

POSITION TITLE	Head, National Regulators Community of Practice
POSITION TERM	Continuing
FUNCTION / DEPARTMENT	Growth & Impact
No. DIRECT REPORTS	3
LOCATION	Melbourne, Sydney or Canberra
APPROVED BY	Executive Director, Advisory
APPROVAL DATE	November 2025

ABOUT ANZSOG

The Australia and New Zealand School of Government (ANZSOG) was established by governments and a group of universities to serve governments and public services in Australia and Aotearoa New Zealand. Its members are the national governments of Australia and Aotearoa New Zealand, all Australian States and Territories, and leading Australian and Aotearoa New Zealand universities.

The school delivers learning and development and thought leadership to build capability and support effective, trusted public governance and public policy. It brings together academic and practitioner experts from across our member governments and around the world to cater to current learning priorities and anticipate and address future government and public sector challenges.

ABOUT THE NATIONAL REGULATORS COMMUNITY OF PRACTICE (NRCoP)

The NRCoP is an active network of regulators from all levels of government in Australia, and from every regulatory sector, professional background, role and level of seniority, who are keen to learn from and with one other.

Its mission is to support participants and agencies to become more professional and capable regulators and to promote the public value and importance of effective regulation as a key function of government.

The NRCoP connects a community of more than 7000 regulatory practitioners to a range of learning experiences, resources, a biennial national conference and active chapters in every jurisdiction in Australia. In partnership with ANU, the NRCoP runs [The Professional Regulator](#) program, which now has an alumni of more than 2000 regulators.

The NRCoP is facilitated by ANZSOG and overseen by a volunteer National Steering Committee, led by a Chair. Its corporate membership model underpins its financial sustainability, with investment by more than 100 government departments and regulatory agencies across Australia.

ABOUT THE POSITION

Working closely with a National Steering Committee and its Chair, the NRCoP team is situated within ANZSOG to deliver innovative programming that empowers thousands of regulators across all levels of government. The Head, NRCoP is a key leadership role with senior executive equivalence, driving the strategic direction, dynamism and continual evolution of Australia's regulatory community. By fostering collaboration and championing innovation and excellence, the Head, NRCoP ensures the NRCoP remains the leading hub for regulatory knowledge and professional growth in Australia and beyond.

The Head, NRCoP leads a high-performing team of three and with overarching responsibility for:

- Cultivating influential, strategic relationships with key stakeholders across NRCoP governance, member agencies, practitioners and presenters, ensuring the network's reach and reputation are continually enhanced.
- Designing and delivering an engaging program of online webinars, flagship events and peer dialogues that advance the national agenda for regulatory excellence.
- Strengthening the effectiveness and governance of NRCoP's national and chapter committees, ensuring robust leadership and sustainable growth.
- Championing a dynamic and influential digital presence that positions the NRCoP as the premier source of regulatory knowledge and engagement.
- Guiding and facilitating the strategic partnership with ANU to deliver The Professional Regulator program, shaping the next generation of regulatory leaders.
- Forging deep collaboration with ANZSOG and the wider academic community, amplifying the NRCoP's influence and integrating regulatory best practice across Australasia.

ACCOUNTABILITIES

ANZSOG roles at this level share the following accountabilities:

- **Strategic alignment of work** – lead the strategic prioritisation of work and resources to deliver on ANZSOG's ambitions and plans.
- **Continuous improvement** – encourage continuous learning, adaptation and professional growth within teams to enhance overall performance and support the achievement of ANZSOG's priorities.
- **People leadership** – role-model ANZSOG's values and cultivate a positive, high-performance culture that encourages open communication, collaborative teamwork (within and across teams), and innovative problem-solving.
- **Financial management** – effectively manage and be accountable for budget performance by monitoring revenue and costs, adjusting forecasts as needed, and ensuring financial decisions align with ANZSOG's strategic and financial goals.
- **Ethics, safety and compliance** – uphold high ethical standards, ensuring transparency, integrity and compliance with legal and regulatory requirements, and contribute to a safety culture and safe work environment.

KEY RESPONSIBILITIES

Drive the NRCoP strategy and work program

- Aligning NRCoP's workplans with its overarching strategy, ensuring delivery within budget and to the highest standards.
- Forge strong, influential connections with regulatory practitioners and agencies nationwide, building highly engaged in-person and online communities.
- Proactively gather intelligence on emerging regulatory issues and needs, building an extensive network of scholars and leaders to deliver impactful learning experiences.
- Oversee the design and delivery of high-quality learning events and a compelling member value proposition, in partnership with jurisdictional chapters and regulatory experts, to elevate the brand and reputation of both the NRCoP and ANZSOG.

- Strengthen the governance and operational excellence of jurisdictional chapters, ensuring a dynamic, sustainable system that empowers practitioner leadership.
- Champion the continuous review and enhancement of NRCoP's suite of policy and practitioner resources to maintain sector leadership.

Lead the NRCoP team, sustaining a culture of high performance and exceptional customer service

- Inspire and develop a high-performing, collaborative team culture, exemplifying care, professionalism, and innovation.
- Mentor and support staff within the ANZSOG-NRCoP partnership, promoting their professional growth, wellbeing, and optimal use of resources.
- Oversee the development and management of plans, budgets, and reports that underpin the partnership's success and accountability.

Provide strategic direction and leadership to the partnership between ANZSOG and the NRCoP

- Facilitate strategic alignment between ANZSOG and the NRCoP, enhancing the quality and reputation of the partnership through exceptional stakeholder engagement and governance.
- Play a visible, constructive leadership role across ANZSOG, working closely with the Dean & CEO and Executive team to expand and deepen the partnership, and to coordinate with key organisational activities such as marketing, alumni engagement, thought leadership and knowledge exchange.

Advance ANZSOG's cultural and strategic objectives

- Model and embed ANZSOG's core values — excellence, collaboration, integrity, and respect — across all activities and relationships.
- Actively connect with other areas of ANZSOG to maximise the benefits of practitioner engagement, promoting programmes, audience growth, and brand recognition.
- Collaborate with ANZSOG and NRCoP committees and members to grow the NRCoP as the leading regulatory knowledge hub, strengthening links with ANZSOG's broader education, research, and advisory initiatives.

Ethics and Compliance

- Uphold high ethical standards, ensuring transparency, integrity and compliance with legal and regulatory requirements in all systems, practices and behaviours.

MANAGEMENT

The Head, NRCoP leads a team comprising 3 direct reports.

Location / Travel

If the Head, NRCoP is based outside of Melbourne, it is expected that he/she will be able and prepared to travel to Melbourne regularly and travel to other states and Aotearoa New Zealand as required.

QUALIFICATIONS/EXPERIENCE

- Appropriate tertiary qualifications plus at least 5 years in a role as a senior regulatory practitioner.

SKILLS & COMPETENCIES

- **Strategic regulatory foresight:** Possesses an exceptional and forward-looking understanding of the critical issues shaping the future of Australian regulatory practice, ensuring the NRCoP remains at the forefront of sector leadership.
- **Transformational leadership:** Demonstrates outstanding capability in cultivating a high-

performance culture, characterised by excellence in customer service and team effectiveness.

- **Innovative partnership development:** Expertly translates complex jurisdictional and Australasian challenges into impactful operational partnerships and transformative learning opportunities for public servants at all levels, across diverse formats and audiences.
- **Influential stakeholder engagement and representation:** Brings sophisticated stakeholder management skills and external representation, with and a proven record of success in steering membership-based and volunteer-driven organisations to deepen influence and standing.
- **Established commercial acumen:** Applies the highest standards of integrity to financial management, risk oversight, governance, people leadership and systems, ensuring robust and ethical organisational performance.
- **Exceptional communication and collaboration:** Excels in both interpersonal and written communication, fostering a culture of respect, collaboration and trust across with colleagues and partners.

ANZSOG VALUES

ANZSOG is a values-based organisation. This means that we understand that the ways in which we work make a big difference in what we achieve. Our values are Excellence, Collaboration, Integrity and Respect, which guide our behaviours and attitudes as members of the ANZSOG community.

As a binational learning organisation committed to authentically serving and partnering with governments and First Nations and Māori communities, our staff engage in ongoing learning in order to model the impact we seek to achieve through our work.