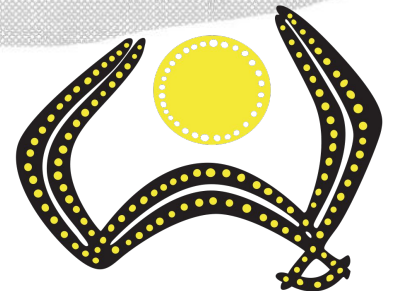


NASCA

NASCA Young Women's Academy
Team Leader - VARIOUS LOCATIONS



NASCA
CULTURE EDUCATION COMMUNITY

2024

Our Vision

A proud, prosperous, and healthy Australia where Aboriginal and Torres Strait Islander young people thrive

We empower Aboriginal & Torres Strait Islander young people to:

- Strengthen cultural pride and identity
- Improve social and emotional well-being
- Improve school attendance, performance and attainment
- Develop specific career pathways and work ready skills
- Build life-skills, personal development and long term resilience

**In 2022 & 2023:
NASCA had over
95% graduation
rate, compared
to NSW average
of 43%**




Who we are

- NASCA is a 100% Indigenous governed and led organisation with 95% of program staff identifying as Indigenous.
- Established in 1995 we have supported over 17,000 young people.
- In 2023, we supported over 1,500 young people.
- We work across New South Wales with 16 Young Women's Academies, five Co-Ed Academies and in nine remote communities across the Northern Territory.

What we do

- We connect our young people to **CULTURE**, to build a sense of belonging, and increase self-esteem which leads to improved social and emotional well-being.
- We support young people in their **EDUCATION**, mentoring and helping them to build pathways for future educational and employment opportunities.
- We are by **COMMUNITY**, for Community. Our staff have the lived experience and shared cultural knowledge to provide the right support to the young people they work with.

[NASCA: Culture, Education, Community](#)



Our unique approach
means our young people
experience better
outcomes in:

- Connection to Culture
- Wellbeing
- Education and employment

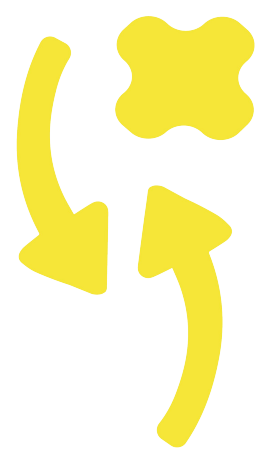
Team Leader Position Overview

The Team Leader will manage and support Program Leads in delivering the NASCA Academies for their school site. This includes program and project planning, staff management and coordination, data collection and undertaking and overseeing Program Lead Tasks.

The Team Leader will work with students enrolled in the NASCA Academies to improve school attendance and ultimately school performance, develop career pathways and work-ready skills, and strengthen cultural pride and identity through life skills, personal development and long-term resilience.

Position	Team Leader
Reports to	Regional Manager
Location	VARIOUS
Employment Status	Full-time
Remuneration	Salary base \$78,548 plus superannuation and optional salary packaging benefits.
Allowances and Other Benefits	<ul style="list-style-type: none">• Competitive Base salary + NFP salary packaging (package up to \$15,900 tax free) plus meals and entertainment benefit (up to \$2,650) + Remote Area Benefit for eligible staff (Remote Area Benefit)• Employee Assistance Program - Independent confidential counselling service;• Growth and Development budget• Wellbeing assistance and tools to take care of your mental and physical wellbeing so you can do your best work• 6 weeks paid parental leave (minimum tenure applies)• 4 weeks of annual leave plus the potential of up to 21 additional days of AL• 1 day of cultural or ceremonial leave per year

Team Leader Position Overview cont'd



Key Responsibilities

- Deliver NASCA programs in schools including program planning and implementation.
- Design, organise and implement program content, materials, and resources – including writing lesson plans and content for young people.
- Manage a small team in delivering and reporting on the NASCA program at their school site.
- Support Program Leads professional, capability, and leadership growth using employee development plans, in collaboration with Regional Program Managers.
- Facilitate community activities, e.g. fostering opportunities for cultural workshops with community organisations
- Manage the school site budget, and report on site spend.
- Lead on the evaluation and impact measurement for program outcomes by collecting qualitative and quantitative data to meet program KPIs
- Develops and maintains meaningful relationships with stakeholders, staff, and NASCA Management.
- Works closely with Aboriginal Support staff at the school site, (i.e. AEO) to ensure a holistic support approach is in place for NASCA young people.
- Represents NASCA at AECG and Community event meetings as required.
- Complete other duties as required.

Desired skills and experience:

- People management and team collaboration, coaching skills, team development, and conflict resolution;
- Stakeholder engagement and relationship management; strong communication and interpersonal skills.
- Experience with engaging with Aboriginal and Torres Strait Islander young people, communities and organisations.
- Program and project review, analysis and reporting.
- Facilitation skills, presenting or public speaking skills
- Budgeting and financial management.

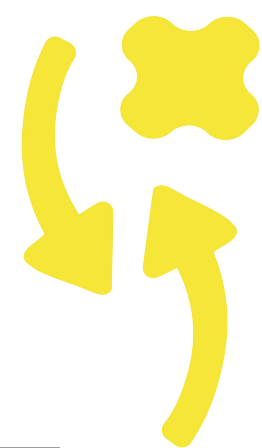
Typical Day

- Working with students enrolled in the NASCA Academies in NSW to improve school attendance and ultimately school performance, develop career pathways and work-ready skills.
- Facilitating a daily check-in with your site Program Leads to review daily priorities, responsibilities, and ways of working.
- Coordinating the weekly activities and timetable for your school site.
- Meeting with the Regional Program Manager as required.
- Meeting with your School Principal and community members about the NASCA program and school priorities.
- Manage leave of the program team onsite.

Must haves:

- Formal qualifications in a relevant area and/or relevant management experience.
- Experience in a not-for-profit Aboriginal organisation.
- A drivers licence.
- Working with children and AFP clearances.
- Cross-cultural intelligence.
- Passion for social justice and equality for First Nation peoples.





Program Lead Position Overview

The objective of the Program Lead role is to work with students enrolled in the NASCA Academies to improve school attendance and ultimately school performance, develop career pathways and work-ready skills, and strengthen cultural pride and identity through life skills, personal development and long-term resilience.

Position	Program Lead
Reports to	Team Leader
Location	VARIOUS
Employment Status	Full-time
Remuneration	Salary base \$70,399, plus superannuation and optional salary packaging benefits.
Allowances and Other Benefits	<ul style="list-style-type: none">• Competitive Base salary + NFP salary packaging (package up to \$15,900 tax free) plus meals and entertainment benefit (up to \$2,650) + Remote Area Benefit for eligible staff (https://www.cbb.com.au/uploads/Brochure-Remote-Area-Benefit.pdf)• Employee Assistance Program - Independent confidential counselling service;• Growth and Development budget• Wellbeing assistance and tools to take care of your mental and physical wellbeing so you can do your best work• 6 weeks paid parental leave (minimum tenure applies)• 4 weeks of annual leave plus the potential of up to 21 additional days of AL• 1 day of cultural or ceremonial leave per year

Program Lead Position Overview cont'd



Key Responsibilities

- Deliver NASCA programs in schools including program planning, coordination and implementation.
- Maintain meaningful relationships with students, community members and the school.
- Undertake, as required, daily bus pickups and drops off.
- Mentor and support First Nation students aged between 12-18yrs, including facilitating and presenting workshops, and providing in-class tutoring and outside class assistance.
- Provide NASCA Life Skills and School Engagement activities, eg. cooking, creative arts, leadership, CV creation, goal setting, job-ready skills.
- Provide, as required, a healthy breakfast program to NASCA students.
- Organise physical education activities that include Traditional Indigenous Games.
- Organise after school and weekend activities and excursions.
- Facilitate community activities, eg. fostering opportunities for cultural exchange between community, NASCA and school.
- Create Personalised Learning Pathway Plans for NASCA students.
- Works in a team within schools, and from time to time works weekends and overnight to run residential programs and camps.
- Other duties as requested.

Desired skills and experience:

- Qualifications in one of these areas: teaching, social sciences, Indigenous studies, coaching, youth and community services, or Health.
- Facilitation skills, presenting or working with children and young people.
- Stakeholder engagement and relationship management.
- Experience with engaging with Aboriginal and Torres Strait Islander communities and organisations.
- Excellent interpersonal and communication skills.
- Excellent organisation and effective time management, able to manage competing priorities.
- Proactivity with a high degree of autonomy and initiative.

Typical Day

- Providing in-class support to students to support their learning.
- Facilitating a hands on and engaging 1hr workshop for students based on the NASCA values.
- Liaising with School staff on a student-specific need.
- Chatting with a community members to coordinate an upcoming cultural event.
- Brainstorming with program co-workers to come up with new ideas for making program activities better.
- Taking appropriate photos for social media.
- Collecting attendance data about student outcomes for reporting and to improve the program delivery.

Must haves:

- Formal qualifications in a relevant area and/or relevant management experience.
- Experience in a not-for-profit Aboriginal organisation.
- A drivers licence.
- Working with children and AFP clearances.
- Cross-cultural intelligence.
- Passion for social justice and equality for First Nation peoples.





NASCA VALUES

- Cultural Pride & Inclusion
- Collaboration
- Excellence
- Integrity
- Trust

NASCA
CULTURE EDUCATION COMMUNITY