**ROLE PURPOSE:**
The Commissioner for Children and Young People is an independent office with the discretionary powers of a commission to conduct inquiries into matters relating to the rights, development and wellbeing of children and young people. The commissioner is accountable through the Minister for Education and Child Development who is the minister responsible for administration of the Children and Young People (Oversight and Advocacy Bodies) Act (the Act). Inquiries conducted by the commissioner will be reported to the minister who will present them to the parliament.

The commissioner will advocate for the rights and interests of all children and young people in South Australia with a particular focus on children who are considered vulnerable, at risk or that are in care. The commissioner promotes the rights, development and wellbeing of the children and young people of South Australia at a systematic level and ensures that South Australia, as a part of the Commonwealth, satisfies its international obligations in respect of children and young people.

**KEY OUTCOMES:**
1. Promote and monitor the overall wellbeing of the children of South Australia.
2. Promote and advocate for the rights and interests of all children and young people in South Australia.
3. Promote participation by children and young people in the making of decisions that affect their lives.
4. Establish and conduct inquiries into matters related to the rights, development and wellbeing of children and young people at a systematic level.
5. Advise and make recommendations to ministers, state authorities and other bodies on matters related to the rights, development and wellbeing of children and young people to relevant legislation, policies, practices and services.
6. Exercise the powers of a commission in the conduct of inquiries as outlined in the Act.
7. Consult with a broad range of children and young people in the activities and initiatives of arising from the office of the commissioner to maximise engagement and participation.
8. Gain insight and contribution from experts in relevant fields.
9. Provide age appropriate and accessible information to children and young people.
10. Undertake or commission research into topics related to the rights, development and wellbeing of children and young people at a systemic level.
11. Prepare and publish reports and research findings on matters related to the rights, development and wellbeing of children and young people at a systemic level.
12. Hold ministers, state authorities and other bodies accountable for the implementation of recommendations made by the Commissioner pursuant to the provisions of the Act.

**KEY RELATIONSHIPS/INTERACTIONS**
- Children and young people
- Minister for Education and Child Development
- Department for Education and Child Development
- Department for Child Protection
- The Guardian for Children and Young People
- Council for the Care of Children
- Health and Safety Service Complaints Commissioner
- SA Ombudsman
- The public and clients
- Other relevant local, State and Commonwealth Government organisations and agency staff
- Families and communities
- Industry/community/interest groups
- The media

**QUALIFICATIONS**

<table>
<thead>
<tr>
<th>Position/Office</th>
<th>Essential Qualification</th>
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<tbody>
<tr>
<td>Children and young people</td>
<td>An appropriate tertiary qualification</td>
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**ESSENTIAL TECHNICAL KNOWLEDGE AND EXPERTISE**
- Understanding of current issues affecting the needs of children and young people, ethics and public administration.
- Knowledge of the social and economic environment in South Australia and an understanding of the macro level policy issues affecting children and young people.
- Knowledge and experience of advocating for and engaging with children and young people of all ages and diverse backgrounds.
- An ability to analyse complex issues objectively to arrive at impartial conclusions supported by relevant and reliable evidence.
- Highly developed interpersonal and negotiation skills and demonstrated success in achieving changes through collaboration and exercising influencing skills with various stakeholders.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment; and the legislative requirements of Equal Opportunity and Work Health and Safety legislation.
### CORE COMPETENCIES

The claims of each applicant will be assessed against the five criteria below. Applicants are not required to address each and every competency element outlined under the key headings however applicants should frame their application in the context of the requirements of the position and its key outcomes as they relate to all children and young people in South Australia.

**Shapes strategic thinking and change**
Anticipates and plans for future events, trends, problems and opportunities and exercise sound judgement. Develop creative solutions, stimulating new ways of thinking and solving problems.

Key elements of the competency:
- Creates vision
- Inspires
- Thinks and acts strategically
- Leads and influences change
- Solves problems

**Achieves results**
Makes timely, quality decisions and evaluates reasonable risk taking opportunities. Sets broad organisational goals and priorities in order to drive results consistent with the Children and Young People (Oversight and Advocacy Bodies) Act and public expectations.

Key elements of the competency:
- Achieves and delivers results
- Drives organisational effectiveness
- Exercises sound judgement
- Manages compliance with legislation
- Evaluates
- Applies technical expertise
- Assumes accountability

**Drives business excellence**
Builds an effective, sustainable and high performing organisation through leadership. Engages and aligns human, financial and information resources to achieve strategic targets. Plans for future organisational needs to minimise risk and maximise opportunity.

Key elements of the competency:
- Influences organisational performance
- Leads and develops people
- Predicts and plans for future organisational needs
- Builds capability and expertise
- Promotes a customer service ethos
- Directs resources

**Forges relationships and engages others**
Builds effective working relationships, networks and partnerships with internal and external bodies at all levels. Actively listens to what others have to say and responds in a clear, concise and diplomatic manner. Adapts communication style as appropriate.

Key elements of the competency:
- Develops and uses political savvy
- Promotes information sharing and the gathering of knowledge
- Manages effective partnerships to achieve desired results
- Negotiates and influences
- Establishes and maintains strategic networks
- Collaborates effectively with diverse stakeholders and effectively and accurately capture the views of children and young people
- Manages conflict
- Communicates clearly and adapts to audience
- Respectfully interacts and communicates with children and young people in meaningful ways

**Exemplifies personal drive and professionalism**
Acts with integrity and models ethical principles, practices, values and behaviours and embeds public sector values into the culture of the organisation. Sets and pursues challenging personal and organisational performance standards.

Key elements of the competency:
- Models values and integrity
- Engages with risk and shows personal courage
- Displays flexibility and resilience
- Demonstrates self-awareness and commitment to personal development
- Promotes and integrates diversity into the workplace
- Values wellbeing for self and others

### CORPORATE RESPONSIBILITIES

- Keeping accurate and complete records of business activities in accordance with the State Records Act 1997.
- Acting in a manner consistent with the Code of Ethics for the South Australian Public Sector and the Public Sector Values.
- Act in accordance with the Work Health and Safety Act 2012.
- Supporting and advocating Equal Employment Opportunity (EEO) and diversity in the workplace in accordance with EEO legislation. In particular, maintaining a commitment to promote an inclusive workplace in support of Aboriginal and Torres Strait Islander people and other under-represented groups.

### SPECIAL CONDITIONS

- Out of hours work will be required.
- Inter and Intra-state travel will be required.
- Required to gain a Department for Communities and Social Inclusion (DCSI) Child-related employment screening prior to being employed, which is required to be renewed every three years before expiry.
- The incumbent will be required to undertake RAN - Responding to Abuse and Neglect Training every three years.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).
- The views of children and young people will contribute to assessment of the incumbent’s performance in the role.