

8 May 2026

Candidate briefing

BENDIGO KANGAN INSTITUTE (BKI)

Chief Quality and Learning Officer



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WE KNOW WHERE

ROLE

Title	Chief Quality and Learning Officer
Reports to	Chief Executive Officer
Location	A BKI campus office, as agreed
Direct reports	4 (~50 staff, to be confirmed)
Remuneration	PESES-2 Total Remuneration Package (TAFE executive range applies)

THE ORGANISATION

Bendigo Kangan Institute (BKI) is a Victorian Government entity and integrated skills provider comprising **Bendigo TAFE, Kangan Institute, VETASSESS and eWorks**. Operating at significant scale, BKI delivers vocational education, assessment and digital capability that supports workforce participation, productivity and economic growth across Victoria, nationally and internationally.

With nine campuses from Docklands to Echuca and a growing portfolio of onshore, offshore and digital delivery, BKI is positioned at the intersection of public value, industry demand and regulatory accountability. BKI encompasses:

- Kangan Institute - provider of vocational education and training (VET) for metropolitan Melbourne
- Bendigo TAFE - provider of vocational education and training (VET) for regional Victoria.
- VETASSESS – Australia’s leading authority in qualifications and skills assessment, particularly for skilled migration.
- eWorks – provider of holistic online solutions and e-learning systems for organisations and education providers.

The Institute is focused on maturing its commercial discipline, product performance and organisational self-assurance.

For more information, see <https://bendigokangan.edu.au/>

BACKGROUND

Vocational education and training is undergoing profound change - driven by workforce disruption, regulatory reform, industry transformation and rising expectations from learners, employers and communities.

Bendigo Kangan Institute (BKI) is responding boldly. Towards BKI’s strategic aspirations, the organisation has refocussed its structure and created a new executive - **Chief Quality and Learning Officer (CQLO)** - to lead educational quality, academic governance and learning excellence at scale, and to play a highly visible role in shaping the future of Victoria’s skills system.

This is a rare opportunity for a senior VET leader to step into a pivotal, enterprise-wide role with strong Board and CEO visibility, genuine authority, and licence to drive internal transformation and external influence.

The **Chief Quality and Learning Officer (CQLO)** will lead enterprise-wide reform of educational quality, teaching and learning performance, product strategy and regulatory assurance across one of Australia's largest and most complex public training providers.

Reporting to the Chief Executive Officer and operating as a senior member of the Executive Leadership Team, the CQLO holds a mandate to modernise quality systems, strengthen risk-based self-assurance and ensure the Institute's course portfolio delivers clear workforce impact, industry relevance and sustainable returns.

This role will appeal to a reform-oriented executive who thrives in high-accountability environments, can balance integrity with pragmatism, and is motivated by shaping large-scale systems rather than incremental improvement.

ROLE OVERVIEW – A NEW OPPORTUNITY

This is an opportunity to shape the future quality, credibility and performance of vocational education in Victoria at scale. The CQLO will be central to positioning Bendigo Kangan Institute as a trusted, high-performing public provider with strong regulatory standing, a disciplined product portfolio and consistently high-quality learning outcomes.

For the right executive, this role offers purpose, influence and the mandate to drive meaningful system-level reform.

The CQLO provides enterprise leadership across:

- Educational quality, academic governance and self-assurance maturity
- Teaching and learning performance, pedagogy and assessment integrity
- Product strategy, portfolio optimisation and lifecycle management
- Educator capability, credential assurance and workforce readiness
- Regulatory compliance, audit readiness and external assurance
- Sector leadership, partnerships and policy engagement

The role advises the CEO and Board on quality risk, regulatory exposure, workforce capability and portfolio decisions, and leads a portfolio of approximately 50 staff through ~4 direct reports.

This position combines strategic influence with operational grip, requiring the ability to translate regulation and policy intent into efficient, scalable systems that support organisational performance.

THE ADVERTISEMENT

CHIEF LEARNING AND QUALITY OFFICER

- **Aspirational executive role: shape the sector**
- **Lead internal and external transformational change**
- **Large Victorian TAFE with a growing national reach**

About the organisation

Vocational education is transforming fast, and Bendigo Kangan Institute (BKI) is leaning into that change. One of Victoria's largest TAFEs and a Victorian Government entity, BKI operates nine campuses from Docklands to Echuca and brings together Bendigo TAFE, Kangan Institute, VETASSESS and eWorks. With 150 years behind it and a clear new direction ahead, BKI is boldly redesigning how it works so it can lift quality, respond to industry and learner needs, and play a stronger leadership role across the VET sector in Victoria and beyond.

About the role

The Chief Quality and Learning Officer (CQLO) is a newly created executive role reporting to the CEO, established to fundamentally reshape how quality and learning are led across the organisation. The CQLO brings together key functions that influence educational standards and learner outcomes including academic quality, curriculum and product development, educator capability, vocational and migration policy, higher education pathways and continuous improvement. Sitting outside delivery operations, the role has clear authority to safeguard standards, strengthen regulatory compliance, lift educator capability and steward products from design to delivery. With strong Board visibility, the CQLO plays a central role in guiding strategic decisions and positioning BKI as a quality leader in a changing sector.

About you

A transformational leader, you are a senior vocational education executive who sees reform as an opportunity to do things better. With solid experience leading complex teams in TAFE or dual sector environments, you bring deep understanding of RTO regulation, training packages and vocational policy, along with the credibility to engage confidently with regulators, government, industry and Boards. You enjoy building new ways of working, cutting through complexity and making tough calls where quality and standards are on the line. Your personal brand matches BKI's signature behaviours: 'own it, team up and push the envelope'. Most of all, you are excited by the chance to lead real change, create impact through vocational education, and help shape the future of learning at BKI and across the sector.



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ORGANISATIONAL STRUCTURE

Please see the included organisational chart for the structure post appointment of the new CQLO. This is subject to change as change processes and will be influenced through the input of the new appointee.

KEY ACCOUNTABILITIES

Quality, Governance and Assurance

- Lead a contemporary, risk-based Educational Quality and Self-Assurance Framework.
- Ensure ongoing compliance with the Standards for RTOs (2015 and revised 2025 Standards) and Credential Policy.
- Oversee academic governance structures, ensuring decision-making is timely, evidence-based and commercially informed.
- Provide clear, decision-focused reporting to the CEO, Board and relevant Committees.

Teaching and Learning Performance

- Set strategic direction for teaching quality, assessment integrity and learning consistency at scale.
- Embed performance measures that lift student outcomes, completion rates and learner experience.
- Drive adoption of contemporary delivery models aligned to workforce and learner demand.

Product Strategy and Portfolio Optimisation

- Lead end-to-end course lifecycle management, from market sensing and co-design through approval, delivery, review and rationalisation.
- Ensure the portfolio is industry-aligned, compliant and financially sustainable.
- Partner with industry, universities and government to deliver fit-for-purpose, future-focused training solutions.

Educator Capability and Workforce Assurance

- Deliver a forward-looking Educator Capability and Professional Development Strategy aligned to scale and productivity.
- Ensure compliance with trainer and assessor credentialing, VET currency and supervision requirements.
- Strengthen data, systems and accountability for workforce capability assurance.

Sector, Government and Regulator Engagement

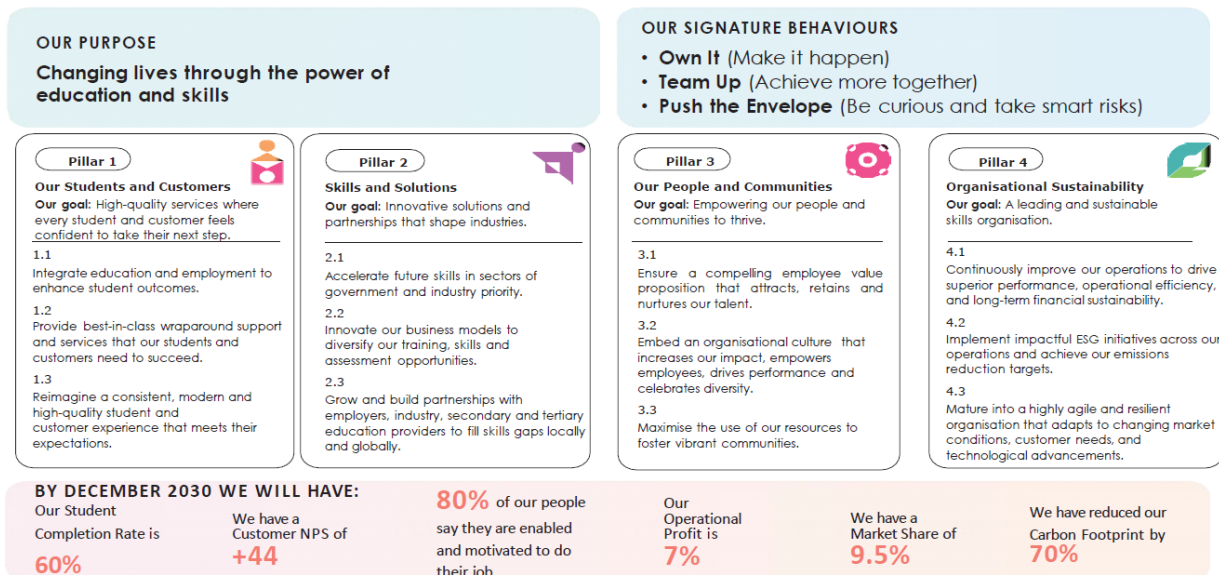
- Act as BKI's senior authority on quality and regulation with ASQA, government and sector bodies.
- Anticipate regulatory and policy shifts and position the Institute for smooth, low-risk transition.
- Contribute to broader sector reform discussions and initiatives.

Executive Leadership and Change

- Contribute to enterprise strategy, transformation and reform priorities.
- Lead with clarity through complexity, fostering accountability and disciplined execution.
- Model inclusive, values-led leadership and a strong commitment to health, safety and wellbeing.

FUTURE STRATEGY

For the *Growth for Impact* Strategy to 2030, please see <https://bendigokangan.edu.au/growth-for-impact/>. A snapshot of the four key pillars and impacts are below.



REMUNERATION

The Total Remuneration Package (TRP) for this position is equivalent to the Prescribed Entity SES-2 Band (PSESE-2), **including** statutory superannuation, now 12%. Ministerial directions and TAFE executive work value determinations **cap the salary range**, which is \$298,489 to early \$300,000s.

A competitive salary will be agreed, within the band as per the TAFE determination range. Proof of salary may be required.

Guidance based on [VPSC protocols](#) and [VIRT executive](#) remuneration decisions also apply.

Salary packaging options are available post-employment, within the full value of the TRP.

HOW TO APPLY

BKI is partnering with SHK Asia Pacific on this search. **Applications are to be submitted online** by visiting <https://www.shk.com.au/jobs> (preferred), scroll down to this opportunity.

- You are **not** required to separately address the Key Selection Criteria. Your **CV (résumé) must demonstrate achievements** commensurate with the position description.
- **Submit your CV** (no more than five pages) and a **concise cover letter** (one page or an email), broadly addressing your proposition for the role
- See the advertisement for the **close date**.

If you are **unable** to apply online, please email your application to applymel@shk.com.au quoting **#3591652 and the role title** in the subject line. Please check on email receipt if no reply in five working days, due to email security filters.

Candidates may be contacted by **email or phone, including voicemail message**. Direct and third-party applications will be forwarded to SHK. There is a concurrent search.

Please note, selection processes **may take some time**, and may include multiple panel interviews and meetings. You may be invited for a further conversation or invited to an interview with the Consultant. Our client will be consulted throughout the process and will be making decisions on progression stages. If you are shortlisted and invited to meet with Panel, you will be provided with advice on the Panel format.

Referees will be formally requested at the appropriate stage, after Panel. Probity documentation and proof of qualifications as required by BKI and the Victorian Public Sector may be requested prior to a candidate being recommended for appointment. All probity requirements must be met.

Applicants should **keep a copy** of the Candidate brief and position description as it cannot be accessed once the job has closed.

For more information **after reviewing this document** and ideally after submitting your CV, please contact Penny Wilson, Senior Partner, SHK on + 61 434 589 284, penny.wilson@shk.com.au

Full details of SHK's **privacy policy** may be found online at <https://www.shk.com.au/privacy-policy>.

BKI ORGANISATIONAL CHART 2026



Chief Executive Officer

Senior Strategic Advisor

Manager Stakeholder and Government Relations

Chief Quality and Learning Officer

Policy Function

Higher Education Pathways & Partnership Function

Academic Quality Function

Product Development & Enhancement Function (including eWorks)

Team Leader, Teacher Capability

Chief Education Delivery Officer

Education Director, Education Delivery

Education Director, Education Delivery

Head of Campus Establishment

Campus Director, Metro

Campus Director, Regional

Chief People and Communities Officer

People and Culture

Enterprise Change Lead

Indigenous Engagement

Community & Stakeholder Engagement

Head of Health, Safety and Wellbeing

Manager Communication

Board Secretariat

Chief Customer Experience and Technology Officer

Chief Artificial Intelligence Officer

Registrar

Head of Student Support and Services

Head of Education Design and Operations

Head of Customer & Process Improvement

Chief Information Officer

Head of ICT (VETASSESS)

Executive Director VETASSESS

Head of Vocational Education and Training

Head of Professional Skills Recognition (PSR)

International Business Function

Chief Commercial & Financial Officer

Head of Finance

Head of Governance, Risk and Compliance

Head of Performance and Planning

Head of Campus Operations, Procurement and Assets

Executive Director Campus Program Delivery

Program Director Major Capital

Program Management Lead – Campus Transformation

Enterprise Program Management Function

Executive Director, Marketing and Business Development

Head of Brand and Marketing

Head of Industry Solutions

Head of International Business Development