



EMPA Subject Lead opportunities

EOI information pack

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Expressions of interest for ANZSOG Executive Master of Public Administration Subject Leads

ANZSOG is inviting expressions of interest from highly skilled and experienced academics to lead select subjects in the 2027 *Executive Master of Public Administration* (EMPA). The roles would join an accomplished group of subject leads from Australia, Aotearoa New Zealand and across the globe. The roles will be offered as independent contracts. Expressions of interest will be open until 28 September 2026.

About ANZSOG

The Australia and New Zealand School of Government (ANZSOG) was established by governments and a group of universities to serve governments and public services in Australia and Aotearoa New Zealand. Its members are the national governments of Australia and Aotearoa New Zealand, all Australian States and Territories, and leading Australian and Aotearoa New Zealand universities.

In delivering on its mission of public governance that people trust, the school brings together academic and practitioner experts from across our member governments and around the world to support current and future government and public sector capability needs, and anticipate and address government and public sector challenges.

ANZSOG's Executive Master of Public Administration program

The EMPA is a university-accredited two-year, part-time degree that blends academic excellence with real-world scenarios. It combines practitioner insights, expert facilitation, place-based learning and cross-jurisdictional networks. The exclusive cohort of around 60 senior executive participants from Australian and Aotearoa New Zealand government agencies extend their insight, judgement and confidence to navigate complex public-sector challenges, deliver public value, and shape transformational system-level reform. The degree is grounded in evidence based public administration and behavioural science that allows students to apply learning to the real public-sector challenges they face.

The EMPA is delivered in partnership with nine conferring universities in Australia and Aotearoa New Zealand:

- Australian National University
- Curtin University
- Griffith University
- The University of Melbourne
- Victoria University of Wellington
Te Herenga Waka
- Charles Darwin University
- Flinders University
- Monash University
- The University of Sydney

Subject Lead Opportunities

ANZSOG subjects are taught over approximately eight weeks; with sessions delivered both face-to-face and fully online. Face-to-face teaching occurs via a 3-4 day residential in Australia or Aotearoa New Zealand. All subjects are expected to incorporate First Nations and Māori perspectives within their content, which will be developed with ANZSOG support. The Academic Director of Programs will confirm the specific delivery dates and format with contracted subject leads. Subject leads will work with ANZSOG to develop and finalise teaching material at least 30 days prior to the teaching period.

ANZSOG is currently seeking to contract Subject Leads for two of the core EMPA program subjects in 2027:

- **Designing Public Policies and Programs** (Subject teaching period May-July 2027)

This subject focuses on developing advanced skills in strategic policy analysis by applying policy theories and models to complex public policy challenges within the Australian and New Zealand contexts. Students will critically assess policy design, implementation and evaluation, draw lessons from diverse sectors and jurisdictions, and evaluate the effectiveness of policy tools in shaping outcomes. The subject also strengthens students' ability to communicate complex ideas to diverse audiences and collaborate effectively to analyse and solve complex policy problems.

- **Public Financial Management** (Subject teaching period July-August 2027)

This subject focuses on equipping students with the knowledge and skills to understand how public financial management frameworks shape budgeting and financial decision-making in the distinctive institutional, fiscal and intergovernmental settings of the Australian and Aotearoa New Zealand public sectors. Students will develop the ability to analyse public sector financial accounts and assess fiscal sustainability, apply techniques to improve the efficient use of resources, and use strategic financial management principles to support the practical realities of organisational strategy, decision-making, and communication.

What is required of the Subject Lead?

Subject Leads have a key role in maintaining the high-quality teaching and learning experience of ANZSOG's EMPA program. The Subject Lead is contracted to design and deliver a core EMPA subject in close collaboration with both the Academic Director of Programs and the Senior Academic Programs Manager at ANZSOG. This includes delivery of the subject in line with ANZSOG's *Learning Promise*, our approach to learning and teaching. There are four elements to our Learning Promise:

1. **Trust:** ANZSOG sits at the intersection of academia and practice. Our participants can trust that the content of our programs is evidence-based. As a subject lead, you'll enable learning environments of safety and trust, where courage, challenge and debate play a core part of the learning process. First Nations and Māori participants can trust that they will learn in culturally safe spaces where their experience and expertise is valued.
2. **Connection:** Public sector challenges increasingly require cross- and inter-jurisdictional collaboration. In ANZSOG programs, participants from different jurisdictions are working on similar challenges from different contexts and vantage points. As expert Faculty, you'll facilitate conversations where participants learn together and build a shared understanding of the factors that influence their work.

3. **Practice:** As subject lead, you will have a deep understanding of the Australian and New Zealand participants' context which you'll apply to the program(s) you contribute to. ANZSOG programs are grounded in contemporary government challenges that enable participants to strengthen judgement and capability in their roles. This enables transformational learning that is practical, grounded, and immediately usable in their organisation.
4. **Impact:** ANZSOG and our community of participants share a key ambition: we want to achieve impact and make a difference. Trust, connection and practice all enable the impact of ANZSOG programs, including the EMPA. This impact begins with program participants, but starts a ripple effect through to teams, organisations, and the public sector more broadly.

Expertise required

EMPA Subject Leads must demonstrate world-leading subject-matter knowledge as demonstrated through a research track record. They have demonstrable experience in learning and teaching environments for advanced public service leaders. Your practice should be grounded in research-informed teaching, and you will be comfortable working across a variety of online and face-to-face channels. You must have knowledge of a broad array of pedagogical techniques to create a varied and stimulating learning environment.

Contracting arrangements

Subject Lead opportunities are offered as subject-specific, independent contracts. Successful applicants will be contracted either directly or through their home institution.

Key Responsibilities

- Co-design curricula and learning content for their subject, including on the online learning management system, Canvas
- Co-design appropriate assessments and marking rubrics
- Proactively reach out for guest contributors to the subject
- Deliver online and in-person teaching sessions
- Grade assessments
- Engage in ANZSOG's pre- and post-moderation practices, including subject improvement
- Communicate with students and guest contributors
- Collaborate with the ANZSOG EMPA team, and other relevant ANZSOG staff

Selection Criteria

Essential

1. PhD in a field relevant to the nominated subject
2. National and international recognition in respective field
3. Extensive experience designing and delivering programs for an executive-level audience
4. Commitment to research-informed teaching
5. Experience of delivering high quality online and in-person teaching and learning
6. Ability to leverage both practitioner and academic networks for guest contributors

Desirable

7. Knowledge and experience of the public service landscape across Aotearoa New Zealand and Australia
8. Experience designing and delivering programs for senior public service leaders
9. Experience integrating First Nations and Māori perspectives into learning and teaching, or demonstrated openness to working with ANZSOG support to do so.
10. Have good relations with members of partner conferring universities

How to Submit your Expression of Interest

Submit your expression of interest through the online application system [CLICK HERE](#)

Select the subject(s) you wish to be considered for in the application system.

Please upload the following to ensure a complete application is received:

1. your resume
2. a cover letter outlining your interest in and motivation for the role (max. 1 page)
3. a response to the Selection Criteria outlining your demonstrated experience (max. 2 pages)

Closing Date and Enquiries

Expressions of Interest **close 28 September 2026**

For enquiries about these Subject Lead opportunities, please contact Rebecca Starling, Faculty Experience Manager (r.starling@anzsog.edu.au).