POSITION DESCRIPTION

Directorate: ACT Education Directorate	Position Number: P72290
Division: Service Design and Delivery	Classification: Health Professional Level 5
Business Unit: Flexible Education	Location: Woden
Position Title: Director Allied Health – Flexible Education	Last Reviewed: 16 July 2026

DIRECTORATE OVERVIEW

The Education Directorate leads and delivers high quality, inclusive and equitable education where all are safe and valued. We are guided by the principles of focus on learning, embedding cultural integrity, keeping everyone safe and well, aligning our work, using evidence and being accountable and leading together.

The Directorate supports workforce diversity and is committed to creating an inclusive workplace. As part of this commitment, Aboriginal and Torres Strait Islander peoples, people with disability, culturally diverse people and those who identify as LGBTIQ+ are strongly encouraged to apply.

BRANCH OVERVIEW

The Engagement and Wellbeing Support Services (EWSS) Branch works with school staff, students, parent/carers, and other internal and external stakeholders to improve student engagement and learning and wellbeing outcomes. EWSS supports schools in managing complex issues and provides tailored support for students and schools based on needs, while managing key organisational risks. The branch contributes through the knowledge and skills of multidisciplinary teams, policy implementation support, program development, and professional learning/capacity building. The branch also provides strategic direction to the Directorate in areas such as student wellbeing and engagement, inclusion, and the creation of safe and supportive school environments.

BUSINESS UNIT OVERVIEW

Flexible Education is a connected network of specialist programs delivering trauma-informed, individualised education across multiple settings. The service includes Murrumbidgee School (located within Bimberi Youth Detention Centre), Muliyan, Outreach, the Hospital School, the education program at The Cottage, Waruga Yardhura, and Distance Education, providing flexible and responsive educational pathways for young people with complex and challenging needs. Flexible Education provides holistic educational and wellbeing services and has a strong commitment to working together with community agencies, lead workers, families and each student.

POSITION OVERVIEW

Flexible Education is seeking a highly capable and values-driven allied health professional to join the leadership team as Director Allied Health Flexible Education. This role provides strategic and professional leadership to ensure the delivery of high-quality, trauma-informed education programs and services that meet students where they are, support engagement and wellbeing, and create meaningful pathways for learning, participation and future success.

The Director Allied Health Flexible Education leads the implementation and continuous improvement of trauma-informed practice across all Flexible Education programs. Working collaboratively with school leaders, educators, allied health professionals, families and external stakeholders, the successful applicant will build organisational capability through the provision of professional learning, coaching, professional supervision and expert advice.

The role leads the management of complex and sensitive matters, providing specialist clinical expertise to inform strategic decision-making, enhance risk management and strengthen integrated, student-centred service delivery. The Director drives evidence-informed practice fosters a culture of inclusion, safety and continuous improvement, and contributes to strategic planning and workforce development to achieve positive outcomes for students, staff and the broader community.

This position requires a leader who can influence across multidisciplinary teams, build strong stakeholder relationships, and deliver high-quality services in a dynamic and complex environment.

DUTIES / RESPONSIBILTIES

In accordance with Directorate policies and procedures, and dependent on operational requirements, the Director Allied Health Flexible Education will:

- Provide strategic allied health leadership as a member of the Flexible Education leadership team, contributing to the development, implementation and evaluation of trauma-informed education programs and services that improve student engagement, wellbeing and educational outcomes.
- Lead the development, implementation and continuous improvement of a Flexible Education trauma-informed practice framework, ensuring consistency of approach while responding to the diverse needs of individual programs, students and communities.
- Lead and coordinate multidisciplinary teams, including allied health, wellbeing and support staff, to deliver integrated and individualised supports for students with complex and challenging needs
- Provide expert professional leadership and advice on complex, sensitive and high-risk matters, supporting evidence-based decision-making, effective case management and positive outcomes for students.
- Develop, implement and maintain a professional supervision framework that supports professional practice, professional accountability, staff wellbeing and workforce capability across all professional disciplines within Flexible Education.

- Lead the planning, delivery and evaluation of professional learning initiatives to build workforce capability in trauma-informed practice, inclusive education, student wellbeing and other priority areas.
- Oversee the induction and ongoing development of staff in core trauma-informed practices and contribute to a culture of continuous learning, reflective practice and professional excellence.
- Provide high-level professional consultation, coaching, mentoring and support to leaders and staff, fostering psychologically safe, inclusive and high-performing teams.
- Collaborate with leaders and multidisciplinary teams to analyse and utilise wellbeing, engagement and outcome data to inform strategic planning, service improvement and innovation.
- Build and maintain productive relationships with schools, families, community organisations, government agencies and cross-directorate stakeholders to strengthen service integration and improve outcomes for students and families.
- Lead the development and implementation of communication and engagement strategies that promote information sharing, strengthen partnerships and enhance collaboration across Flexible Education programs.
- Contribute to strategic planning, workforce planning, policy development and service design initiatives to ensure programs are responsive, sustainable and aligned with Directorate priorities.
- Manage competing priorities and complex workloads in a dynamic environment, ensuring the timely delivery of high-quality advice, services and outcomes.
- Monitor, manage and mitigate risks, ensuring compliance with relevant legislation, policies, professional standards and governance requirements.
- Undertake other duties appropriate to this level of classification, as directed by senior leadership, to support the effective and efficient operation of Flexible Education.
- Consistently model and demonstrate the ACTPS values, signature behaviours and principles of the ACTPS Respect, Equity and Diversity (RED) Framework, while promoting cultural integrity, safe work practices and compliance with the Directorate's Health, Safety and Wellbeing Management System and other relevant workplace obligations.

SELECTION CRITERIA

In no more than four pages, provide a Statement of Claims outlining how your skills, knowledge, experience and personal qualities enable you to successfully perform the responsibilities of this position. Applicants should demonstrate the outcomes they have achieved, together with the capabilities and behaviours that underpin their practice and leadership.

1. Demonstrated experience providing strategic leadership in complex environments, with the ability to influence and work collaboratively across multidisciplinary teams, programs and stakeholder groups. Proven ability to build organisational capability, lead change, foster a culture of continuous improvement, and achieve positive outcomes for students, staff and the broader community.
2. Demonstrated expert knowledge of trauma-informed practice and the ability to lead the development, implementation and evaluation of frameworks, systems and professional learning initiatives that embed

trauma-informed principles across diverse educational settings. Proven ability to drive consistent, evidence-informed practice and support sustainable organisational change.

3. Demonstrated high-level allied health expertise, including experience providing professional supervision, reflective practice, coaching and professional leadership across a range of disciplines. Proven ability to provide specialist advice on complex and sensitive matters, support workforce wellbeing and capability, and promote excellence in professional practice.

4. Demonstrated experience working within educational and/or human services settings to support children and young people with complex needs. Proven ability to establish and maintain productive partnerships with internal and external stakeholders, coordinate multidisciplinary responses, utilise data to inform decision-making, and facilitate integrated supports that improve student engagement, wellbeing and educational outcomes.

5. Demonstrated ability to lead through the ACTPS Values and Signature Behaviours by fostering a workplace culture that is respectful, inclusive, accountable and focused on achieving outcomes. Proven experience building psychologically safe teams, promoting diversity and cultural integrity, managing challenging situations with professionalism and integrity, and supporting staff wellbeing and performance in complex environments.

Mandatory Requirements

1. Tertiary qualifications in an Allied Health profession, preferably Social Work, Occupational Therapy, Physiotherapy, Speech Pathology, or Psychology.
2. Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) for registered professions, or eligibility for membership with the relevant professional association for non-registered professions.
3. Current Working with Vulnerable People (WWVP) Registration.
4. A current ACT Driver Licence and the ability to use a private motor vehicle for work-related purposes.
5. Demonstrated experience as an allied health professional, with a minimum of five years' post-qualification experience highly desirable.

Desirable

- Experience leading trauma-informed practice within education, youth, wellbeing, health or human services settings.
- Experience providing professional supervision, coaching and capability development across multidisciplinary teams.
- Knowledge of contemporary approaches to student wellbeing, engagement, inclusion and flexible learning environments.