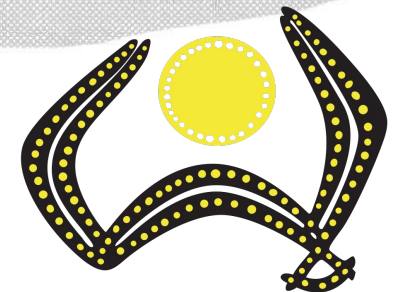# NASCA

Program Lead- Sydney
(12 Month Maternity Leave position)

2024

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.
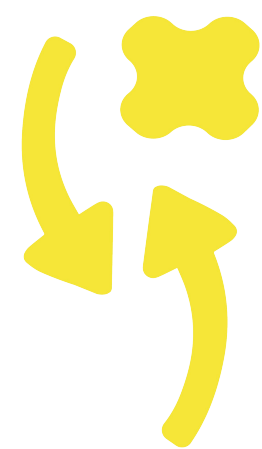
What we do

- 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 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	Sydney
Employment Status	Full-time 12 Month Maternity Leave position
Remuneration	Specific salary to be negotiated based on qualifications and experience, plus superannuation and optional salary packaging benefits.
Allowances and Other Benefits	- Statutory leave provisions. - One day of cultural or ceremonial leave per year. - The opportunity to have a 35 hour working week, and up to 20 days of additional paid leave per year.

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 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.
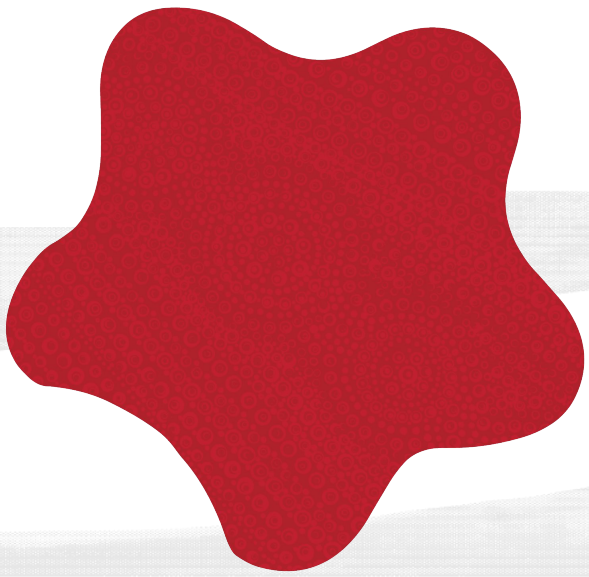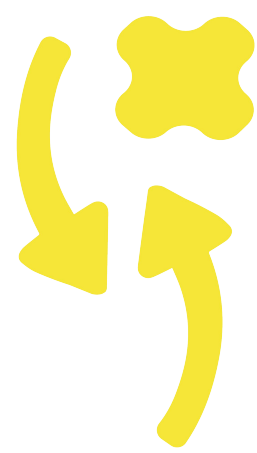- Passion for social justice and equality for First Nation peoples.

How to Apply

Please submit a completed application via email to 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

NASCA VALUES

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