

Senior Regulatory Advisor – Compliance (Team Leader)

Role data

Position no	TBC	Work Area Profile	Compliance
Work Level Classification	Level 7	Directorate/Business Unit	Health Regulation
Reports to (role)	National Manager – Compliance or Complex Compliance	Location	Multiple
No. direct reports	Up to 12	No. of indirect reports	Nil
Version date	Jan 2026	Tenure	

Work area profile

Ahpra's overall mission is to protect the public by regulating health practitioners efficiently and effectively in the public interest to facilitate access to safer healthcare for all the community. Website: www.ahpra.gov.au

In partnership with the National Boards, Ahpra's Compliance function, within Health Regulation, manages the compliance of health practitioners and students with restrictions (conditions or undertakings) placed on their registration, as well as those with suspended or cancelled registration. We do this by applying agreed risk thresholds across nationally consistent processes, to deliver a coordinated and consistent experience for practitioners and others. By investigating and responding to non-compliance in a timely and appropriate way, the Compliance function supports National Board to manage risk to public safety.

Role purpose

Reporting to the National Manager – Compliance or Complex Compliance the Senior Regulatory Advisor – Compliance (Team Leader) will lead and manage the Case Management Compliance team to deliver a nationally consistent, quality, timely and risk-based Compliance service.

With a focus on Ahpra's values to deliver high performance, the role is responsible for the operational management of Compliance teams managing compliance matters across the full range of risk and complexity.

The role is responsible for the performance of the relevant compliance team and is an active member of the Case Management stream leadership team which together leads the strategic oversight and management of this stream.

The role will perform consistent with the objectives and guiding principles of the National Law, Regulatory Principles for the National Scheme, and any relevant policies, standards, codes or guidelines at all times.

The role will apply the following key accountabilities to meet the purpose.

Key Accountabilities

- Provide expert regulatory advice about the planning and management of compliance matters so that they are consistent with agreed risk thresholds, current legislation, relevant principles, established policy and procedures and the delegated authority of the Board.
- Provide advice on complex regulatory issues identified as a serious risk to the public
- Develop strategies to efficiently and effectively manage compliance matters, identify opportunities to continually improve performance and achieve suitable outcomes

- Analyse information and provide advice and direction to case managers and case management teams who monitor compliance of practitioners
- Regularly conduct file reviews of all compliance tasks assigned to team members in order to coordinate the overall case management, ensuring quality and a high standard of regulation is maintained and to identify any high-risk matters
- Review policies, procedures and guidelines to improve the performance of the compliance function.
- Contribute to the management of complaints, recommending and implementing strategies to manage risks arising
- Administer delegated provisions of the National Law and ensure delegations are adhered to by members of the relevant team
- Manage the performance of the relevant Compliance team against agreed measures to deliver a nationally consistent, quality, timely and risk-based Compliance service.
- Deliver consistent, authoritative and accurate advice and recommendations to local Boards and national Committees of National Boards, attending meetings as required.
- Initiate and manage cross-function case management of individual matters as required to deliver a coordinated and consistent experience for practitioners and third parties.
- Lead and manage change, including implementation, when required at the team level.
- Other duties as directed by the National Manager – Compliance or Complex Compliance
- Health Safety and Wellbeing: Ensuring the workplace provides a safe working environment with the required level of care and respect for its participants. This means to:
 - Take reasonable care for own and others' health, safety and wellbeing;
 - Adhere to AHPRA's workplace health, safety and wellbeing policies and procedures.
- People Management: Achieving organisational goals by effectively managing the team's and team members' workplace performance. This means to:
 - enhance and encourage direct reports' potential through development and coaching activities
 - take actions to close identified performance gaps in a timely and effective manner
 - comply with AHPRA performance objectives setting, review and development processes, and
 - motivate direct reports' behaviour by providing clear direction and recognition of achievements as well as personally modeling AHPRA standards of behaviour.

Capabilities for the role

The Ahpra [Capability Framework](#) applies to all Ahpra employees. Below is the complete list of capabilities and proficiency level required for this position.

Values	Capabilities	Proficiency Level
Service	Commits to customer service	Advanced
	Displays leadership	Intermediate
	Generates and delivers the strategic vision	Advanced
	Demonstrates an awareness of the National Registration and Accreditation Scheme (the National Scheme) and the National Law	Advanced
Collaboration	Builds constructive working relationships	Advanced

Values	Capabilities	Proficiency Level
	Communicates effectively	Advanced
Achievement	Demonstrates accountability in delivering results	Advanced
	Uses information and technology systems	Intermediate
	Displays personal drive and integrity	Advanced

Qualifications/experience

Qualifications/Experience	Required
Qualifications	Degree in Business or equivalent and/or relevant experience. Advanced Diploma in Leadership and Management or equivalent and/or relevant leadership experience. Diploma of Government (Investigations) or equivalent and/or relevant experience.
Experience	Demonstrated experience in managing a large team and the ability to develop a high performing, results driven culture. Demonstrated ability to interpret and apply legislative, policy and procedural requirements as they relate to a regulatory environment. Demonstrated ability in the assessment and investigation of compliance with professional standards in a sensitive and complex environment. Demonstrated ability to operate independently in a risk based regulatory environment observing the need for confidentiality and privacy. Demonstrated ability to independently prepare written reports, recommendations, correspondence and agenda items. Excellent interpersonal/communication skills, ability to work collaboratively in teams and manage relationships with a wide range of stakeholders. Excellent organisational skills including excellent time management skills plus the ability to prioritise workload in response to time critical targets. Excellent problem solving and analytical skills in interpretation of information. Excellent leadership, coaching and management skills. Excellent communication skills, ability to liaise, negotiate, consult, resolve conflict and manage change.

Key relationships

Internal Relationships	External Relationships
National Director – Compliance	Health practitioners and students (registrants)
National Managers and their teams for Compliance and other Regulatory Operations functions	Registrant's legal representatives
Senior Regulatory Advisors for Compliance and other Regulatory Operations functions	Registrant's treating practitioners
Board Services team members	Registrant's employers and supervisors
Local and national Boards and committees	Board approved educators, mentors, auditors
	General Public