



## About Us

The Anglican Schools Corporation (ASC) is a network of schools, established in 1947 by the Synod of the Anglican Church Diocese of Sydney. Operating across Greater Sydney, the South Coast and the Central West of NSW, ASC provides high-quality, affordable Christian education within a biblical worldview. The Corporation supports schools to deliver excellence in teaching and learning, maintain safe and efficient operations, and grow sustainably in service of local communities.



### Our Vision:

Serving Christ by equipping students for His world.



### Our Mission:

To provide affordable, high-quality Christian education.



### Our Objectives:

- To provide high quality education within a Christian worldview that is shaped by the Bible.
- To communicate in word and deed the gospel of Jesus Christ to students, staff, parents and the wider community.
- To provide education that is financially accessible to local communities.
- To operate the Corporation efficiently and safely.
- To grow the Corporation.



### Our Values:



#### Act justly

Serving with integrity, diligence and a commitment to excellence.



#### Love mercy

Showing kindness, respect and genuine care for others.



#### Walk humbly with God

Modelling humility, trustworthiness, teachability and servant leadership.



# Role Description

<b>Role Title:</b>	Organisational Development Specialist
<b>Written by and date:</b>	Director People, Culture & Communications April 2026
<b>Employee Name:</b>	Vacant (TBC)
<b>Department:</b>	People, Culture & Communications
<b>Location:</b>	Group Office, Hurstville NSW 2220
<b>Responsible to:</b>	Director People, Culture & Communications
<b>Role context:</b>	The Organisational Development Specialist operates within the Group Office of the Anglican Schools Corporation, supporting a large and diverse workforce across multiple school sites. The role adds value by applying evidence-based strategies to align culture, capability, and operational processes with strategic goals – enabling long-term, systemic improvements that directly impact teaching quality, employee engagement, and student outcomes.
<b>Key working relationships:</b>	<ul style="list-style-type: none"> <li>• Group Office Executive and Managers</li> <li>• School Principals and Executive</li> <li>• School-based HR functions</li> <li>• Group Office Education and Mission and Risk &amp; Compliance</li> </ul>
<b>Role Purpose:</b>	The Organisational Development Specialist works collaboratively across the Anglican School Corporation (ASC) to support the design and delivery of strategies that build people capabilities for future needs. This role ensures that capability development and employee experience – supported by policies, frameworks and programs – aligns with ASC’s strategic goals and values, enabling our network of schools to deliver affordable, high-quality Christian education.

<b>Key Responsibilities:</b>	<p><b>Strategic workforce planning</b></p> <ul style="list-style-type: none"> <li>• Co-design and implement workforce planning frameworks, strategies and methodologies to enable leaders to achieve optimal staffing levels.</li> <li>• Partner with school leaders and school-based HR functions to identify workforce trends, gaps and opportunities, ensuring alignment with organisational goals and Christian ethos.</li> <li>• Analyse workforce data, forecast organisational needs, and pinpoint gaps to develop cohesive, targeted solutions that support ASC’s ongoing growth and mission.</li> <li>• Facilitate informed decision-making regarding current and future workforce requirements, ultimately supporting the sustainability and effectiveness of the Corporation’s people strategy.</li> </ul> <p><b>Strategic partnership and programs</b></p> <ul style="list-style-type: none"> <li>• Develop, implement and review organisational development frameworks and policies that specifically drive effective people management and capability</li> </ul>
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	<p>building across the Corporation, ensuring alignment with strategic priorities and a holistic approach to staff development.</p> <ul style="list-style-type: none"> <li>• Develop and implement initiatives to strengthen organisational capabilities, including talent acquisition and onboarding, remuneration and benefits, performance management, succession planning, capacity building and talent development, and diversity and inclusion.</li> <li>• Contribute to the development and embedding of a positive organisational culture that reflects the Christian values of the Corporation.</li> </ul> <p><b>Project management</b></p> <ul style="list-style-type: none"> <li>• Deliver projects and initiatives that enhance leadership, culture, change management, and staff engagement and wellbeing within a multi-school environment.</li> </ul> <p><b>Data insights and evidence-based practice</b></p> <ul style="list-style-type: none"> <li>• Maintain current knowledge of best practice and research in organisational development, incorporating relevant frameworks, compliance requirements, and industry standards.</li> <li>• Monitor, evaluate and report on the effectiveness of organisational development interventions, providing insights and recommendations for continuous improvement.</li> </ul>
<p><b>Challenges and Opportunities</b></p>	<ul style="list-style-type: none"> <li>• Balancing consistent organisational development with respect for school autonomy.</li> <li>• Achieving alignment through influence, collaboration and relationship building.</li> <li>• Facilitating best practice adoption while allowing schools to address their unique contexts and needs.</li> <li>• Building strong relationships with school leadership, developing trust and communicating a shared vision.</li> </ul>
<p><b>Requirements and Qualifications:</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Tertiary qualifications in organisational development, psychology, human resources, or a related field.</li> <li>• Current and valid NSW Working with Children Check (WWCC) (Employee).</li> <li>• Extensive experience in organisational development, people and culture, or related roles.</li> <li>• Strong knowledge of organisational development frameworks, change management principles, and policy development.</li> <li>• Excellent communication, facilitation and interpersonal skills, with the ability to engage diverse stakeholders.</li> <li>• Ability to manage multiple projects and priorities in a dynamic, multi-site environment.</li> <li>• Genuine commitment to the Christian ethos, values and mission of the Anglican Schools Corporation.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience within the education sector or a highly regulated environment.</li> </ul>



- Regulatory and Compliance Knowledge – understanding of educational policies, employment law, and safety standards.

### Acknowledgement of Role requirements

**Role holder:**  
(Name and signature)

**Date:**

**Manager:**  
(Name and signature)

**Date:**