



**CHIEF EXECUTIVE OFFICER**

**JOB & PERSON SPECIFICATION**

**FEBRUARY 2026**

# Chief Executive Officer (CEO)

## Position Description

### Position Overview

The Chief Executive Officer (CEO) of the Australian Maritime and Fisheries Academy holds responsibility for providing strategic leadership and overseeing all aspects of the organization. The CEO leads the development and delivery of high-quality, industry-focused vocational education and training programs, ensuring alignment with the Academy's mission and values. Integral to this role is the implementation and monitoring of the strategic plan, achievement of financial sustainability, and the cultivation of robust stakeholder relationships. The CEO manages a dedicated team, driving efforts to fulfill the Academy's vocational education and training objectives.

In addition, the CEO serves as Company Secretary, reporting to the Board on significant matters related to the Academy's operations and ensuring the Board meets its key performance indicators (KPIs).

### Key Responsibilities

#### Strategic Leadership

- Develop, implement, and monitor strategic development plans that support the Academy's vocational education and training mission.
- Drive innovation in training program development and delivery, addressing emerging industry needs.
- Provide the Board with advice on trends, risks, and opportunities impacting the Academy's mission and sustainability.

#### Operational Management

- Manage daily operations to ensure compliance with legislative, regulatory, and contractual obligations, with particular attention to the 2025 Registered Training Organisation (RTO) standards.
- Lead the creation and improvement of operational policies, procedures, and systems to ensure effective delivery and ongoing advancement of vocational education and training programs.
- Establish and maintain robust risk management processes.

#### Financial Management

- Oversee financial operations, maintaining accountability, transparency, and organizational viability.
- Identify and secure funding opportunities, including grants, sponsorships, and partnerships.

#### Stakeholder Engagement and Advocacy

- Build and sustain strong relationships with funding bodies, industry stakeholders, and government agencies.
- Represent the Academy as an effective advocate for industry vocational education and training.
- Promote the Academy's profile and reputation both within South Australia and beyond.

## People and Culture

- Lead and inspire a diverse team, fostering a positive, inclusive, and high-performing vocational education and training culture.
- Oversee workforce development and professional growth initiatives.
- Ensure a safe working environment that reflects the organization's values.

## Selection Criteria

### Strategic Vision and Organizational Adaptability

- Demonstrated ability to identify, evaluate, and pursue strategic growth opportunities, including partnerships and new market expansions.
- Proficient in strategic planning and effective delegation, ensuring clear operational oversight of administrative staff and trainers.
- Commitment to community benefit, employment pathways, and positive outcomes beyond commercial interests.

### Essential Leadership and Personal Qualities

- Proven integrity and ethical leadership, promoting transparency and accountability.
- Strong communication skills and a history of successful stakeholder engagement and media relations.
- Collaborative leadership style capable of motivating and engaging teams.
- Commitment to creating a safe workplace culture that values diverse voices and lived experiences.

### Governance and Risk Management Proficiency

- Expertise in managing governance frameworks, ensuring RTO regulatory compliance, and mitigating organizational risks.
- Ability to implement effective risk management strategies, maintain audit readiness, and uphold high accountability standards.

### Professional Qualifications and Expertise

- Senior leadership experience in managing complex organizational structures, regulatory frameworks, and diverse stakeholder expectations, with prior experience working with Boards in the not-for-profit RTO sector.
- Ability to thrive in a competitive business environment, recognizing the importance of increasing student numbers and securing annual government grant funding to drive growth.
- Knowledge of maritime and fisheries industry regulations and operational requirements.

## Position Details

- Reports to: Board of Directors
- Location: Adelaide, South Australia
- Contract: 6 months probationary period, then ongoing



## HOW TO APPLY

Applications including a cover letter and CV should be addressed to Andrew Reed and Bernie Dyer. Please visit [henderconsulting.com.au](http://henderconsulting.com.au) to apply.

For a confidential discussion, please call (08) 8100 8849.

### **Please Note**

Your application will be automatically acknowledged by a return email.