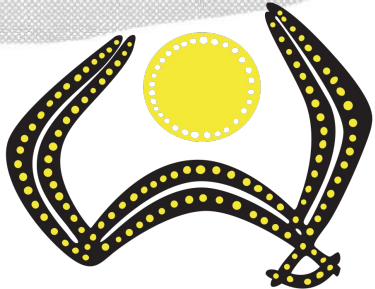


# NASCA

Western Pathways Lead



**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.



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

- Connection to Culture
- Wellbeing
- Education and employment

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

# Position Overview

When it comes to the future of Indigenous people, education can change it all. Indigenous young people are less likely to complete Year 12 and gain further qualifications which impacts their health, future income prospects and opportunities. It is well-established that if an Indigenous young person completes Year 12 and gains a university qualification, their life expectancy is on par with non-Indigenous people. The NASCA Pathways program assists our Young People to articulate and develop their aspirations throughout their high school journey and beyond by supporting and empowering students to identify pathways opportunities toward their post school education and career aspirations.

The Pathways Lead will develop a post-school program to support students to transition to further study or work. This role will support the work of schools and school career advisors, and our NASCA school-based program team who are working alongside young people on site every day. Having a positive and motivating support network continued outside of the school gates will ensure that our young people will have every opportunity to realise their full potential.



Position	Western Pathways Lead
Reports to	Senior Pathways Manager
Location	Dubbo with travel to our Western YWA sites
Employment Status	Full-time
Remuneration	\$78,000-\$85,000 base salary plus superannuation contributions. Salary to be determined based on skills and experience. 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

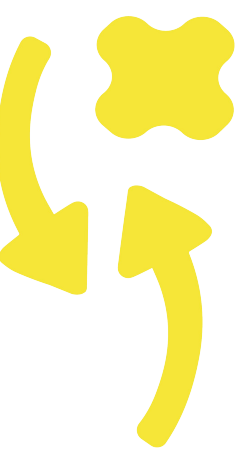
The NASCA Western Pathways Lead will work with students to articulate and develop their study and/or work aspirations throughout their high school journey and beyond. The Pathways Lead will work with students enrolled in the NASCA Young Women's Academies in the NSW Western communities. A vehicle will be provided to facilitate school site visits.

## Key outputs

- **Post-school planning:** For NASCA students in years 9-12 at our Western schools.
- **Mentoring:** facilitating one-on-one engagement between the students and a NASCA mentor.
- **Workshops and individual support:** Including work readiness, CV development, interview preparation, study and writing skills, time management, scholarship application support.
- **Work experience opportunities:** Linking NASCA students with trusted partners and facilitating the creation of structured work experience opportunities.

## Key Responsibilities

- Work with NASCA students across our Western Region to support post-school planning - including further education and/or employment. A NASCA vehicle will be provided to facilitate school visits.
- Work within a team to maintain and develop stakeholder relationships with local service providers to grow and enhance opportunities for NASCA students.
- Support the development of individual student post-school plans for NASCA students, including the development of clear career aspirations/goals.
- Support NASCA students in transitioning to further study or to work placements.
- Work with the NASCA Program Team to develop workshops and activities that engage NASCA students in post-school planning and connect them with mentors.
- Support and match students with potential work opportunities and mentoring relationships aligned to their career aspirations.
- Work collaboratively with other NASCA teams on projects specific to career development.
- Develop and implement an evaluation process of the post-school program in the Western NSW region.



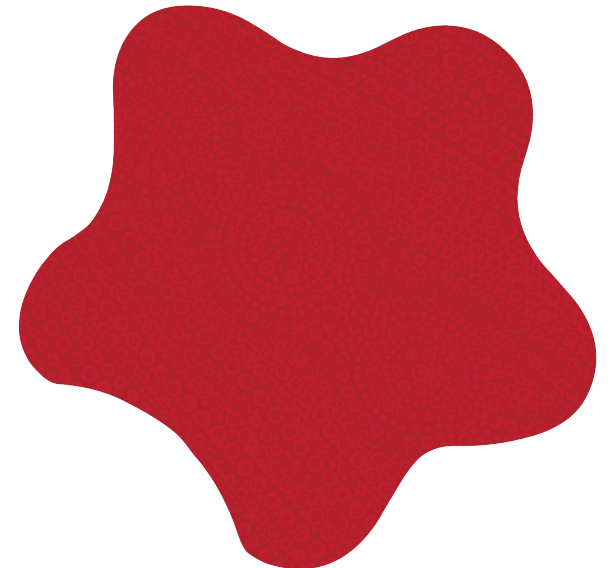
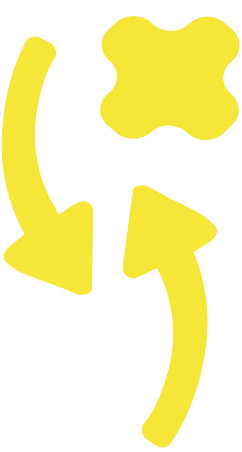
## Selection Criteria

1. Experience working with Aboriginal and/or Torres Strait Islander young people and understanding of challenges faced by Aboriginal and Torres Strait Islander young people.
2. Experience in the employment and/or professional development sector.
3. The ability to build relationships and to work in partnership with schools and community service providers.
4. Knowledge and experience in group processes and facilitation, especially with First Nations young people.
5. Personal alignment to the vision and values of NASCA.



## Must haves

- Strong interpersonal skills and ability to relate to young people.
- Local knowledge of stakeholders and service providers and the ability to establish collaborative partnerships.
- Understanding of pathways into University, TAFE and employment.
- Qualifications and/or experience in one of the following disciplines: teaching, social sciences, youth and community services, Indigenous studies or organisations, coaching, or health.
- Drivers Licence, travel required within NASCA Eastern Region.
- Working with Children and AFP clearances (to be obtained prior to commencement of employment).
- Understanding of issues facing young Aboriginal and Torres Strait Islander people



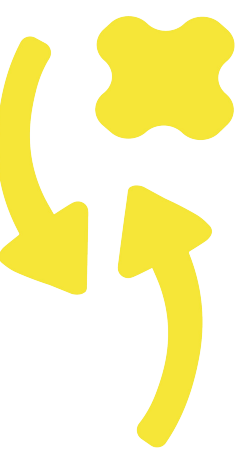
# How to Apply

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.
3. **Essential Selection Criteria:** Respond to each criteria by giving an example in order for us to understand your expertise. In your answer tell us how you gained your experience, what you learned, and what you have achieved.

**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

**NASCA**  
CULTURE EDUCATION COMMUNITY