



**REGIONAL DIRECTOR, NORTHERN REGION  
COMMUNITY CORRECTIONS  
FOR THE DEPARTMENT FOR CORRECTIONAL  
SERVICES**

**MAKING A  
DIFFERENCE SO  
SOUTH AUSTRALIA  
THRIVES**



**Government  
of South Australia**



# About the Department for Correctional Services

The Department employs approximately 1,900 staff and has responsibility for nine prisons and 15 Community Corrections Centres across the state. Our vision is for a safer community by protecting the public and reducing re-offending.

We work towards this through the contribution of staff who are employed in a wide variety of fields, from correctional officers and teachers to social workers, psychologists, and supervisors of court orders. Their commitment ensures we deliver quality services to prisoners, offenders, and victims of crime.

We strongly promote diversity and equity in our workforce, which directly contributes to greater effectiveness and better outcomes. The Department receives strong bipartisan support on the strategic direction of the agency and is committed to achieving our set targets.

In a supportive and collaborative environment, you will encounter interesting professional challenges and you will work alongside dedicated and passionate people who help to turn around the lives of offenders and rebuild lives affected by crime.

## About the Role

The role of Regional Director, Northern Region Community Corrections provides an exciting opportunity to make a difference to the South Australian community by reducing reoffending and implementing strategic change and reform.

The Department for Correctional Services is seeking an innovative and highly experienced leader to join our diverse and talented executive team in supporting and delivering our strategic agenda and direction.

The Regional Director, Northern Region is accountable to the Executive Director, Community Corrections & Specialist Prisons and provides leadership and planning of a high quality and cost-effective Community Correctional service with a defined geographical region, which includes:

- Ensuring the development and implementation of Community Correction policies and ensuring Departmental policies, programs and procedures are effectively implemented and maintained for the effective supervision of offenders on probation, parole, bail, community service and home detention including electronic monitoring.
- Providing leadership and oversight of the implementation and management of operational strategy and policy development for existing and new Community Corrections Programs.
- Managing and overseeing the provision of effective reporting frameworks to assist Courts, Prosecutions, and the Parole Board in determining sentencing and other decisions relating to the judicial management and the ultimate rehabilitation of offenders.
- Representing the Department both within the State and at a national level in meetings, forums, and steering committees.
- Contributing, as an Executive within Correctional Services, to the promotion and provision of effective leadership, vision, and strategic initiatives to deliver quality services in line with the State Strategic Plan and the Department's Strategic Plan.





### Remuneration

**SAES 1:** Executive Appointment for up to 3 years.

### Enquiries

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### Application Instructions

Applicants are required to submit a:

- Resume
- Cover letter addressing the essential Key Capabilities outlined in the Job and Person Specification.

### Additional Information

The successful incumbent will be appointed for up to 3 years.

### Applications close

11pm, Wednesday, 5 February 2025.

### Flexibility Statement

The South Australian public sector promotes diversity and flexible ways of working including part-time. Applicants are encouraged to discuss the flexible working arrangements for this role.

### Special Conditions

- Appointment to a 1-3 year contract.
- Intrastate/ interstate travel and irregular working hours are likely to be a feature of this position.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Executive Director, Community Corrections and Specialist Prisons, and in turn establish and monitor performance targets with those reporting to the position.
- Appointment subject to a satisfactory National Criminal History check.
- The Regional Director, Northern Region is a designated position pursuant to Policy 065 – Designated Positions.

Panasonic

THINKING

CHOICE

FEELING





### Key Challenges

- Making a difference to the safety of the South Australian community by reducing reoffending.
- Implementing effective strategies that address the Department's strategic framework including Closing the Gap, Reducing Reoffending, Safe at Work, High performing teams and Innovation and Contemporary Practice.
- Implementing identified strategies to increase the employment of Aboriginal staff in Community Corrections.
- Ensuring the effective management and continuous improvement of financial, human resources and operational management systems across Community Corrections Regions.
- Enhancing effective stakeholder relationships between key stakeholder oversight agencies and the Department's Executive Team.

### Key Relationships / Interactions

#### Direct working relationships

- Executive Director, Community Corrections & Specialist Prisons
- Deputy Chief Executive
- Chief Executive
- Senior Executive Group and their teams
- Manager, Victim & Multi Agency Services
- Secretary, Parole Board
- General Managers

#### External working relationships

- Minister for Correctional Services and Ministerial Staff
- Judicial Officers of the Supreme, District & Magistrates Courts and the Presiding Member of the Parole Board





## Key Outcomes

- Providing strategic leadership and management for Community Corrections Region to provide contemporary services and implement key reforms that meet the State and Department's Strategic Agenda including reducing reoffending and the Closing the Gap strategic initiatives.
- Contributing to public protection and reduced re-offending by identifying, monitoring, and reporting on community corrections trends and implementing corrective strategies.
- Managing and overseeing Lemongrass Place for Aboriginal Offenders from regional and remote areas.
- Providing leadership in key Departmental and whole of government initiatives and special programs relating to criminal justice such as the Multi-Agency Partnerships, Offender Management Plan, the High Intensity Treatment Program, and the Family Safety Framework.
- Implementing evaluate and maintain special programs.
- Collaborating with Courts and Parole Board to develop mutually beneficial strategies to improve Community Corrections operations and assisting in the supervision and rehabilitation of offenders.

## Key Outcomes

- Developing and maintaining relevant strategic relationships with both internal and external stakeholders including community leaders and key contacts in the APY Lands.
- Representing the Department at both State and Commonwealth levels in executive meetings, forums, and steering committees.
- Providing leadership and direction to the Community Corrections Region including the effective management of staff, budget and expenditure that reflect continuous improvement and business excellence.
- Maintaining an ongoing commitment to the development/rehabilitation of offenders, with an emphasis on their reintegration into the community.
- Providing strategic advice to the Executive Director, Community Corrections and Specialist Prisons, Deputy Chief Executive, Executive and senior managers regarding legislative and policy reform.
- Representing the Executive Director, Community Corrections and Specialist Prisons on working parties and committees and actively participate and contribute to the work of Departmental committees.

## Key Capabilities

### Essential:

- Strategic thinking, and leadership skills to work collaboratively as a member of a high performing executive leadership team in a large, complex, service-orientated organisation.
- Extensive experience managing human, financial and physical resources to meet organisational and government objectives.
- High-level management and leadership skills including the ability to provide direction, mentoring and support to staff working in a sensitive area requiring high quality results.
- Proven exceptional interpersonal and communication skills, negotiation, and conflict resolution skills, including the ability to build effective working relationships, networks, and partnerships with internal and external individuals at all levels.
- High level understanding of contemporary community corrections issues, trends, and practices with experience in the development and achievement of strategic goals.
- Demonstrated experience at a senior management level in effective strategic planning, monitoring the performance of a large complex business unit & driving continuous improvement.
- Demonstrated ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes in an innovative and resourceful manner.
- Comprehensive knowledge of and ability to interpret and apply relevant legislation and regulations.
- Contemporary knowledge and understanding of the government frameworks for the management of finance, procurement, and contract management functions.
- Understanding of, and ability to manage according to the legislative requirements of the Work Health & Safety Act, Regulations, and associated Codes of Practice, utilising AS/NZS ISO 31000:2018 Risk Management.

## Qualifications

### Essential:

Appropriate tertiary or post graduate qualification in a Business Management, Human Services, Criminology, or other relevant discipline.

## Corporate Responsibilities

### A requirement to understand, observe, conform, and adhere to:

- Legislative requirements that apply to the role. This includes, but is not limited to, the Public Sector Act; Correctional Services Act, Work Health & Safety Act, Return to Work Act, Equal Opportunity Act, Independent Commissioner Against Corruption Act, the State Records Act, and various relevant industrial awards and enterprise agreements. The Public Sector Principles and Practices including the SA Public Sector Code of Ethics, the Professional Conduct Standards, the Commissioner's Determinations and Guidelines, Information Privacy Principles, Information Sharing Guidelines, DCS Human Resource policies and guidelines, DCS Core Values and the South Australian Protective Security Framework.
- DCS employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that an individual's privacy is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.
- Work health and safety, and injury management requirements as set out in relevant legislation, Public Sector and DCS policies and procedures, including complying with any reasonable instruction associated with these documents.





## SAES Selection Criteria: Core Competencies

### Shapes Strategic Thinking and Change

- Creates vision
- Inspires
- Thinks and acts strategically
- Leads and influences change
- Solves problems

### Achieves Results

- Achieves and delivers results
- Drives organisational effectiveness
- Exercises sound judgement
- Manages compliance with legislation
- Assumes accountability
- Evaluates
- Applies technical expertise

### Drives Business Excellence

- Influences organisational performance
- Predicts and plans for future organisational needs
- Leads and develops people
- Builds capability and expertise
- Promotes a customer service ethos
- Directs resources

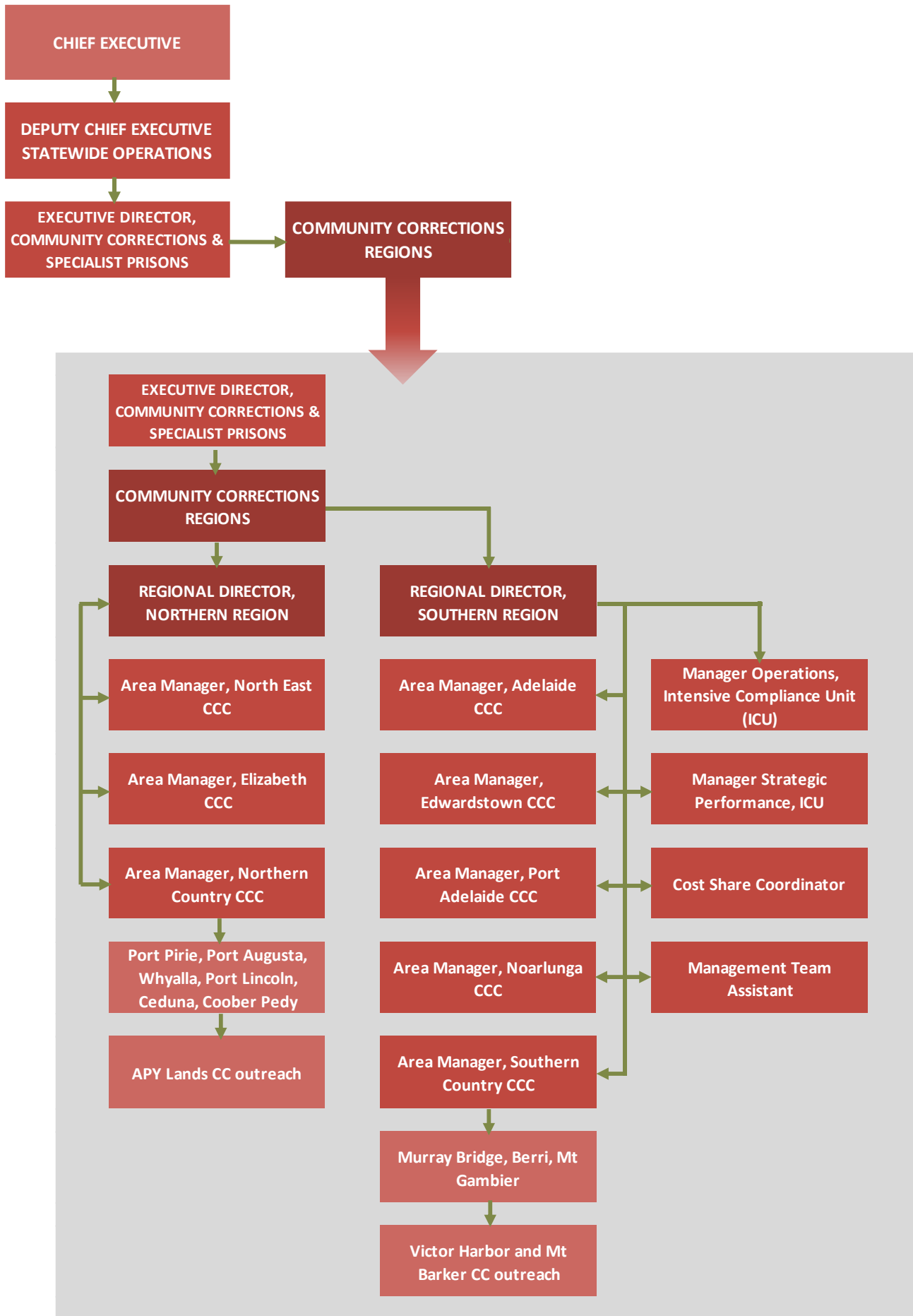
### Forges Relationships and Engages Others

- Develops and uses political savvy
- Negotiates and influences
- Manages conflict
- Promotes information sharing and the gathering of knowledge
- Establishes and maintains strategic networks
- Communicates clearly and adapts to audience

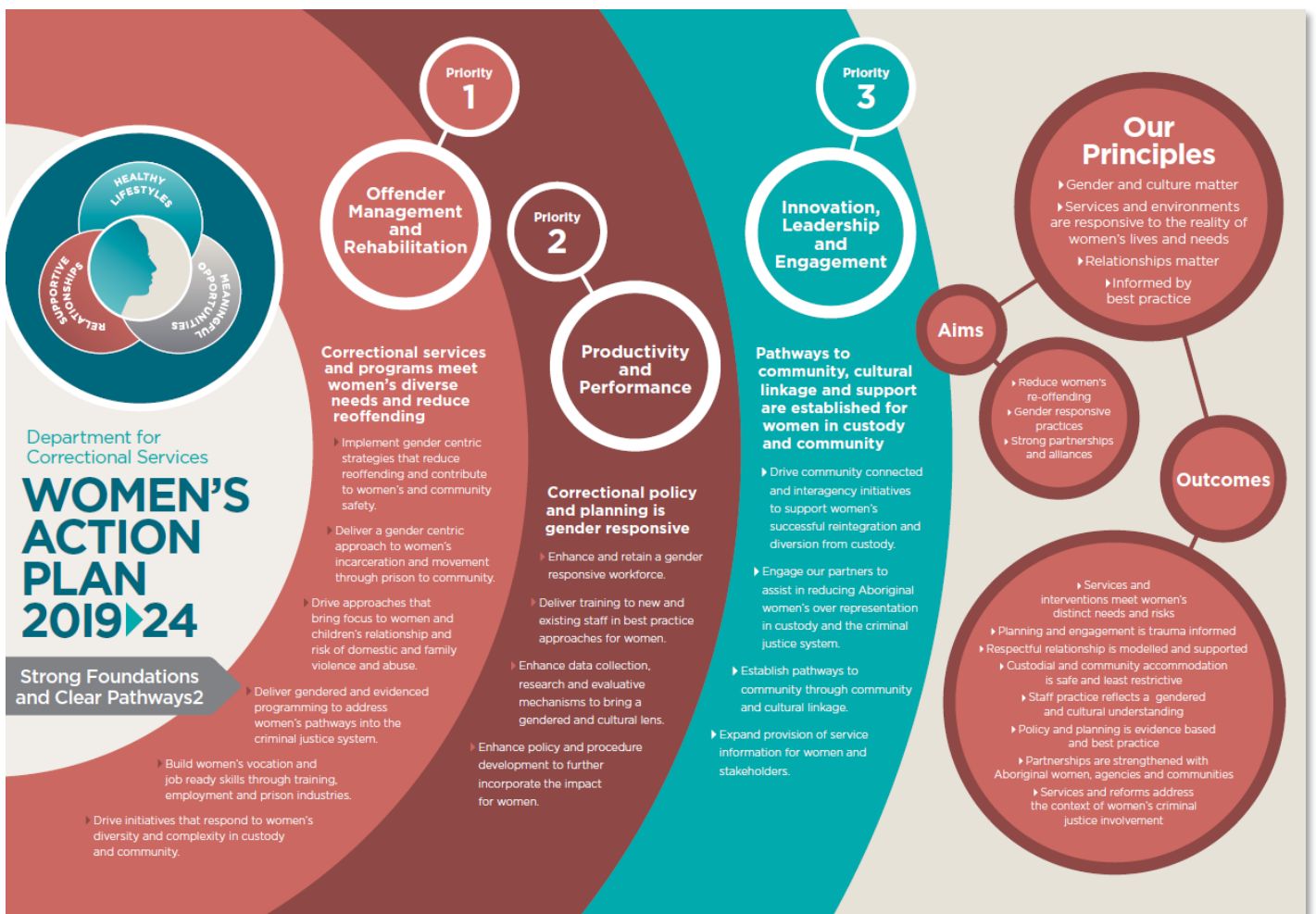
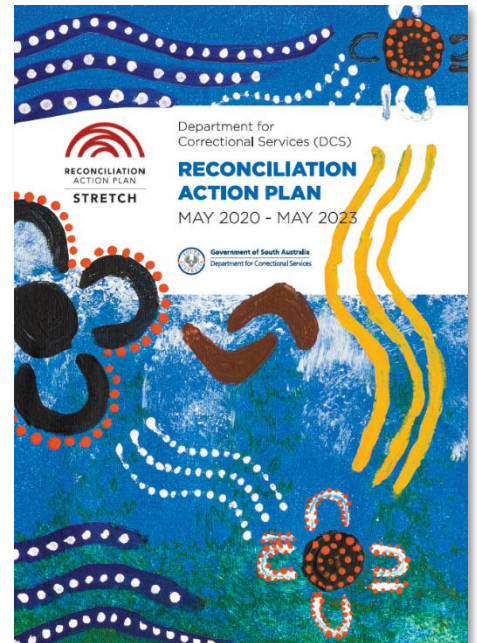
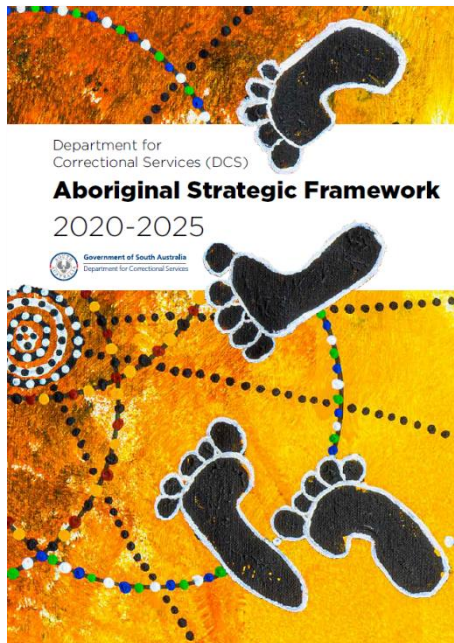
### Exemplifies Personal Drive and Professionalism

- Models the South Australian Executive Service values
- Engages with risk and shows personal courage
- Displays flexibility and resilience
- Demonstrates self-awareness and a commitment to personal development
- Promotes and integrates diversity into the workplace
- Values wellbeing for self and others

# Organisation Chart



# Strategic Documents





# STRATEGIC PLAN 2022 2026

Making a difference to reduce reoffending

We will equip our staff and partners to deliver innovative and evidence-based services to achieve our strategic priorities.



Our Priorities

## Reducing Reoffending

## Closing the Gap

## High Performing Teams

## Innovation and Contemporary Practice

## Safe at Work

Our Focus

We will invest in strategic initiatives that ensure that fewer people return to custody.

We will reduce the over-representation of Aboriginal people incarcerated in South Australia through cultural understanding and engagement.

We will actively contribute to improving outcomes for all people impacted by the criminal justice system.

We will think creatively and learn from best practice to ensure that DCS delivers world class correctional services.

We will continue to prioritise the safety of staff, our partners, people under DCS supervision.

How will we achieve our priorities?

- ▶ Reduce reoffending 20% by 2026.
- ▶ Develop a Smart Justice Strategy.
- ▶ Progress business case for a Rehabilitation Prison.
- ▶ Deliver Strong Foundations and Clear Pathways2 for women.
- ▶ Continue investment in services that reduce reoffending.
- ▶ Support people in prison to positively contribute to their families and communities.
- ▶ Implement best practice approaches that target domestic violence and offending against children.

- ▶ Reduce the rate of Aboriginal people incarcerated in line with the national Closing the Gap target.
- ▶ Continue to invest in innovative, culturally-responsive programs.
- ▶ Invest in community-based rehabilitation and reintegration services for Aboriginal South Australians.
- ▶ Deliver on DCS' Aboriginal Strategic Framework and action plans.
- ▶ Strengthen partnerships with Aboriginal Community-Controlled Organisations.
- ▶ Procure new services from Aboriginal-controlled services and enterprises.
- ▶ Increase DCS' cultural competence, Aboriginal employment rates and leadership.

- ▶ Highly visible and purposeful leadership.
- ▶ Staff actively contribute their expertise.
- ▶ Embed the Stronger Performance, Stronger Teams Prisons Performance Framework.
- ▶ Fulfill training and development requirements.
- ▶ Develop a Digital Strategy to drive business system improvements.
- ▶ Deliver high-quality leadership programs.
- ▶ Embed victim-informed practice across DCS.

- ▶ Implement ISAFE.
- ▶ Evaluate and improve DCS policies and programs.
- ▶ Continue collaboration with DCS' expert partners.
- ▶ Implement a new end-to-end case management model.
- ▶ Participate in the global community of practice for corrections.
- ▶ Further develop alternatives to remand.

- ▶ Develop a highly visible and purposeful Workplace Health and Safety strategy.
- ▶ Physical, psychological and cultural safety is everyone's responsibility.
- ▶ Develop an Aboriginal cultural safety framework.
- ▶ Invest in DCS' Workplace Equality and Respect Program.
- ▶ Implement new initiatives that support staff wellbeing and resilience.

How will we measure success?

- ▶ Fewer people return to custody.
- ▶ Increased access to rehabilitation and reintegration services.
- ▶ More people exit custody into stable work and housing.
- ▶ Our programs and return rates demonstrate value for the State.

- ▶ Fewer Aboriginal people are incarcerated in South Australia.
- ▶ Aboriginal voice to directly contribute to DCS program design and delivery.
- ▶ Exceed government target for procurement with Aboriginal controlled enterprises.
- ▶ Achieve a target of 8% Aboriginal participation in DCS' workforce.

- ▶ Mandatory training completion rates are exceptional.
- ▶ Improved service performance.
- ▶ DCS has a voice from all business and operational teams.
- ▶ Increased diversity across DCS.
- ▶ Prisons are achieving against the performance framework.

- ▶ ISAFE delivers information to the right people at the right time.
- ▶ DCS programs are evidence-based.
- ▶ Partners are engaged and provide input into new initiatives.
- ▶ More Smart Justice policy and design initiatives are developed.
- ▶ People under DCS supervision experience a seamless case management service.
- ▶ Fewer people are on remand in SA.

- ▶ Staff have the confidence to address safety issues, including inappropriate behaviours.
- ▶ All people who work for, or in partnership with, DCS feel safe and respected.
- ▶ Staff display professional behaviour.

We uphold the public sector values and are committed to making a difference for South Australians.



**Government  
of South Australia**

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Correctional Services

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