

# Role Description

# Deputy Director-General

## Inclusion and Diversity

We all have a role in making our workplace one that embraces and values diverse backgrounds, perspectives and life experiences, creating a workplace where [we all belong](#).

Reasonable adjustments may be discussed with your manager, approved and documented to support and promote human rights and diversity across the workforce.



Job Evaluation No.	<b>25260</b>	Content Manager No.	<b>25/780506</b>
Work Unit	<b>Digital Innovation Division</b>		
Location	<b>Brisbane</b>		
Classification	<b>SES4H Public Sector Act 2022</b>		
Job Type	<b>Contract Full-time for up to 5 years</b>		
Remuneration value	<b>\$353,824 - \$386,465 per annum</b> Salary is reflective of full-time employment (1.0FTE) <i>(Includes employer superannuation contributions, 17.5% leave loading and Executive Vehicle Allowance).</i>		

## Your employer

The Department of Education (DoE) is committed to delivering responsive services focused on equity and excellence to Queenslanders and their communities. We promote equity and excellence by our commitment to respect, protect and promote human rights. Our objectives are: a strong start for all children, every student realising their potential, capable people delivering our vision. Our vision is one of equity and excellence in a progressive, high performing education system that realises the potential of every student.

For more information about the department, please visit our website at [www.ged.qld.gov.au](http://www.ged.qld.gov.au)

## Your opportunity

As the Deputy Director-General, Digital Innovation, you will:

- Lead the strategic transformation of Queensland's education system through the design and implementation of an ambitious, future-facing digital agenda.
- Be the department's most senior digital executive, responsible for shaping, aligning and embedding digital innovation across all facets of teaching, learning, operations, infrastructure and strategy.
- Lead the division and oversee large-scale digital capability uplift initiatives to deliver on the department's strategic digital innovation priorities.

## Role Responsibilities and Accountabilities

The position requires strong professional leadership and management capabilities. The role requires an ability to lead and manage Digital Innovation to deliver government priorities along with excellence in client service delivery. The Deputy Director-General is to provide high level leadership particularly by working collaboratively with internal and external stakeholders.

As an executive your performance will be assessed according to four key accountability perspectives: financial, stakeholder and outcome, internal business, and learning and growth.

### Financial

- Oversee and strategically align the department's digital investment portfolio, comprising more than \$350 million in annual operational ICT expenditure and approximately \$400 million in ICT assets, ensuring long-term value creation across all major programs and platforms.
- Lead the planning and prioritisation of capital and operational expenditure across digital programs to maximise student learning outcomes and system performance.
- Monitor and report on digital impact metrics, including workforce, capability, ICT infrastructure equity and user experience satisfaction.

### Stakeholder and outcome

- Lead simplification and streamlining of solutions to better suit the modern needs of schools and the system.



Customers first



Ideas into action



Unleash potential



Be courageous



Empower people

Work safe,  
learn safe, play safe

**Queensland**  
Government

- Drive initiatives that enhance Queensland's reputation for excellence in digitally-enabled education systems.
  - Play a central role in executing and evolving the strategic priorities of the Government and department, including:
  - Development of solutions to support the implementation and delivery of the statewide digital academy and digital curriculum.
  - Expansion of cutting-edge technologies such as generative AI, immersive technologies, and data-driven personalisation in learning.
  - Equitable access to high-speed infrastructure and scalable platforms for all students, teachers and schools.
  - Enhanced digital capability and confidence across the education workforce through strategic professional development.
- Oversee the design and delivery of next-generation digital infrastructure and platforms to support online and blended learning, digital assessment, workforce planning, and data-informed decision-making.
- Provide strategic leadership to modernise and digitise departmental systems, ensuring digital solutions provide opportunities to enhance student learning, teacher practice, and administrative efficiency across schools and central offices.
- Establish and uphold robust ICT governance including stakeholder engagement forums, risk, and compliance frameworks that support transparent investment, strong data stewardship, with alignment to national, state and departmental legislative requirements.
- Provide leadership on cyber resilience, data security, and ethical data use, ensuring the safe and responsible use of digital technologies across the education ecosystem.
- Build and lead strategic relationships with state, national and global partners including EdTech firms, research institutions, industry leaders and community organisations.
- Represent the Department at national digital education forums (e.g. the National Education Digital Advisory Group), and position Queensland as a trailblazer in digital learning innovation.
- Act as an ambassador for digital equity, ensuring that innovations reach and benefit students in regional, remote, and disadvantaged communities.

#### **Internal business**

- Lead the department's whole-of-system digital transformation strategy, ensuring that digital innovation is embedded across curriculum design, school and corporate operations, professional practice, data analytics, and ICT infrastructure.
- Oversee the alignment of all digital initiatives with the broader government priorities, including Queensland's Digital Economy Strategy, the national Digital Education Agenda, and international best practice.
- Champion and evolve the Department's enterprise digital architecture, ensuring interoperability, agility, cyber security and long-term sustainability.
- Sponsor major programs of digital innovation, including human capital management reform, digital insights platforms, and student-centric service delivery.
- Establish and oversee system-wide digital governance frameworks to ensure integrity, risk mitigation, policy compliance, and transparent decision-making across all digital assets and initiatives.

#### **Learning and growth**

- Foster a high-performance culture of innovation, evidence-based decision-making and customer-centred design.
- Drive uplift in digital capability across the education workforce by leveraging strategic partnerships, including the Education Futures Institute, to embed AI literacy, digital fluency, and agile ways of working.
- Anticipate future disruption and continuously horizon-scan emerging technologies, research and global practices to position Queensland's education system at the forefront of digital transformation.

This position is accountable to the Director-General. The position has three direct reports;

- Assistant Director-General, Information and Technologies;
- Executive Director, Human Capital Management System; and
- Executive Director, Governance, Cyber and Policy.

#### **Person requirements**

- The position requires a person who will take personal responsibility for serving the government of the day and meeting the needs of the people and communities of Queensland. As an executive you will work towards a system of world class service delivery and public sector management.

- You will have a record of success as a leader in a large and complex organisation with outstanding leadership ability.
- You will have extensive experience across the public, private and/or not for profit sector and you will have a strong background in strategy and policy implementation, service delivery, and client service. You will have a proven track record as an agent of change in challenging environments and in fostering a confident and capable workforce.

## **Selection competencies**

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As a leader in Queensland Government you will display outstanding judgement, high level integrity, strong agility to adapt to a constantly changing environment, a strong achievement orientation, and excellent communication and negotiation skills.

The information in this section outlines the basis of assessment of your suitability for this role and aligns to the *Leadership Competencies for Queensland*

### **Performance through accountability:**

- Fosters healthy and inclusive workplaces – fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised.
- Pursues continuous growth – pursues opportunities for growth through agile learning and development of self-awareness.
- Demonstrates sound governance – maintains a high standard of practice through governance and risk management.

### **Performance through vision:**

- Leads strategically – thinks critically and acts on the broader purpose of the system.
- Stimulates ideas and innovation – gathers insights and embraces new ideas and innovation to inform future practice.
- Leads change in complex environments – embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Makes insightful decisions – makes considered, ethical and courageous decisions based on insight into the broader context.

### **Performance through results:**

- Develops and mobilises talent – strengthens and mobilises the unique talents and capabilities of the workforce
- Builds enduring relationships – builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- Inspires others – inspires others by driving clarity, engagement and a sense of purpose.
- Drives accountability and outcomes – demonstrates accountability for the execution and quality of results through professionalism persistence and transparency.

## **Additional information**

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This Role Description works in conjunction with the Applicant Information Package.