

Chief Executive Officer

Position Details

Position title:	Chief Executive Officer (CEO)
Reports to:	Chair and Board of BlendED National
Direct reports:	Yes
Organisation:	BlendED National Ltd
Contract tenure:	Fixed Term for 5 years + 5 years on review
FTE:	Full time (1.0 FTE)
Expected level of contact with Children: <i>(In accordance with Child Safeguarding Standards Framework)</i>	Direct Contact
Location:	Melbourne, Victoria

About Us

Our Organisation

BlendED National is an initiative of Edmund Rice Education Australia (EREA), providing flexible, inclusive education for young people across the country who are unable to access traditional schooling.

Delivered online by a multidisciplinary team, BlendED National supports young people through trauma-informed, relationship-based learning that prioritises safety, connection, and individualised support. The program is designed to meet the needs of young people experiencing complex barriers to education and is grounded in EREA's commitment to educational equity and radical inclusion.

Our Structure

As part of the EREA network, BlendED National is committed to fostering a supportive and empowering learning environment that reflects the values and vision of Edmund Rice. We offer a full-time, multi-year secondary education program tailored to meet the needs of young people who have disengaged from mainstream education, ensuring every individual is supported on their path to personal growth and success. We work closely with families, community organisations, and support services to provide wraparound care that addresses both educational and personal development needs.

Our Young People

The young people we work with come from diverse backgrounds and may face a range of barriers to education, including:

- Experiences of trauma or adversity
- Mental health challenges, disability and/or neurodivergence

- Significant gaps in learning
- Experiences of exclusion or suspension from mainstream education
- Experiences of school can't/ school refusal
- Involvement in out-of-home care or the child protection system
- Experiences of homelessness or housing instability
- Responsibilities as young parents
- Generational cycles of poverty, early school leaving or unemployment
- Interaction with the youth justice system

We recognise that each young person's journey is unique. Our staff are committed to providing a safe, respectful, and empowering learning environment where young people can develop confidence, reconnect with education, and work towards their goals.

Our Values

BlendED National operates under four key principles that guide our daily interactions and community culture:

- **Respect** – Valuing each person's dignity, voice, and lived experience
- **Honesty** – Fostering trust and truthfulness through open and authentic communication
- **Participation** – Encouraging young people to actively engage in their learning and personal growth
- **Safe and Legal** – Creating a secure and structured environment where all community members can thrive

This framework, known as Operation by Principles, is a defining feature of our approach. It establishes a common ground foundation for all members of our community—young people, staff, and families—ensuring that relationships, learning experiences, and conflict resolution are built on mutual understanding and shared responsibility. Through the use of Unconditional Positive Regard, strength based neuroaffirming practice with a trauma informed lens, we create an inclusive, safe, and empowering learning environment where young people can thrive academically, socially, and emotionally.

Our Commitment to the EREA Charter and Touchstones

As part of the Edmund Rice network, BlendED National is committed to the principles of the **EREA Charter** and its four Touchstones:

- **Liberating Education** – Providing innovative and inclusive learning opportunities
- **Gospel Spirituality** – Fostering a culture of compassion, hope, and social justice
- **Inclusive Community** – Welcoming and valuing diversity, ensuring all young people feel a sense of belonging
- **Justice and Solidarity** – Advocating for fairness, equity, and the dignity of all

The EREA Charter and Touchstones guide our mission and reflect our commitment to providing a high-quality education that is responsive to the needs of young people. More information can be found on the [EREA website](#).

About the Role

The Chief Executive Officer (CEO) of BlendED National Ltd will provide visionary leadership and strategic direction as the organisation enters a significant period of establishment and national expansion. With Tasmania now open and further state rollouts planned, the CEO will steward the continued development of a high-quality, future focused blended learning model that aligns with the mission, values, and educational vision of Edmund Rice Education Australia (EREA).

The CEO will lead the organisation through the next phase of operational readiness, governance establishment, registration processes, and the coordination of specialist workstreams that support sustainable growth across jurisdictions. As the inaugural leader of BlendED National Ltd, the CEO holds responsibility for shaping a cohesive national culture, strengthening the organisations educational identity, and ensuring all learners experience inclusive, engaging, and high-quality learning pathways.

Reporting to the Board of BlendED National Ltd, and working closely with EREA Executive Chair, the CEO will:

- Provide strategic leadership that advances the mission, educational purpose, and national direction of BlendED National.
- Oversee the establishment and implementation of governance, operational, and compliance frameworks required for school registration and the commencement of learning programs in new states.
- Build and lead a strong national executive team that coordinates curriculum, pedagogy, digital learning, wellbeing, enrolment, and operational functions.
- Ensure readiness for the commencement of state rollouts.
- Develop and implement a national strategy that positions BlendED National as a sector leader in innovative, blended education.
- Cultivate strong partnerships with government agencies, dioceses, sector authorities, and community stakeholders to support registration, accreditation, and sustainable growth.
- Uphold EREA’s commitment to inclusive, values-based education and ensure staff and young people are supported to flourish academically, socially, culturally, and spiritually.
- Fulfil all responsibilities of the Chief Executive Officer of BlendED National Ltd, including financial stewardship, organisational performance, and risk management.

This role represents a unique opportunity to shape a national educational initiative from foundation stage to full operation, ensuring high-quality learning, strong culture, and mission-aligned outcomes for young people across Australia.

Duties and Responsibilities

Typical duties and responsibilities include, but are not limited to:

<p>Values-Based Leadership and Culture</p>	<ul style="list-style-type: none"> • Uphold and model the ethos, mission and values of Edmund Rice Education Australia in all aspects of leadership. • Foster a culture of collaboration, inclusion, innovation, and respect across all teams and jurisdictions. • Ensure that the BlendED model prioritises the dignity, wellbeing and holistic growth of every young person. • Provide leadership that strengthens Catholic identity, mission integration, and the development of staff in their faith and formation.
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Operation by Principles	<ul style="list-style-type: none"> Model best practice in Operation by Principles and other key practices as articulated in the Practice Framework.
Compliance	<ul style="list-style-type: none"> The role requires knowledge of and compliance with the Australian Education Act 2013, the Australian Education Regulations 2023, the National Principles for Child Safe Organisations, and the relevant education and child safety legislation in each state and territory where the program operates. The position must also align with the governance and compliance frameworks of the relevant Catholic Education authorities and EREA's Code of Conduct.
Project Leadership and National Establishment	<ul style="list-style-type: none"> Lead the planning, coordination, and delivery of all activities required to establish BlendED National across Tasmania and all future states, ensuring project milestones are met within agreed timeframes. Maintain and oversee detailed, multi-jurisdictional project plans, including milestones, dependencies, critical paths and risk controls. Drive cross-functional collaboration across all EREA entities to ensure consistent national standards in curriculum, pedagogy, wellbeing, compliance, digital learning, and operational systems. Provide high-level strategic advice to the Board and the EREA Executive Chair on rollout readiness, sequencing, and resourcing requirements.
Registration and Regulatory Approval	<ul style="list-style-type: none"> Lead the preparation, drafting, and compilation of all registration applications across states and territories, ensuring alignment with jurisdictional regulatory requirements and EREA educational and governance standards. Liaise proactively with state and diocesan education authorities, Catholic Education Offices, and school-registration bodies to ensure accuracy, quality, and completeness of submissions. Oversee the development of evidence portfolios, data sets, policies, and supporting documentation required for registration and accreditation processes. Build and maintain relationships with regulatory and accreditation agencies to support long-term compliance and operational credibility.
Policy, Governance and Documentation Development	<ul style="list-style-type: none"> Oversee the development, adaptation, and implementation of policies, procedures, and operational frameworks to support BlendED's national model, including curriculum design, student welfare, enrolment, staffing, digital learning, and compliance. Ensure all documentation reflects EREA's Catholic identity, charism, educational vision and national policy frameworks. Establish governance structures, reporting lines, and operational protocols required for multi-state functioning and alignment with EREA's constitutional obligations.
Stakeholder Engagement and Sector Partnerships	<ul style="list-style-type: none"> Build and maintain effective relationships and consultation processes with: <ul style="list-style-type: none"> Australian Government State regulatory and Catholic education authorities Digital learning partners and curriculum authorities Community, government and sector stakeholders Represent BlendED National at meetings, forums, networks, and sector engagements to build visibility, credibility, and collaborative partnerships. Lead communication strategies that ensure transparency, clarity, and engagement for internal and external stakeholders.

Risk, Quality Assurance and Compliance	<ul style="list-style-type: none"> • Identify and, as appropriate, report, systemic, operational, educational, and regulatory risks that may impact rollout, registration, or ongoing operations. • Recommend and implement mitigation strategies to ensure organisational, legislative, and governance compliance across all states. • Establish ongoing quality-assurance processes that monitor educational outcomes, operational performance, and adherence to national standards.
Reporting and Organisational Governance	<ul style="list-style-type: none"> • Prepare high-quality briefings, reports, submissions and updates for the Board of BlendED National Ltd, EREA Executive, Trustees, and relevant governance bodies. • Support the preparation of Board papers, compliance documents, and materials for approvals and decision-making. • Ensure all reporting aligns with statutory, constitutional, and governance obligations as the organisation expands nationally.
Operational Readiness and State Commencement	<ul style="list-style-type: none"> • Lead the development of operational readiness plans for each state rollout, including leadership appointments, staffing structures, resource planning, digital platforms, enrolment processes, and site or hub activation. • Ensure systems and processes are in place to support the commencement of learning programs, including risk, finance, HR, IT, pedagogy and pastoral structures. • Build scalable operational models that support future expansion and sustainable long-term growth.
Strategic Leadership and Future Growth	<ul style="list-style-type: none"> • Contribute to and enact the long-term strategic vision for BlendED National Ltd, including national consistency, innovation, and educational excellence. • Lead national strategy development in the areas of digital learning, flexible pathways, curriculum innovation, and student engagement. • Ensure the organisation remains responsive to sector trends, jurisdictional differences, policy changes and community needs.

Key Requirements

Qualifications	<ul style="list-style-type: none"> • Degree in Education (Postgraduate Qualifications in Education, Leadership, Religious Education, Theology or related discipline would be advantageous) • Additional qualifications in leadership, governance, change management, or related disciplines are desirable.
Knowledge and Experience	<ul style="list-style-type: none"> • Extensive experience (typically 10+ years) in educational leadership within Catholic education, Special Assistance Schools, flexible learning settings, or other highly regulated educational environments. • A practising member of the Catholic Church, committed to the mission and ethos of Catholic education. • Demonstrated enterprise leadership experience, including financial stewardship and organisational sustainability. • Demonstrated experience working effectively with a Board of Directors, including preparing high-quality Board reports and advising on risk, compliance and strategy.

	<ul style="list-style-type: none"> • Proven experience leading school establishment, registration processes, or major organisational expansions across jurisdictions. • Knowledge of education regulatory frameworks, accreditation requirements, and compliance obligations across multiple states and territories. • Experience leading large-scale organisational change, systems transformation, or national initiatives in complex environments. • Demonstrated understanding of trauma-informed education, wellbeing frameworks, and inclusive practice for diverse and vulnerable young people. • Demonstrated experience in specialised or alternative education settings supporting disengaged or vulnerable learners.
Capabilities	<ul style="list-style-type: none"> • Demonstrated understanding of the charism of Blessed Edmund Rice and its expression in the Charter for Catholic Schools in the Edmund Rice Tradition. • Ability to serve as a public witness to faith and actively contribute to the mission and evangelisation purpose of Catholic education. • Strong strategic capacity, including the ability to develop organisational strategy, translate it into operational plans, and drive implementation across multiple jurisdictions. • High-level capability in multidisciplinary leadership, including oversight of educational, operational, financial, digital learning, compliance, and people functions. • Ability to build, mentor, and lead high-performing executive teams; foster a positive culture; and create clarity during periods of change and growth. • Demonstrated success in leading change and transformation with resilience, adaptability, and a capacity to bring people along during complex transitions. • Demonstrated stakeholder engagement capability, with the ability to build trust and influence across education authorities, regulatory agencies, Catholic systems, community partners, and internal teams. • Strong performance orientation with an ability to set high standards, navigate ambiguity, and maintain focus on quality outcomes for young people. • Excellent written and verbal communication skills, including the ability to prepare professional reports, policy documents, registration submissions, and Board-level papers. • Commitment to working within the Four Principles of Operation (Respect, Safe & Legal, Honesty, Participation) within a common ground framework. • Demonstrated ability to lead trauma-informed practice and approaches that support young people to re-engage in learning and achieve positive social outcomes.
Probity checks and Certification	<ul style="list-style-type: none"> • Hold or be eligible to hold Teacher Registration in an Australian state or territory. • Hold or be eligible for WWCC's in each Australian state or territory where required. • Hold appropriate Australian work rights. • Willingness to undergo National Police Check and Child Safeguarding screening in line with EREA requirements.
Physical Requirements	<ul style="list-style-type: none"> • This role will involve frequent sitting and standing, walking or moving within a school and office environment across multiple levels, complete fine motor skills such as typing or writing, and requires auditory and visual ability. • Some lifting of supplies and materials may be required from time to time, practicing safe manual handling. • Capacity to undertake regular travel interstate as required.