



CHIEF EXECUTIVE OFFICER

JOB & PERSON SPECIFICATION

MARCH 2026

Position Description



Job Title: Chief Executive Officer	Program: Executive Team
Award: N/A	Classification Level: CEO
Reports to: Chair, ac.care Board	Location: To be negotiated

About our Organisation

ac.care (Anglican Community Care Limited) is a non-profit organisation founded in Mount Gambier in 1986 by members of the local Anglican parish who identified an urgent need to support vulnerable young people in regional South Australia. Today, ac.care is a leading provider of human services in country South Australia, with a mission that all country people have a safe home, enough money to live on, and strong, positive relationships.

Operating across the Limestone Coast, Murraylands, Riverland, Adelaide Hills and Fleurieu Peninsula, ac.care delivers a broad range of services including foster care, residential care, homelessness support, financial counselling, family and youth services, community programs and Aboriginal community engagement.

Guided by our values of **Compassion, Adaptability, Relationships and Excellence (CARE)**, ac.care works in partnership with government, community, and other stakeholders to build resilience and create opportunities in rural communities. As a child-safe organisation and a leader in regional service innovation, ac.care is committed to cultural safety, social justice and advocacy for country people who are marginalised.

About the Job

The Chief Executive Officer (CEO) leads ac.care to deliver meaningful social impact. The role provides strategic and operational leadership to ensure the organisation delivers high-quality services, maintains financial sustainability, and continues to respond to the needs of the communities it serves.

Working in close partnership with the Board, the CEO is responsible for implementing the organisation's strategy, ensuring strong governance, and overseeing organisational performance. The role leads the executive team, oversees service delivery and operations, and ensures resources are managed responsibly to achieve ac.care's mission and strategic priorities.

The CEO represents ac.care externally and maintains strong relationships with government, funding bodies, community partners and regional stakeholders. Through this engagement, the CEO advocates for regional communities and strengthens ac.care's influence within the community services sector.



Key Responsibilities

Strategy and Leadership

- Set and deliver ac.care's strategic direction, ensuring the Board-approved strategic plan is implemented with clear milestones and outcomes.
- Lead organisational performance against agreed KPIs, translating strategy into practical goals across services, financial sustainability and community impact.
- Monitor the external environment to identify emerging risks, funding changes, policy developments and opportunities for growth.
- Build and maintain strong partnerships with government, peak bodies, community leaders and sector networks to strengthen influence and funding opportunities.
- Provide the Board with clear and timely advice and reporting on strategy, organisational performance, financial position and key risks.
- Ensure the voices and lived experiences of people using ac.care services inform strategy, program design and evaluation.

Governance and Compliance

- Fulfil all statutory obligations of the CEO, ensuring robust corporate governance and risk oversight.
- Partner with the Board and its committees to strengthen governance, compliance and strategic assurance.
- Ensure full compliance with legislative, funding and accreditation requirements, with risks actively managed.
- Oversee quality, risk, WHS and compliance frameworks, ensuring active risk mitigation and transparent reporting.

Operational Oversight

- Ensure programs and services meet agreed performance, quality and contractual KPIs, delivering measurable outcomes for regional communities.
- Lead Executive Team's accountability for operational delivery, financial discipline and cross-organisational alignment.
- Drive a culture of continuous improvement supported by data, performance dashboards and regular review cycles.
- Maintain strategic awareness of political, social and sector reforms, adjusting operational priorities to protect sustainability and impact.

Workplace Culture and People Leadership

- Model and embed ac.care's CARE values, linking culture directly to performance expectations and leadership accountability.
- Foster a safe, inclusive and high-performing workplace with strong engagement, psychological and cultural safety, retention and capability development metrics.



- Ensure structured supervision, leadership development and workforce planning frameworks are in place to support sustainability.
- Lead with cultural ability and accountability, building a psychologically safe environment that supports both wellbeing and performance.

Advocacy and Public Engagement

- Serve as a credible and influential advocate for rural and regional communities, strengthening ac.care's policy and funding influence.
- Represent the organisation in public, media and sector forums, protecting and enhancing its reputation.
- Position ac.care as a thought leader in social justice, Aboriginal engagement and regional service delivery, using evidence and impact data to inform policy engagement.
- Actively advocate for rural and regional communities in public forums and with government.
- Represent ac.care in media and public events, upholding its reputation and values.
- Strengthen ac.care's voice in influencing policy aligned with social justice and client impact.

Key Relationships

Internal

- Reports to: Board of Directors via the Chairperson
- Direct Reports: Executive Managers (x6), Executive Assistant

External

- Government and peak bodies
- Anglican Church and Anglicare Australia network
- Community organisations including Aboriginal Community Controlled Organisations
- Funding partners, sector alliances, and media

Special Conditions

- SA Class C drivers licence or interstate equivalent
- Current Working with Children Check (WWCC) and National Police Check (NPC)
- Out-of-hours and regional and interstate travel including overnight stays will be required

Key Selection Criteria

Essential

- Enterprise-level leader who sets strategy and delivers operational results in complex community environments
- Track record in leading purpose-driven organisations
- Strong understanding of regional South Australia, social justice impact and culturally respectful Aboriginal partnerships



- Commercially astute with disciplined financial and strong governance capabilities
- Experienced transformation leader who shapes culture, lifts performance and navigates a changing sector landscape
- Digitally literate and future-focused, with an understanding of technology, data, cybersecurity and emerging AI capabilities to strengthen performance and manage risk.

Highly Regarded

- Experience within a faith-based, Anglican or mission-led organisation.
- Executive leadership experience in rural or regional Australia.
- Knowledge of South Australia's child protection and family services context.
- Graduate or member of the Australian Institute of Company Directors.

Qualifications

- Relevant tertiary qualifications in Human Services, Business, or a related discipline, or equivalent executive experience demonstrating strong strategic, theoretical and technical capability.





HOW TO APPLY

Applications including a cover letter and CV should be addressed to Andrew Reed and Justin Hinora. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8827.

Please Note

Your application will be automatically acknowledged by a return email.