



St Peters
Lutheran College

Candidate Information Pack **Director, Risk, Assurance and Compliance**

Applications close: **Monday, 30 March 2026**



Welcome to St Peters Lutheran College

Thank you for your interest in the role of Director, Risk, Compliance and Assurance at St Peters Lutheran College. This candidate pack has been prepared to give prospective applicants a clear understanding of the College, the significance of this appointment, and the leadership expectations that accompany it.

The Director, Risk, Assurance and Compliance role offers an accomplished, values-driven professional the opportunity to shape a high-performing organisation through the delivery of expert guidance and effective management of risk, compliance, health and safety, policy, data governance, privacy, internal audit and assurance across the College.

This is a rare opportunity to lead with purpose, impact and integrity at one of Brisbane's most respected educational institutions.

The College seeks a leader who brings strategic clarity, professional judgement and a strong ethical foundation—someone who will enhance organisational resilience, uplift governance capability and ensure the College remains well-positioned in an increasingly complex regulatory environment.

We invite you to explore this pack and consider the meaningful contribution you can make to the future of St Peters Lutheran College.

**St Peters Lutheran College —
where people matter, futures
are shaped, and learning is
Plus Ultra.**

About Our College

St Peters Lutheran College is Brisbane's pre-eminent co-educational Prep to Year 12 day and boarding school, located in the city's inner west. Established in 1945, the College now educates more than 2,300 students on a vibrant and expansive 55-acre campus.

Guided by its mission of Excellence in Christian Co-Education and grounded in the Lutheran tradition, St Peters is committed to forming fine young people of character, capability and purpose. A rich academic program is complemented by unrivalled co-curricular opportunities in sport, music, the arts, digital technologies and outdoor education, including the renowned Ironbark outdoor education program.

The College is distinguished by a culture of care, high expectations and a deep commitment to student wellbeing. Contemporary facilities, exceptional staff and a forward-looking strategic vision support an educational environment where students are encouraged to pursue their interests, challenge themselves and strive for More Beyond.

St Peters continues to build on a proud heritage while shaping the next generation of confident, compassionate and capable young people.

The College seeks a leader who will lead with purpose, impact and integrity to ensure the College remains well-positioned in an increasingly complex regulatory environment.



St Peters Foundations

Our Mission

Excellence in Christian Co-education.

Our Vision

A Learning Community where People Flourish

Our Why

Where Every Child Learns Every Day

Our Motto

At St Peters, our College motto is Plus Ultra – ever higher, more beyond. Our Plus Ultra mindset profoundly alters the trajectory of each student.

The Gift & Task of a St Peters Education

Forming and empowering fine young people of character, who, capable of managing their own learning, use their gifts to lead and serve their communities and in doing so make a difference in the world.

Foundational Statements

St Peters is a school of the Lutheran Church. The foundation of Lutheran Education is the Gospel of Jesus Christ which informs all learning and teaching, all human relationships, and all activities. [The LCA and its Schools, 2001].

Lutheran schools aim to encourage and support students, informed and sustained by the Word of God, to develop their God given talents so that they may shape and enrich their world. [A Vision for Learners and Learning in Lutheran Schools, 2013]

Our Continuing Strategy

- Excellence in Teaching & Learning
- Broad Life-wide Learning programs, purposeful Experiential Learning opportunities and intentional Formation and Service programs
- Exceptional Pastoral and Academic Care
- Innovative Approaches to Teaching & Learning, and business and operational practices
- An Internationally Minded Global Education
- Celebrating the Gospel, so that sharing God's Love is a 'Lived Experience'

Our Values

At St Peters, we reflect God's Love through our words and actions, strive for Excellence in all aspects of College life, show Respect to every member of our community, commit to making a difference through Service both within and beyond our College, and promote a Balanced education that nurtures students' spiritual, academic, social, emotional and physical development.



God's Love



Excellence



Balanced



Respect



Service



**A learning
community where
people flourish**



The Opportunity

The Director, Risk, Compliance and Assurance is a pivotal leadership role to strengthen and elevate the College's approach to governance, safety, risk and organisational resilience.

This is an opportunity for a strategic, values-driven professional to lead essential frameworks that protect the College's people, systems and reputation in an increasingly complex environment.

As a key member of the Corporate Leadership structure and reporting to the Chief Operating Officer, this role carries influence and the opportunity to make a sustained impact across every function of the College.

You will guide and strengthen the systems that support accountable, transparent and ethical operations, ensuring the College is positioned to meet both its legal and regulatory obligations and its long-term strategic objectives.

This role leads with clarity and purpose, designing, implementing and embedding the frameworks that underpin responsible governance, including enterprise risk, compliance, internal audit, policy, WHS, data governance and privacy.

Working collaboratively with leaders and staff, you will uplift capability, strengthen risk culture and support confident, informed decision-making. With responsibility for the Data Governance Program, Privacy portfolio and WHS strategy across all sites, you will play a central role in safeguarding people, processes and information.

This is a leadership appointment for someone who thrives on complexity and champions transparency, integrity and collaboration. It offers the chance to make a meaningful and lasting contribution to the College's mission of excellence in Christian co-education, strengthening organisational resilience and shaping the future of governance at the College.

The Role

The Director, Risk, Compliance and Assurance plays a critical leadership role in strengthening governance, minimising organisational risk, and ensuring the College meets its regulatory, safety and compliance obligations.

This position provides expert advice, drives key governance frameworks, and partners with leaders across the College to build a strong risk culture and safeguard information, people and processes.

The key responsibilities of the role include:

- **Provide specialist advice** on complex regulatory, compliance, policy, risk and assurance matters, and oversee the College's risk management and compliance reporting systems.
- **Strengthen governance and risk culture** by partnering with leaders and support governance and reporting activities across the College.
- **Manage, improve and implement key frameworks** including compliance, enterprise risk management, policy development and review, internal audit, and work health and safety.

- **Lead the Data Governance Program** to ensure effective management, protection and utilisation of College information assets.
- **Promote a strong safety culture** by leading WHS strategy across all College sites and ensuring compliance with legislative obligations.
- **Act as the College Privacy Officer** and support ethical, transparent and consistent management of risk, assurance and decision-making.
- **Oversee external assurance partners** and deliver high-quality reports, briefings, presentations and training.

Committee Membership

- Corporate Leadership Team
- Risk Committee of Council (in attendance)
- Data Governance Project Steering Committee
- Health and Safety Consultation Committee
- IT Governance Committee
- Child Safety Committee



Leadership Profile and Attributes

The ideal candidate is a strategic and values-driven leader with deep capability in risk, compliance, assurance, policy and data governance. They will bring strong judgement, ethical decision-making and alignment with the College's strategic direction and Christian ethos.

Communicating with influence, building trusted relationships across the College which translate complex regulatory requirements into practical actions, are essential to this role. The role demands the ability to deliver high-quality reports, briefings and training to ensure College leaders and staff understand and remain well informed and confident in applying governance, safety and compliance obligations.

The successful candidate will lead key organisational frameworks, including enterprise risk, compliance, WHS, internal audit and data governance, driving improvement and ensuring transparent, effective assurance processes. Their role as Privacy Officer reflects their commitment to responsible information management, and the Australian Privacy Principles.

Exceptional organisational capability, managing strict deadlines and competing priorities with discipline are essential in this role, while maintaining contemporary knowledge of legislative requirements, emerging risks and sector best practice. Principled leadership strengthens risk culture, promotes safe work practices and supports the College's mission of excellence in Christian co-education.



Thought leadership across risk, compliance, assurance, privacy, policy and data governance



Data and privacy steward, protecting and optimising information assets



Strong collaborator with high standards of executive presence and personal integrity



Influential communicator and collaborative enterprise partner



Expert adviser in complex, highly regulated environments



Strategic thinker with business acumen



Delivery focused operator with exceptional execution



Driver of excellence and embedding enterprise risk and compliance



High standards of integrity, professional conduct, ethical leadership and behaviour



Alignment with St Peters Mission and Values



**A safe place to
belong, grow and
be myself**

Selection Criteria

The successful applicant must hold, or be eligible for, a current BlueCard and must will be an experienced leader with a strong background in business, policy, information management or related fields, supported by significant experience in risk, assurance, privacy, policy development or data governance.

The successful candidate will model integrity, sound judgement and a principled approach to problem-solving, aligned with the strategic objectives and Christian ethos of the College.

Applicants will be assessed on the selection criteria below, together with their curriculum vitae, responses to the selection criteria and the contact details of at least three professional referees.

Shortlisting and interview decisions will be based on the extent to which candidates demonstrate the required capabilities and experience. Applicants are requested to address each criteria within their application, limiting responses to no more than half a page per criteria.

1

Bachelor's degree majoring in business, information management, policy or a related field; and/or post graduate qualifications, or other qualifications, skills or knowledge which are deemed equivalent, and a minimum of 5 years' experience in a leadership or project role.

4

Highly developed written, oral communication and presentation skills and proven ability to engage, consult and influence stakeholders.

2

Demonstrated understanding and/or thought leadership in risk, assurance, policy development, privacy, or data governance, with proven ability to contribute to risk minimisation at the College.

5

Exceptional time management skills, ability to prioritise competing demands, meet strict deadlines and work effectively in a high-volume environment.

3

Demonstrated experience providing advice in a complex environment on risk, privacy, policy, and other legislative instruments relevant to the education industry and leading and delivering improvement projects.

6

Exemplify personal drive and integrity by promoting a principled approach to problem solving, aligned to the strategic and operational objectives, values, and Christian ethos of the College.



Application Process

We invite applications from leaders ready to shape the future of St Peters Lutheran College.

Your application should include:

- **Cover letter** - addressed to the Chief Operating Officer, outlining your suitability for the role and aligned with the role's key accountabilities
- **Curriculum vitae** - detailing your experience, qualifications, leadership achievements, and professional memberships
- **Responses to the selection criteria** - succinctly addressing each criterion with practical examples
- **Personal details** - full name, address, preferred phone number, and email
- **Professional referees** - at least three names with contact details (no contact will be made without your permission)
- **Working rights** - confirmation of Australian work rights eligibility

Applications should be submitted via <https://web.martianlogic.com/link/YBtBVIQBBVEIWBv9>

Start Date

The successful applicant will commence on or before 27 April 2026, or as negotiated.

Applications Close

Monday, 30 March 2026 at 10:00am

Enquiries

All enquiries and applications will be treated with the strictest confidence. Further information is available upon request through the People and Culture Department.

For enquiries, please contact People and Culture on 07 3377 6583 or via email at peopleandculture@stpeters.qld.edu.au.



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Submit applications via job link

<https://web.martianlogic.com/link/YBtBVIQBBVEIWBv9>

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