BRIEFING DOCUMENT

**CHIEF EXECUTIVE
SPECIALISED ASSISTANCE SCHOOL FOR YOUTH
(SASY)**

DECEMBER 2023

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Overview: about SASY

About Us

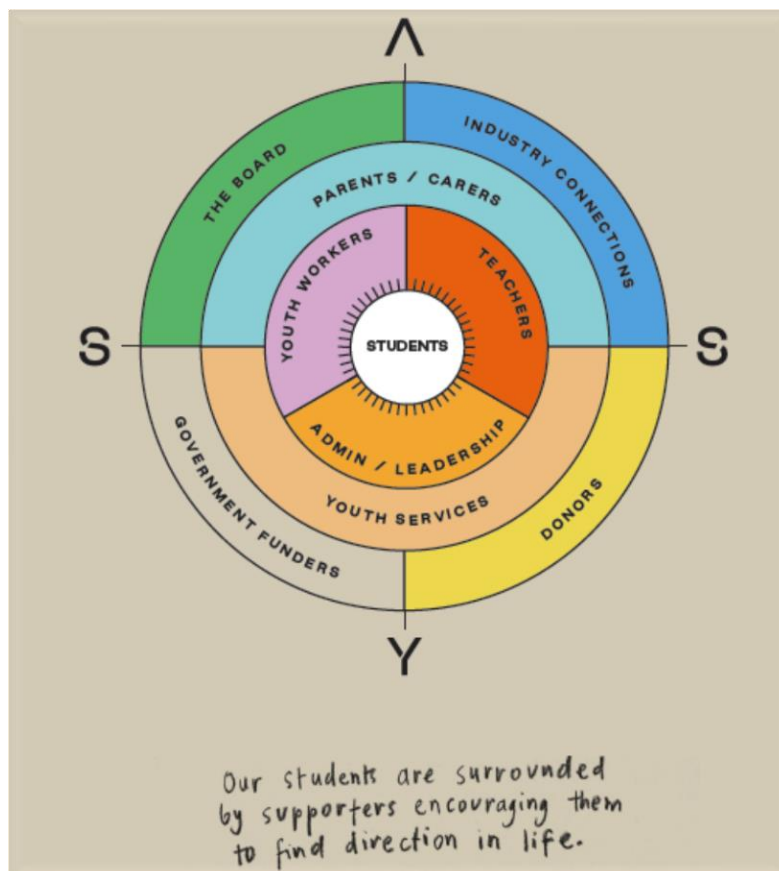
At SASY we take an alternative approach to schooling. Our aim is to re-engage vulnerable and disengaged students, by reigniting their interest in education, through holistic learning practices that focus on wellbeing. Disengagement from school is a real issue in Australia, with 16.8% of youth aged 15-24 not involved in any form of study or work. In many cases disengagement from school becomes a pattern in families and is the cause of intergenerational persistence of disadvantage, which is why we need to offer an alternative pathway.

We Believe

SASY is founded on the principle that all young people are capable of making positive changes in their lives.

Our Vision

SASY aims to create a caring environment where disengaged young people with complex needs are reconnected through educational experiences that improve wellbeing and reignite their interest in learning.



Our Values

Respect

For self and others, including both character and culture.

Trust

Be honest, sincere and seek the truth.

Acceptance

Respect and welcome others diversity.

Resilience

Care for self and others as we build our capacity to try new things.

Connection

Nurture authentic relationships to self, others and our environment.

Celebration

Share opportunities, possibilities, voices, grow community and bring joy.



Message from the Chair



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

In 2023, SASY has over 200 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 up for success in life and assist to develop self-confidence and achieve positive learning outcomes.

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

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 young people 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
Chair of the Board

The Advertised Role

CHIEF EXECUTIVE

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 offers innovative learning opportunities for students in Years 8-12 (ages 14-25) whose needs are better met by learning structures that may not be available in all mainstream schools. Our educational approach is a trauma informed well-being focus, where students are accepted and supported to develop themselves and re-engage in learning.

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).

In the last several years, the school has experienced significant growth now serving over 200 students in our Adelaide CBD campus. There is a strong core group of youth workers and teachers working together, committed to re-engaging with vulnerable and disengaged youth through a tailored and person centric focus on their education with wellbeing at its core.

The Board of SASY is looking for a new Chief Executive (CE) who is a compassionate and forward thinker to lead the organisation to support the school campus in the Adelaide CBD as well as develop into other locations. The ideal individual is a standout leader, committed to making a difference in the lives of young people. You will bring a wide range of experiences and highly developed skills including in business, education and health related fields. The successful candidate will have proven skills to foster respect and cooperation within the organisation.

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, be a respected leader of people and maintain productive relationships with existing and potential commercial, philanthropic and government stakeholders.

You will have respect for the values of SASY and serving the community, bring highly developed 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 is 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 are available on www.vuca.com.au/sasyce-2. For further enquiries, phone Paul Bell, Senior Associate during business hours on 0412 552 302. Please forward a letter of application, outlining your motivation for this role and suitable experience together with a current CV to sasyce@vuca.com.au by **Friday 22 December 2023**.

Position Description

Reporting to: Board of Directors (via Chair)

Direct reports: Head of Operations, Head of Student Outcomes, and Head of Professional Practice

External relationships: Government: Federal, State and Local.
Education and Health Services: including the Education Standards Board and SACE.
Specialised Assistance Schools: State and Federal network.
Professional Services: including AISSA, legal, human resources, and other consultants.

Our Organisation

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 (SAS) as articulated in the Australia Education Act that provides an alternative educational setting for students.

SASY is a fee free independent secondary SAS operating specifically for disengaged young people who have complex needs between the ages of 13 and 25. SASY offers a safe place for young people to reignite their learning through holistic practices that support their health and social emotional wellbeing as the precursor to personal growth and community engagement.

SASY is innovative in its practice, flexible and responsive in its delivery, and focuses on providing an environment which enables young people to recognise and achieve their potential. Through research and practice, SASY's unique approach to re-engaging young people is made up of the following four components: holistic learning, restorative practice, trauma informed practice, and an inclusive community.

As a registered non-government school in South Australia, SASY operates within the regulatory framework of the state and Australian Government legislation and is registered by the Education Standards Board (SA), including following the national curriculum & SACE.

Board and staff at SASY are committed to re-engaging disengaged youth through a tailored and a person centric focus on their education and wellbeing.

Vision, Values and Culture

SASY VISION:

To create a caring environment where disengaged young people with complex needs are connected through holistic educational experiences that improve wellbeing and reignite their interest in learning.

SASY VALUES:

RESPECT – For self and others, including both character and culture. TRUST – Be honest, sincere and seek the truth.

ACCEPTANCE - Respect and welcome others' diversity.

RESILIENCE – Care for self and others as we build our capacity and try new things.

CONNECTION – Nurture authentic relationships to self, others, and our environment.

CELEBRATION – Sharing opportunities, achievements, and ideas with others.

SASY CULTURE:

We are very proud of the culture we have nurtured from SASY's beginnings. At its core is; collaboration, inclusion, an enduring commitment to the wellbeing of young people and a shared passion for learning and teaching.

We focus on a purposeful culture that extends collaboration, builds leadership, has honest conversations, is agile, where everyone feels accountable and empowered to be creative in their work.

As we continue to grow, we will keep on building a place of belonging that encourages, supports and celebrates diversity.

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 CE

- ▶ 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 CE

- ▶ 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, in fact it's the third most liveable city in the world. 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 most recently ranked 3rd 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.

REGIONAL EXPERIENCE:

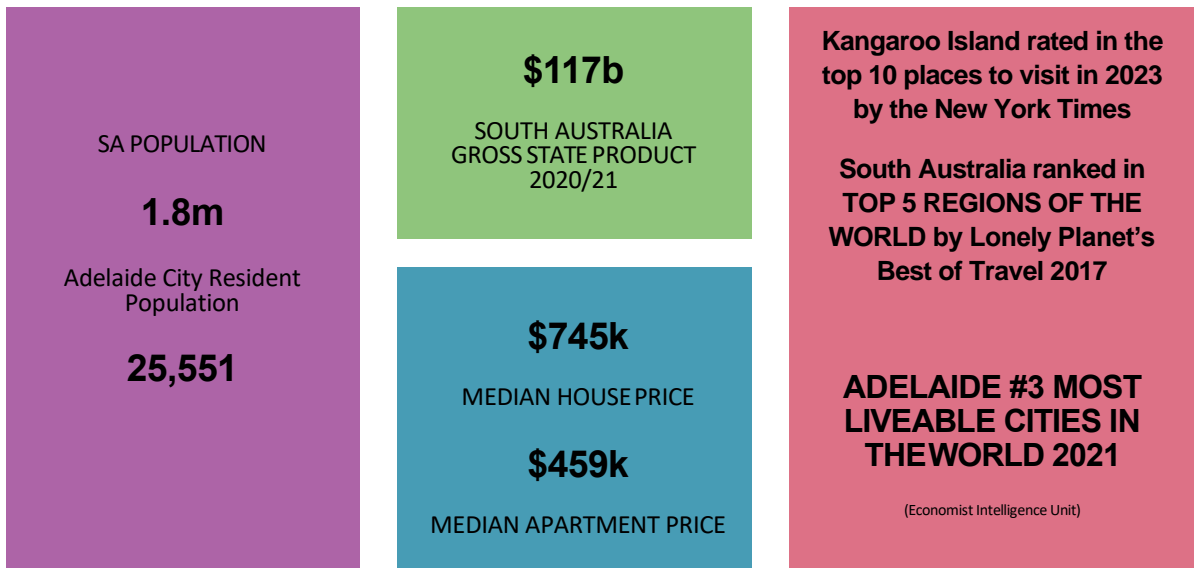
The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.

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 was rated as the world's 3rd most liveable city in the world in 2021 (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 18% more to live in Melbourne and 30% more to live in Sydney than Adelaide. Adelaide is around 11% cheaper than Brisbane and Perth, 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, Paul Bell on +61 412 552 302 during business hours.

Applications; including your current CV, and letter of application are to be forwarded to sasyce@vuca.com.au

Applications close Friday 22nd December 2023.

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.