

JOB DESCRIPTION

Role Title:	Head of Strategy		
Function:	CEO Office	Position Classification:	8
Reports To:	CEO	Last Updated:	May 2026

Role Purpose

The Head of Strategy supports Teach For Australia's senior leadership to identify, analyse and develop future strategic directions that advance the organisation's mission and long-term sustainability. The role leads horizon scanning, policy and landscape analysis, and the development of strategic options; translating complex information into clear, evidence-based recommendations for executive and Board consideration. Where opportunities are pursued, the role supports the development of implementation pathways, working across teams and with external partners to establish the conditions for successful delivery.

Qualifications and Experience

Essential

- Demonstrated experience leading strategic analysis and development of strategic options in complex policy, social sector or mission-driven organisations.
- Demonstrated experience producing high-quality strategic advice, options papers or investment proposals for senior decision-makers.
- Demonstrated experience engaging with government, policy or funding landscapes relevant to the social, education or public sectors.
- Demonstrated experience working closely with executive leaders to inform and shape strategic decision-making.
- Desirable
- Demonstrated experience in management consulting, a policy think tank, government or a purpose-led organisation.
- Demonstrated experience in the Australian education sector or with initial teacher education, schools or related policy.
- Demonstrated experience supporting the development of new programs, partnerships or funding arrangements from concept through to implementation planning.

Skills, Attributes and Knowledge

Essential

- Strong strategic thinking and analytical capability, with the ability to assess complex information across policy, financial and organisational dimensions.
- Sound understanding of Australian education or social sector policy contexts, or the ability to rapidly develop this.
- Strong written and verbal communication skills, with the ability to produce clear, well-structured papers and presentations for senior audiences.
- Strong stakeholder engagement and relationship skills across internal and external audiences.

Attributes

- Curious, adaptable and opportunity-focused, with a strong learning mindset.
- Comfortable navigating ambiguity and complexity while maintaining focus on strategic outcomes.
- Collaborative and influential leader who builds trust and brings others along with new ideas.
- Strong alignment with Teach For Australia's values and commitment to equity in education.

Primary Accountabilities

- Lead horizon scanning and landscape analysis to identify emerging opportunities, risks and trends relevant to TFA's mission and long-term sustainability.
- Develop evidence-based strategic options papers, proposals and recommendations for consideration by the CEO, COO and Board.
- Partner with executive and senior leaders to support strategic decision-making, including assessment of financial, operational and policy implications.
- Where opportunities are progressed, support the development of implementation pathways and transition to delivery teams.

Reconciliation and DEIB (Diversity, Equity, Inclusion, and Belonging) Accountabilities

- Demonstrate dedication to personal learning to further your understanding of R-DEIB, and understand how it pertains to your remit and your leadership.
- Model learning, growth, responsibility and accountability in your role as a leader in pursuing our R-DEIB commitments, seeking out diverse perspectives to inform your decision-making processes, where applicable.
- Empower your staff/team to engage with R-DEIB initiatives connected to the role and dept remit, and encourage staff to seek out learning and leadership opportunities in driving forward this work.
- Demonstrate openness, curiosity, and respect towards TFA's commitment to Reconciliation, Diversity, Belonging and Inclusion in a way that aligns to your personal learning journey in a professional setting. This may include, but is not limited to; joining internal committees, engaging in professional learning sessions, supporting members of your team in their learnings, leaning into work in this space outside the scope of your role, supporting your Functional area to drive strategic Reconciliation/DEIB initiatives etc.