



Director, Reform

Position Description

Position Title	Director, Reform
Employment Type	Full Time
Salary	\$149,077 – 176,499
Team	Reform
Report To	Chief Executive Officer
Direct Reports	Program Manager, Implementation Program Manager, SEWB Policy Partnership Special Projects Manager
Location	Brisbane, Canberra or Melbourne

About Gayaa Dhuwi

Gayaa Dhuwi is the national peak body for Aboriginal and Torres Strait Islander social and emotional wellbeing, mental health, and suicide prevention. As a members based, community-controlled organisation, we are governed by Aboriginal and Torres Strait Islander experts and peak bodies.

Our vision is the highest attainable standard of social and emotional wellbeing, mental health, and suicide prevention outcomes for Aboriginal and Torres Strait Islander Peoples. Our role is to lead and advocate for systemic change that places the voices, strengths, and needs of Aboriginal and Torres Strait Islander Peoples at the centre of national policies and reforms.

We work in a fast-paced national policy and reform environment where priorities can shift quickly in response to government processes, parliamentary inquiries, sector developments, member priorities, emerging evidence, and national reform opportunities. As a result, our team needs to be made up of individuals who can understand complex policy and service systems, work respectfully within an Aboriginal and Torres Strait Islander leadership and organisations, and produce high-quality work across social and emotional wellbeing, mental health, and suicide prevention.

Gayaa Dhuwi's work is long-term with progress often requiring sustained advocacy, careful relationships, strong evidence and the ability to keep work moving over time. People who thrive at Gayaa Dhuwi are steady, thoughtful, organised, respectful, clear in their communication and able to maintain perspective while working on issues that matter deeply to our peoples and communities.



The Role

The Director, Reform leads Gayaa Dhuwi's national reform and implementation work across Aboriginal and Torres Strait Islander social and emotional wellbeing, mental health and suicide prevention. The role carries senior leadership responsibility for the implementation of major national reform priorities, including the Gayaa Dhuwi Declaration Framework and Implementation Plan 2025–2035, the National Aboriginal and Torres Strait Islander Suicide Prevention Strategy 2025–2035, and the National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing 2026–2036.

This is a strategic and operational leadership role as it requires the ability to translate broad reform directions into practical workplans, partnerships and deliverables. It builds the planning systems that give the organisation, the CEO, and external stakeholders genuine visibility over progress, risks and milestones across a ten-year implementation horizon.

The Director, Reform leads a team of three direct reports and is a member of the executive leadership team alongside the Director, Policy and the General Manager. The role works in close partnership with the Director, Policy to ensure reform implementation is connected to and guided by Gayaa Dhuwi's policy positions and informed by evidence.

This role will suit a senior leader who brings deep subject matter knowledge, strong planning discipline, clear communication, and a genuine commitment to building the capability of the people they lead. They will be comfortable operating in a complex, fast-moving national policy environment and will understand that long-term reform work requires persistence, careful relationships, and the ability to maintain momentum.

Key Responsibilities

- Lead the Reform stream, setting clear priorities, maintaining focus on agreed outcomes, and ensuring the team delivers work to a high standard.
- Build and maintain implementation planning systems, including workplans, progress tracking, and milestone and risk reporting that give the executive leadership team clear visibility over the reform program.
- Identify implementation risks and emerging priorities early, and provide timely, practical advice to the CEO.
- Represent Gayaa Dhuwi in reform and implementation forums with professionalism and cultural authority.



- Lead, supervise and develop the Reform stream team, providing clear expectations, regular guidance, constructive feedback and quality review of work.
- Actively build the policy and implementation capability of Reform stream staff, manage their outputs, but also identifying development needs, modelling high-quality practice, and supporting staff to grow into more complex work over time.
- Manage performance constructively and in accordance with organisational processes, addressing issues early and with clarity.
- Lead implementation of the Gayaa Dhuwi's key strategies, frameworks and implementation plans, as well as other related reform priorities.
- Translate agreed reform priorities into practical project plans, deliverables and reporting processes, and oversee delivery across the Reform stream to ensure work progresses within agreed timeframes.
- Provide strategic oversight of Gayaa Dhuwi's contribution to the Social and Emotional Wellbeing Policy Partnership.
- Work in active partnership with the Director, Policy to connect reform implementation with policy advice, ensuring both streams are mutually informed and organisationally coherent.
- Ensure reform work is informed by member priorities, councils and collaborative networks, lived experience, communities, and relevant evidence.
- Lead sector engagement and partnership activity connected to Gayaa Dhuwi's reform priorities.
- Work with the executive leadership team to connect reform priorities with communications, organisational planning and operational delivery.
- Produce and review high-quality written materials, including briefs, reports, meeting papers, correspondence, presentations and internal advice.
- Undertake other duties as required.

Performance and Behaviour Expectations

- Sets clear direction for the Reform stream and translates organisational priorities into practical, time-bound workplans with clear milestones and accountability.
- Builds and maintains implementation planning systems that give the executive leadership team reliable visibility over progress, risks and upcoming milestones across the reform program.



- Identifies risks and implementation barriers early, escalates with a solution focus, and ensures agreed deliverables are completed to a high standard.
- Provides clear expectations, regular guidance, constructive feedback and quality review for staff within the Reform stream.
- Actively develops staff capability by identifying development needs, models high quality practice, and supports staff to grow into more complex and independent work over time.
- Addresses performance issues early, directly and constructively, in accordance with organisational processes.
- Produces and reviews work that is accurate, well structured, evidence-informed, appropriate to the audience and suitable for organisational use.
- Maintains quality standards even when priorities shift or timelines are compressed.
- Works respectfully within an Aboriginal and Torres Strait Islander organisation and ensures reform work is informed by members, councils and collaborative networks, lived experience, and community priorities.
- Works constructively with executive leadership peers, with clear role boundaries and a shared understanding of organisational priorities.
- Communicates clearly, professionally and with purpose in meetings, written advice, stakeholder engagement and internal coordination.
- Handles sensitive matters with discretion, receives feedback constructively and contributes to a focused and respectful workplace.

Qualifications, Knowledge and Experience

- Relevant tertiary qualifications or equivalent professional experience.
- Significant experience leading reform, implementation, policy or strategic projects in a national peak body, Aboriginal and Torres Strait Islander community-controlled organisation, or a mental health or suicide prevention setting.
- Strong understanding of Aboriginal and Torres Strait Islander social and emotional wellbeing, mental health and suicide prevention, including the national policy, service system and reform context.
- Knowledge of national reform processes including the National Agreement on Closing the Gap, cultural safety, commissioning, workforce development, service systems or implementation.



- Demonstrated ability to work respectfully and effectively within an Aboriginal and Torres Strait Islander organisation, or with Aboriginal and Torres Strait Islander Peoples, organisations and communities.
- Experience leading staff, building team capability, managing competing priorities and overseeing delivery across a complex work program.
- Strong written and verbal communication skills, including the ability to produce and review high-quality advice, briefs, reports and meeting papers.
- Sound judgement, discretion, professionalism and attention to detail.

Selection Criteria

1. Demonstrated ability to work respectfully within an Aboriginal and Torres Strait Islander leadership organisations, including understanding the importance of culture, self-determination, community control, member informed priorities, and Aboriginal and Torres Strait Islander leadership.
2. Demonstrated understanding of Aboriginal and Torres Strait Islander social and emotional wellbeing, mental health and suicide prevention, including the policy, service system, and reform context relevant to this work.
3. Demonstrated experience leading reform, implementation or strategic projects, including the ability to translate priorities into practical workplans, deliverables, reporting processes, and implementation activity.
4. Demonstrated ability to understand complex systems, identify risks, and opportunities, exercise sound judgement and provide clear advice in sensitive policy, cultural and organisational contexts.
5. Demonstrated ability to lead staff, manage competing priorities, review work, maintain momentum across a complex work program, and communicate clearly through high-quality written and verbal advice.

Benefits

- Competitive salary package including superannuation, four weeks of annual leave with annual leave loading, salary sacrificing options, and a mobile phone allowance.
- Flexible working arrangements working from home two days per week on a Monday and Friday, and in the office three days per week on a Tuesday, Wednesday and Thursday.



Gayaa Dhuwi (Proud Spirit) Australia

Aboriginal and Torres Strait Islander Leadership in Social and Emotional Wellbeing, Mental Health and Suicide Prevention

- Professional development support and mentoring from the executive leadership team.

Eligibility

- Aboriginal and Torres Strait Islander people are encouraged to apply for this opportunity under section 51 of the Equal Opportunity Act 1984.
- Applicants must be an Australian citizen or have permanent residency status pending the granting of Australian citizenship. All successful applicants for the position will be asked to complete pre-engagement checks including national police check and a working with vulnerable people check.

Additional Notes

- Travel to other parts of Australia will be required from time to time.