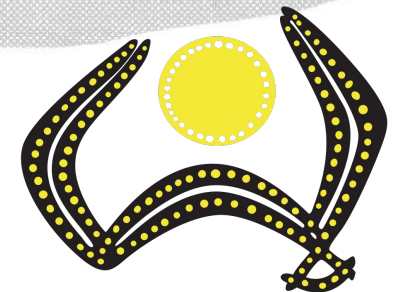


# NASCA

NASCA Young Women's Academy  
Team Leader - Canobolas



**NASCA**  
CULTURE EDUCATION COMMUNITY

# 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

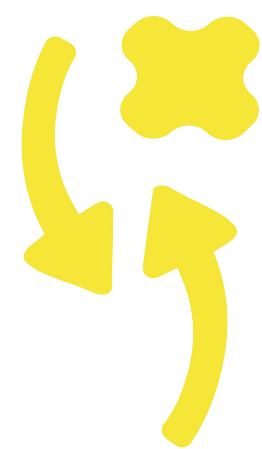
- We connect our young people to **CULTURE**, to build a sense of belonging, and increase self-esteem which leads to improved social and emotional well-being.
- We support young people in their **EDUCATION**, mentoring and helping them to build pathways for future educational and employment opportunities.
- 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



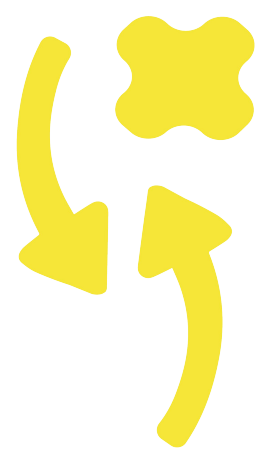
# Position Overview

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 - Western
Location	Canobolas High School
Employment Status	Full-time
Remuneration	Specific salary to be negotiated based on qualifications and experience, plus superannuation and optional salary packaging benefits.
Allowances and Other Benefits	<ul style="list-style-type: none"><li>- Statutory leave provisions.</li><li>- One day of cultural or ceremonial leave per year.</li><li>- The opportunity to have a 35 hour working week, and up to 20 days of additional paid leave per year.</li></ul>

# 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:

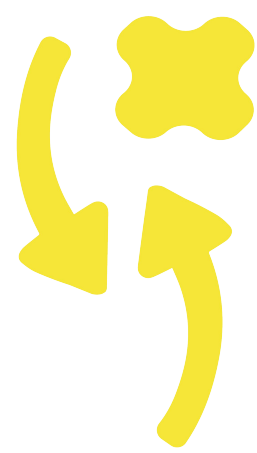
- People management and team collaboration, coaching skills, team development, and conflict resolution;
- Stakeholder engagement and relationship management; strong communication and interpersonal skills.
- Experience with engaging with Aboriginal and Torres Strait Islander young people, communities 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.





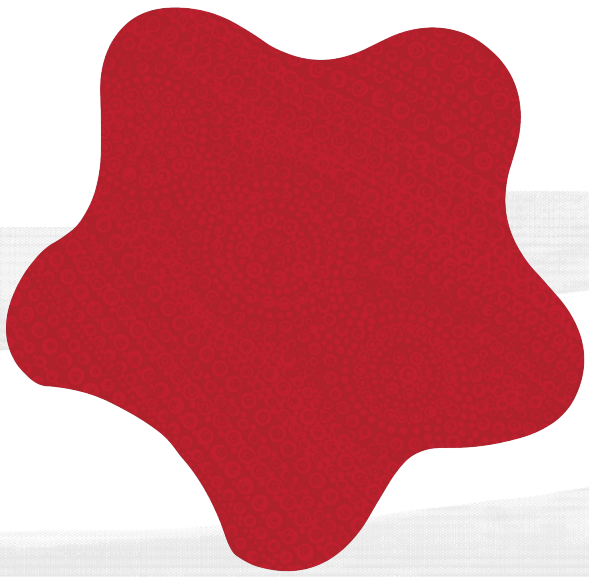
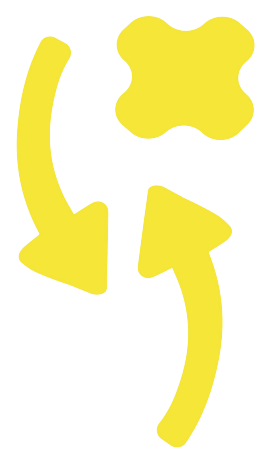
# How to Apply

Please submit a completed application via email to [jobs@nasca.org.au](mailto:jobs@nasca.org.au)

You will need to send **the items listed below** to be considered:

1. **Resume:** including relevant experience to make it easier for us to work out how your experience matches what we're looking for. Please include references and your contact details.
2. **Cover Letter:** tell us about you, why you want to work at NASCA and what key attributes, skills and experience you would bring to the role. Share your story.

**For more information:** contact the NASCA team on 02 8399 3071 or via [jobs@nasca.org.au](mailto:jobs@nasca.org.au)





## NASCA VALUES

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

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CULTURE EDUCATION COMMUNITY