

## POSITION DESCRIPTION

<b>Position Title</b>	Senior Manager, Strategy Delivery and Design		
<b>Organisational Unit</b>	PSH Education and Catholic Mission		
<b>Functional Unit</b>	PSH Education and Catholic Mission		
<b>Nominated Supervisor</b>	Associate Director, Strategy and Operations		
<b>Classification</b>	HEW 10		
<b>CDF Level</b>	CDF2M	<b>Position Number</b>	10613463
<b>Attendance Type</b>	Full Time	<b>Date reviewed</b>	05-JUN-2026

### ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

ACU has a bold vision for its future. Our Vision 2033 is our landmark statement of strategic direction for ACU's mission as a Catholic university to constitute a 'Christian presence in the university world confronting the great problems of society and culture'. Our mission is to help shape the coming generations in Australia and beyond, by enabling flourishing lives, fostering thriving communities, and building a more ethical future.

Our Catholic mission informs everything we do – challenging us to respect the dignity of the human person, serve the common good, and embed ethical and social justice considerations throughout our teaching and research. We strive to live our core values of truth, excellence, and service.

We are a publicly funded university, and while we are young, we have grown significantly and we and we are making our mark: we are one of the largest university contributors to the care economy in Australia and rank among the top universities worldwide. We have seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We prioritise our staff, supporting their growth with a positive culture, generous leave, and flexible work arrangements. We invite all staff to engage with our mission in whatever way is most meaningful to them – whether as Catholics, as members of other churches and faiths, or as people with no religious affiliation but who are willing to embrace our vision, mission and strategic direction. We continue to invest in our facilities and workplaces and actively involve staff in shaping the future direction of the organisation.

For further information about the university please refer to ACU's [organisational structure](#).

## POSITION PURPOSE

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The Senior Manager, Strategy Delivery and Design leads the enterprise-wide implementation of ACU's Education and Student Success Plan (ESSP), providing high-level strategic leadership, expert advice and oversight to ensure ESSP priorities are translated into integrated strategies, sustainable operating models, and measurable organisational outcomes across the University.

Operating with a high degree of autonomy and accountability, the role is responsible for driving complex, large-scale, cross-functional strategic initiatives that support ACU's Vision 2033 and advance the University's education, student success, and Catholic mission objectives. Working closely with senior executives, ESSP domain leads and co-leads, this role influences direction, strengthens execution capability and addresses delivery risks to and embed consistent approaches to planning, governance, implementation, evaluation, and continuous improvement.

The role is also responsible for leading complex strategic initiatives within the Professional Services Hub (PSH) Education and Catholic Mission Portfolios. Where initiatives span multiple functional areas, this will involve significant change or require advanced design and delivery capability. In these contexts, the role sets delivery frameworks, coordinates multi-stakeholder implementation, resolves issues, and ensures outcomes are achieved.

Applying human-centred design, systems thinking and advanced program delivery expertise, the role shapes how initiatives are designed and embedded in practice, contributing to measurable improvements in student outcomes and organisational effectiveness. Through this work, the role acts as a steward of delivery discipline and strategic coherence, enabling ACU to realise the intent of its strategy in a consistent, scalable, and sustainable way in alignment with the university's Catholic mission and values.

## KEY RESPONSIBILITIES

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### Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- [ACU's Vision 2033](#)
- [Catholic Identity and Mission](#)
- [Code of Conduct for all staff](#)
- [ACU Capability Development Framework](#)
- [ACU Staff Enterprise Agreement 2022-2025](#)
- [ACU Staff Reconciliation Action Plan](#)

The [Capability Development Framework](#) describes the core competencies needed in all ACU staff to achieve the university's strategy and supports its mission.

Responsibility	Scope
<p>Strategy delivery and enablement</p> <ul style="list-style-type: none"> <li>• Lead and oversee the enterprise-wide delivery of strategic priorities within the Education and Student Success Plan (ESSP), translating institutional objectives into integrated delivery frameworks. Provide coaching and structured support to initiative leads and project teams to strengthen delivery capability, governance, and ways of working.</li> <li>• Drive coordination and alignment across complex and interdependent strategic initiatives, proactively identifying and managing organisational risks, dependencies, resource implications, and opportunities for integration, innovation, and continuous improvement.</li> <li>• Lead the design and implementation of strategic operating models, service models, frameworks, and ways of working that support sustainable organisational transformation, student success outcomes, and alignment with ACU's Vision 2033 and Catholic mission.</li> <li>• Monitor and evaluate implementation effectiveness, using evidence, insights, and performance indicators to inform strategic decision-making, continuous improvement, organisational adaptation, and the achievement of intended institutional outcomes.</li> </ul>	<p>The position contributes to activities; outcomes and goals; that are implemented and have impact across the University</p>
<p>Research, insight and evidence-based design</p> <ul style="list-style-type: none"> <li>• Lead complex environmental scanning, sector analysis, and qualitative and quantitative research to identify emerging trends, risks, opportunities, and external drivers impacting the higher education sector and ACU's strategic priorities.</li> <li>• Provide authoritative strategic advice through the preparation of high-level briefings, discussion papers, business cases, submissions, reports, and strategic recommendations to inform executive decision-making, organisational planning, policy development, and institutional strategy design.</li> <li>• Lead the development of evidence-based cases for change and strategic investment proposals, integrating research, analytics, operational insights, and institutional priorities to support informed decision-making, resource prioritisation, and sustainable organisational outcomes.</li> </ul>	<p>The position contributes to activities; outcomes and goals; that are implemented and have impact across the University</p>
<p>Stakeholder engagement and collaboration</p> <ul style="list-style-type: none"> <li>• Build, lead and sustain effective relationships across all levels of the university and with external stakeholders to support transformational outcomes.</li> <li>• Engage and influence senior executives, academic leaders, professional staff, and cross-functional stakeholder groups to align strategic priorities, navigate complex organisational environments, resolve competing demands, and achieve</li> </ul>	<p>The position contributes to activities; outcomes and goals; that are implemented and have impact across the University</p>

Responsibility	Scope
shared outcomes in support of ESSP • Mentor and support colleagues and project teams in delivery, design and change practices. Promote a culture of collaboration, continuous improvement, accountability, and evidence-informed decision-making.	

## HOW THE ROLE OPERATES

The position seeks commercial opportunities to improve core business to help ACU meet organisational objectives.
The position is expected to demonstrate critical thinking to make recommendations; to meet changing demands; and provide business aligned solutions.
The position needs to build relationships with staff across the organisation to perform their duties.
This position does not have managerial responsibilities.

## SELECTION CRITERIA

<b>Qualifications, skills, knowledge and experience:</b>	<ul style="list-style-type: none"> <li>• Qualification - A postgraduate qualification and extensive experience in an area relevant to tertiary education administration or an equivalent, coupled with extensive experience in management and strategic planning.</li> <li>• Experience - Demonstrated experience leading the delivery of complex strategic initiatives or programs in a large, multifaceted organisation, including translating strategy into implementation.</li> <li>• Experience - Demonstrated experience in research, environmental scanning, strategic analysis, and evidence-based decision-making, with the ability to translate complex data and insights into strategic advice, business cases, and executive-level recommendations.</li> <li>• Experience - Demonstrated experience in solving complex and ambiguous problems in senior organisational contexts, using creativity, human centred and systems-based thinking, innovation and sound professional judgement to respond effectively in dynamic and time critical environments.</li> <li>• Knowledge - Highly developed strategic planning, program delivery, organisational design, and implementation capability, including the ability to develop sustainable operating models, governance frameworks, and scalable delivery approaches.</li> <li>• Skill - Demonstrate highly developed communication, stakeholder engagement, negotiation, listening and influencing capabilities at an institutional level, with a proven ability to build trusted relationships across diverse internal and external stakeholder groups.</li> <li>• Knowledge - Strong understanding of the higher education</li> </ul>
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	sector, including contemporary challenges, policy and regulatory environments, student success priorities, and the ability to adapt institutional strategies and practices in response to emerging internal and external demands.
<b>Core Competencies:</b>	<ul style="list-style-type: none"> <li>• Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.</li> <li>• Understand the business environment in which ACU operates and adopt a university-wide point of view to seize opportunities and improve commercial viability.</li> <li>• Work collaboratively internally and externally to ACU to capitalise on all available expertise in pursuit of excellence.</li> <li>• Communicate with purpose. Gain the support of others for actions that benefit ACU. Negotiate for mutually beneficial outcomes that are aligned with the Mission, Vision and Values of the University.</li> <li>• Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.</li> </ul>
<b>Essential Attributes:</b>	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.
<b>Working with Children and vulnerable adults check</b>	This role does not require a Working with Children Check.
<b>Pre-employment declaration and background check</b>	Preferred candidates will be required to complete mandatory pre-employment declarations and background checks, including those related to gender-based violence and foreign interference, in line with ACU's compliance requirements.

## REPORTING RELATIONSHIPS

For further information about the structure of the University, refer to the Organisation Chart <https://www.acu.edu.au/about-acu/leadership-and-governance/leadership/organisational-structure>

