



POSITION DESCRIPTION

POSITION TITLE	Consultant, Wellbeing	
REPORTS TO	Manager, Wellbeing	
MAIN PEOPLE INTERACTIONS	INTERNAL Directors Managers Psychologists Curriculum and Pedagogy Team Inclusive Education Team School Operations Support Team First Nations Education team Administrative Support Officers	EXTERNAL School staff and leaders AISWA partners Professional Associations Tertiary, community, and industry partners
POSITION PURPOSE	The Consultant, Wellbeing provides expert, sector-wide consultancy and leadership to support schools in strengthening student wellbeing and safety, fostering positive behaviour, promoting consent and respectful relationships (CRRE), and improving attendance. The role builds school capacity to implement evidence-informed and sustainable practices that create safe, supportive, and inclusive environments. Working collaboratively with schools, the Consultant, Wellbeing supports operational initiatives and data-informed decision-making to enhance outcomes for all students.	
PURPOSE, VALUES AND BEHAVIOURS	PURPOSE To lead, serve and advocate for the WA Independent Schools sector. OUR VALUES • Integrity • Service • Equity • Stewardship Integrity – We build trust through honesty and integrity As a member organisation we are committed to honesty, truthfulness and acting in a way that builds trust with our stakeholders. Service – We actively listen, lead, and support our sector We deliver a positive and sustainable service to our members. We are responsive, we listen and lead our sector by offering the best evidence-based programs and services. Equity – We celebrate choice and diversity We encourage a workplace that celebrates and provides equal opportunities for all employees. This equity extends to our members where we advocate for our schools that provide diversity and choice in education for the Western Australian community. Stewardship – We responsibly and ethically manage resources entrusted in our care We promote the importance of independent education through strong stewardship and highlight that it contributes to a diverse choice in education. We seek new opportunities to advocate, deliver new solutions and programs that strengthen independent schools in Western Australia. EXPECTED BEHAVIORS AND ATTITUDES: • Actively support AISWA's purpose • Comply with AISWA's values, policies, procedures, and codes • Adhere to all Health and Safety laws and contribute to a safe and healthy workplace.	

KEY POSITION RESPONSIBILITIES	TASK FOCUS AREAS
Leadership	• Design, deliver, and evaluate sector-wide frameworks, resources, and initiatives that address wellbeing, behaviour, CRRE and attendance challenges using evidence-based practice. • Provide training to schools on child protection, mandatory reporting and responding to abuse and neglect. • Deliver professional learning programs as required by legislation, school registration requirements, or at the request of member schools, relating to child safety and wellbeing. • Facilitate collaboration across education systems, professional associations, and community agencies to strengthen supports and pathways for students and families. • Analyse and interpret wellbeing, behaviour, and attendance data at a sector level to inform targeted interventions. • Contribute to research, reporting, and knowledge-sharing to promote innovation and best practice in wellbeing, behaviour, and attendance across schools.
School Support	• Provide specialist consultancy, advice, and professional learning across wellbeing, behaviour, CRRE and attendance to support whole-school and system-level improvement. • Partner with schools to build inclusive, safe, and supportive environments that promote mental health, resilience, positive behaviour, and student engagement. • Support schools to develop proactive and preventative approaches to behaviour and attendance, as well as responsive strategies for students with complex needs. • Provide expert advice on student wellbeing, behaviour support, CRRE and attendance improvement.
Stakeholder Engagement	• Act as a trusted advisor and thought leader, representing AISWA at forums, networks, and sector-wide initiatives related to student wellbeing, child safety, CRRE and behaviour. • Establish and maintain strategic networks with cross-sector partners, academics, professional associations, industry representatives, and other relevant stakeholders. (State, National and International). • Represent AISWA on internal and external committees and working groups as relevant to role.
Other	• Perform other duties as assigned by the Director and/or Manager. • Be prepared for significant travel within Western Australia.
Position Selection Criteria	• Demonstrated expertise in child and adolescent development, wellbeing, CRRE, and behaviour. • Strong consultancy, coaching, and facilitation skills. • Ability to analyse data and apply evidence-based practice. • Proven leadership experience in a key wellbeing role within a school context. • Demonstrated ability to establish networks and liaise effectively with stakeholders at all levels, both internal and external. • High-level written, verbal, and presentation skills. • Strong interpersonal and consultation skills.
Qualifications	• Tertiary degree in education or a related discipline. • A Master's qualification is desirable. • Minimum of 10 years' experience in educational or wellbeing leadership.