

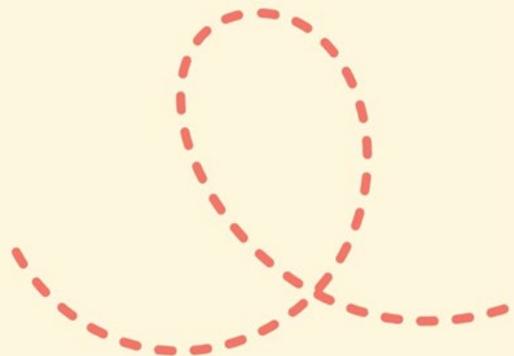
EDMUND RICE EDUCATION AUSTRALIA

BlendED
NATIONAL LTD

Chief Executive Officer

BlendED National Ltd

Recruitment Pack



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WELCOME TO BLENDED NATIONAL LTD

Transforming education for vulnerable learners across Australia

BlendED National Ltd is an initiative of Edmund Rice Education Australia (EREA) and builds on the success of BlendED Victoria. It is establishing a national, online Catholic learning network designed for young people who are unable to access or thrive in mainstream schooling.

BlendED delivers a relationship-based, trauma-informed, and flexible learning model led by a multidisciplinary team. The program supports young people experiencing complex educational, social and emotional barriers, including trauma, disability and neurodivergence, mental health challenges, school exclusion, out-of-home care, homelessness, poverty, and involvement with youth justice.

Operating within the mission and Charter of EREA, BlendED is grounded in the values of presence, compassion, liberation and justice. The organisation is now entering a critical phase of national growth and regulatory establishment.

This is an opportunity to lead the development of Australia's leading trauma-informed Catholic education model for vulnerable young people - combining online learning with intentional face-to-face engagement to support wellbeing, reconnection, and sustained participation in learning.

TO LEARN MORE ABOUT BLENDED NATIONAL LTD

BlendED National Website – [Click Here](#)

BlendED National Flyer – Attached

Edmund Rice Education Australia Website – [Click Here](#)

Overview of the Role

Position	Chief Executive Officer
Organisation	BlendED National Ltd
Reports to	Executive Chair and Board
Direct Reports	National Executive Team
Tenure	5-year Fixed Term with renewal option
FTE	Full Time (1.0 FTE)
Contact with Children	Direct Contact (Child Safeguarding Standards)
Location	Melbourne, Victoria
Travel	Interstate travel required across all jurisdictions

The Chief Executive Officer is accountable to the Board for the strategic leadership, sustainability and performance of BlendED National Ltd.

As the inaugural CEO, the role is responsible for establishing the organisation's national operating model, securing and maintaining regulatory approvals across jurisdictions, building executive capability, and ensuring long-term financial and mission sustainability.

The CEO will:

- Lead and implement the national strategic plan endorsed by the Board.
- Ensure effective governance, compliance, and risk management frameworks.
- Oversee multi-jurisdictional school registration and regulatory engagement.
- Establish sustainable financial and operating models across states.
- Build and lead a high-performing national executive team.
- Serve as the primary interface between management and the Board.
- Represent BlendED with regulators, Catholic Education authorities, government agencies and partners.
- Safeguard child safety, Catholic identity and educational quality across all operations.

The CEO must balance mission integrity with operational rigour, ensuring that growth is both values-driven and financially sustainable.

Strategic Context and Key Challenges

BlendED National is transitioning from pilot initiative to national education provider. The CEO will lead the organisation through a foundational growth phase requiring disciplined execution and strategic clarity.

Key challenges include:

- Securing and maintaining registration across multiple jurisdictions.
- Establishing a scalable, consistent national operating model.
- Achieving financial sustainability while expanding services.
- Embedding robust governance, compliance and reporting systems.
- Leading organisational growth across digital learning, wellbeing and education functions.
- Building credibility and strong partnerships with regulators and Catholic education stakeholders.
- Maintaining high standards of child safety and trauma-informed practice during expansion.

Success will be measured by regulatory approval, sustainable growth, student outcomes, workforce stability, and Board confidence in organisational performance.

Profile of the Ideal Candidate

The successful candidate will combine educational credibility with enterprise leadership capability.

They will demonstrate:

- A genuine, deeply embedded Catholic faith and clear commitment to the values and teachings of the Catholic Church.
- Significant senior executive experience in Catholic education, special assistance schooling, flexible learning, or similarly complex mission-driven environments.
- Proven ability to establish or scale education entities across multiple sites or jurisdictions.
- Strong financial stewardship experience, including oversight of substantial budgets and long-term sustainability planning.
- Experience operating effectively in partnership with a Board of Directors.
- Capacity to lead organisational growth and reform with clarity, calm authority and integrity.
- Deep commitment to trauma-informed and inclusive education.

The CEO must possess the gravitas to represent BlendED nationally while remaining relational, collaborative and mission-aligned.

Leadership Capabilities

The CEO will demonstrate strength across the following domains:

- Strategic and Enterprise Leadership
- Translating vision and mission into measurable strategy and operational execution.
- Aligning growth initiatives with sustainable funding and risk management frameworks.
- Building scalable systems and performance accountability mechanisms.

Governance and Board Partnership

- Preparing high-quality, strategically focused Board papers and reports.
- Providing clear analysis of risk, compliance and performance.
- Advising the Board on strategic, regulatory and financial matters.
- Maintaining appropriate boundaries between governance and management.

Financial and Operational Stewardship

- Ensuring sound financial oversight and internal controls.
- Developing multi-year financial modelling and sustainability strategies.
- Embedding performance metrics aligned to strategic objectives.

People and Culture Leadership

- Building and leading multidisciplinary executive teams.
- Fostering a culture of trust, accountability and wellbeing.
- Leading change respectfully and confidently across jurisdictions.

Stakeholder Engagement and Advocacy

- Building trusted relationships with regulators, Catholic authorities, government and community partners.
- Representing the organisation publicly with credibility and influence.

Essential Selection Criteria

- A recognised tertiary qualification in Education; postgraduate qualifications in Education, Educational Leadership, Religious Education, Theology or a related discipline will be highly regarded.
- A practising member of the Catholic Church, committed to the mission and ethos of Catholic education.
- Extensive experience in educational leadership within Catholic education, specialised or alternative education settings supporting disengaged or vulnerable learners.
- Proven experience establishing new schools or education entities, with strong understanding of regulatory and registration requirements across Australian jurisdictions.
- Demonstrated enterprise leadership experience, including financial stewardship and organisational sustainability.
- Deep understanding of trauma-informed practice and complex student cohorts.
- Demonstrated experience working effectively with a Board of Directors, including preparing high-quality Board reports and advising on risk, compliance and strategy.
- Exceptional stakeholder engagement and communication skills.
- Eligibility for teacher registration in an Australian state or territory and capacity to satisfy all probity and child safeguarding requirements

Remuneration

The CEO will receive a competitive executive-level Total Employment Package commensurate with leadership of a national education entity.

The package reflects the organisation's national scope, not-for-profit (PBI) status and the strategic responsibility of the role. Salary and benefits will be benchmarked accordingly and discussed with shortlisted candidates.

Benefits include salary packaging (PBI), employer-provided technology, vehicle provision or allowance, professional development support and related executive entitlements.

How to Apply

Applications should be addressed to Dr Lee Anne Perry AM, Executive Chair and be sent to Claire Latham, Company Secretary (claire.latham@blendednational.edu.au).

Applicants are requested to provide:

1. A current Curriculum Vitae including tertiary qualifications and teacher registration.
2. A brief covering letter (no more than 1 page) outlining their interest in the role and a 2-3 page (maximum) response addressing the Essential Selection Criteria (except tertiary qualifications and teacher registration).

Shortlisted candidates will be required to provide three referees.

Further information is available in the CEO Position Description.

