

Deputy Team Leader, Program Enablement

Pacific Labour Mobility Support Program (PLMSP) | What we are looking for

This is a senior leadership role in a large, complex and highly visible program. We are seeking an agile, collaborative leader who can create clarity in ambiguity, translate strategy into practical delivery and remain effective as priorities, policy settings and stakeholder expectations evolve.

The program environment

PLMSP supports the Pacific Australia Labour Mobility landscape and operates at the intersection of labour mobility, economic development, migration and foreign policy, employer demand, workforce participation, worker welfare and regional relationships. The program works with DFAT, other Australian Government agencies, Pacific governments, employers, industry stakeholders, workers and communities.

This environment is dynamic and politically sensitive. Leaders must be comfortable working with changing priorities, public and stakeholder scrutiny, competing interests and factors beyond the program's direct control, while maintaining focus on long-term outcomes.

What success looks like



Strategic and practical

- Connects strategy, governance, risk and organisational effectiveness to delivery
- Balances senior-level leadership with a willingness to engage in operational detail
- Makes sound judgements with incomplete information



Agile and resilient

- Adapts quickly as priorities and expectations change
- Provides stability without creating rigidity
- Maintains perspective, momentum and resilience under pressure



Collaborative and culturally intelligent

- Builds trust and influences without relying on hierarchy
- Navigates political sensitivities and competing interests constructively
- Connects dispersed teams and promotes shared ownership of outcomes



Our leadership culture

PLMSP is collaborative, relationship-driven and outcome-focused. We value curiosity, pragmatism, respectful challenge, cultural intelligence, emotional maturity and collective leadership. The successful candidate will look beyond their own portfolio, bring people together around shared objectives and contribute to the success of the program as a whole.



The strongest candidate will combine strategic leadership with adaptability, sound judgement and a genuine commitment to labour mobility and its broader development outcomes. Knowledge of PLMSP and internal DFAT processes can be developed. The ability to lead confidently through complexity, ambiguity and constant change is essential.