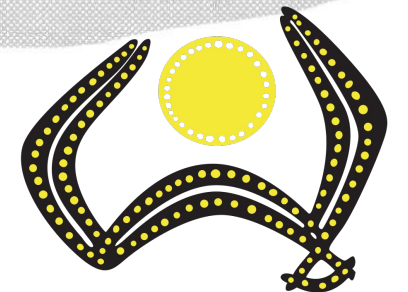


NASCA

Deputy Chief Executive Officer



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 19,000 young people.
- In 2025, we supported over 2000 young people.
- We work across New South Wales with 21 Young Women's Academies, one Young Men's Academy, 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](#)

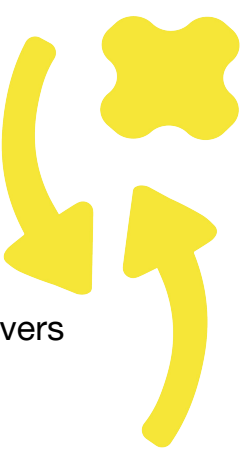
Position Overview

The Deputy CEO plays a critical leadership role within NASCA, working in close partnership with the CEO to ensure the organisation delivers strong, culturally grounded outcomes for Aboriginal and Torres Strait Islander young people.

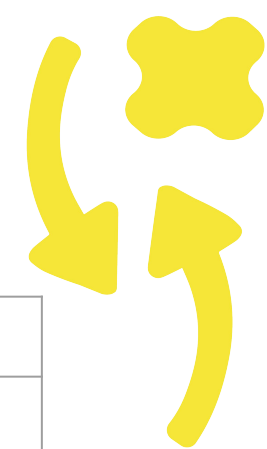
The Deputy CEO role requires a high degree of agility and responsiveness to shifting operational, community, and organisational dynamics across NASCA school sites and communities. In this context, the Deputy CEO has primary responsibility for the leadership, coordination, and performance of the central office functions, ensuring organisational stability, compliance, and operational excellence while remaining responsive to the needs of communities and schools.

The Deputy CEO provides executive oversight and leadership of Operations, Human Resources, and Marketing, Partnerships and Engagement, and acts for the CEO in her absence. The role requires strong people leadership, sound judgement, and the ability to balance strategic priorities with day-to-day operational realities across a geographically dispersed footprint.

The Deputy CEO works collaboratively with the CEO, Executive team, and Board to translate NASCA's Strategic and Operational Plans into effective delivery, strong governance, and sustainable organisational growth.



Position Overview



Position	Deputy Chief Executive Officer (Deputy CEO)
Reports to	Chief Executive Officer (CEO)
Direct reports	Two (Director of People and Operations, Director of Marketing & Engagement)
Location	Redfern, Gadigal/Sydney location
Employment Status	Full-time (35 hours per week)
Remuneration	\$158,000 to \$165,000. Specific salary to be negotiated based on qualifications and experience, plus superannuation and optional salary packaging benefits.
Allowances and Other Benefits	35 hour working week; 4 weeks total leave per year; Employee Assistance Program; 1 day of cultural or ceremonial leave per year.
Identified Position	<p>This is an Aboriginal and/or Torres Strait Islander identified position.</p> <p>In accordance with Section 14(d) of the Anti-Discrimination Act 1977 (NSW), this role is open to Aboriginal and/or Torres Strait Islander applicants only.</p> <p>NASCA is a 100% Indigenous governed and led organisation and strongly encourages Aboriginal and Torres Strait Islander leaders to apply.</p>

Key Responsibilities

Executive Leadership & Governance

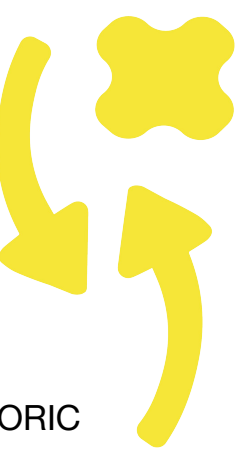
- Support the CEO in delivering NASCA's Strategic Plan and Operational Plan, ensuring alignment across central office and site-based operations.
- Prepare and present high-quality Board papers, reports, and briefings to support effective governance and decision-making, including ORIC and regulatory compliance.
- Maintain strong oversight of organisational risk, probity, and compliance obligations.

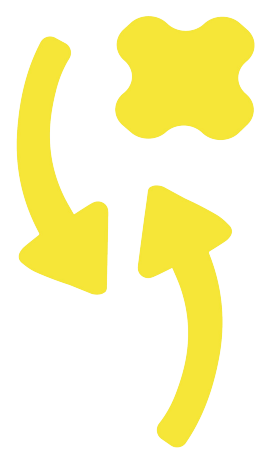
Head Office Leadership

- Provide direct leadership and line management to two senior leaders across Operations, HR, Marketing, Partnerships and Engagement.
- Ensure head office functions operate cohesively, efficiently, and in alignment with NASCA values and cultural frameworks.
- Works from the Redfern Office in a full-time capacity, with flexibility to negotiate a 40% WFH arrangement after initially settling into the position.
- Foster a collaborative, accountable, and culturally safe workplace culture.

Operations & Organisational Performance

- Oversee operational systems, policies, and procedures to ensure consistency, quality, and contractual compliance across all NASCA sites.
- Ensure performance frameworks, KPIs, and reporting mechanisms are embedded and used to drive continuous improvement.
- Lead quality assurance processes and ensure organisational standards are consistently applied.





Workforce & People Leadership

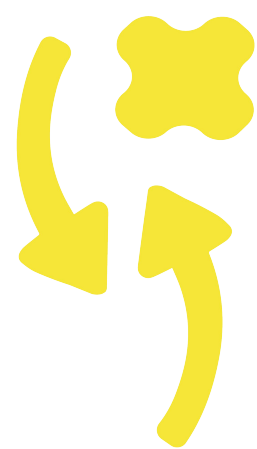
- Provide strategic oversight of workforce systems, including recruitment, onboarding, performance management, and professional development.
- Ensure workforce practices are culturally informed, compliant, and supportive of staff wellbeing.
- Strengthen leadership capability across teams and support succession planning.

Marketing, Partnerships & Engagement

- Support and oversee strategic partnerships, funding relationships, and stakeholder engagement.
- Ensure effective management of government contracts, reporting, and acquittals.
- Contribute to the development of submissions, funding opportunities, and partnership growth strategies.

Community & Cultural Accountability

- Ensure organisational decision-making remains grounded in community need, cultural integrity, and lived experience.
- Support mechanisms that listen to and respond to the voices of young people, families, schools, and communities.
- Maintain a strong understanding of issues impacting Aboriginal and Torres Strait Islander peoples and education systems.



Key Capabilities and Experience

- Demonstrated senior leadership experience within complex, community-based or Aboriginal-controlled organisations.
- Strong understanding of governance, compliance, and contract management in publicly funded environments.
- Proven ability to lead central office functions while supporting distributed, site-based delivery models.
- High-level stakeholder engagement and relationship management skills.
- Strong written and analytical skills, including Board reporting and strategic documentation.
- Ability to work effectively in dynamic environments with competing priorities.

Cultural and Personal Attributes

- Identifies as an Aboriginal and/or Torres Strait Islander person.
- Deep cultural knowledge and commitment to self-determination and social justice.
- High level of integrity, sound judgement, and relational leadership style.
- Comfortable working in hybrid and community-facing environments.

Essential Selection Criteria:

Applicants will be assessed against the following Key Selection Criteria. Responses should demonstrate relevant experience, capability, and outcomes achieved.

1. Executive Leadership and Governance

Demonstrated experience providing senior executive leadership within a complex organisation that has had extensive growth over the last 4 years, including contributing to effective Board governance, compliance, and risk management.

2. Central Office and Operational Leadership

Proven capability in leading central office functions, with responsibility for organisational operations, systems, and processes that support consistent, high-quality delivery across multiple sites and regions.

3. People Leadership and Workforce Capability

Demonstrated experience leading senior staff and multidisciplinary teams, including oversight of human resources, performance management, workforce development, and the creation of culturally safe, accountable, and high-performing workplaces.

4. Strategic Thinking and Agility

Strong strategic planning skills combined with the ability to operate in dynamic and changing environments, respond to shifting community and organisational needs, and balance strategic priorities with operational realities.

5. Partnerships, Markets and Engagement

Demonstrated ability to build, manage, and sustain effective relationships with government, funders, partners, schools, and community stakeholders, including experience with contracts, reporting, acquittals, and funding submissions.

6. Cultural Leadership and Community Accountability

Deep understanding of issues impacting Aboriginal and Torres Strait Islander peoples, with demonstrated experience working respectfully with communities, schools, and stakeholders to ensure services are culturally grounded, responsive, and community-led.

7. Communication, Reporting and Influence

High-level written and verbal communication skills, including experience preparing Board papers, reports, briefings, and submissions, and the ability to influence and engage diverse stakeholders.

8. Personal Capability and Professional Integrity

Demonstrated integrity, sound judgement, resilience, and the ability to manage competing priorities while modelling NASCA values and maintaining trust across the organisation.



Must haves:

- Aboriginal and/or Torres Strait Islander identity.
- Relevant qualifications and/or significant executive management experience.
- Experience working within an Aboriginal-controlled organisation.
- Current Working With Children Check and AFP clearance.
- Driver's licence and willingness to travel.
- Strong cross-cultural intelligence and commitment to NASCA values.



How to Apply

As this is an identified position, applicants must identify as Aboriginal and/or Torres Strait Islander.

Please create an Employment Hero profile and submit your Resume and Essential Criteria Responses

You will need to submit **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.
2. **Essential Criteria Responses:** To proceed directly to a panel interview, please respond to all our essential criteria listed in page 9. Please ensure you:
 - Answer each question clearly
 - Submit your responses as a separate document (PDF format), attached with your application

Please note that incomplete applications that do not address the selection criteria for the position will not be considered.

3. **Create** an Employment Hero profile via [this link](#).
4. **Submit** your CV and Essential Criteria Responses via your Employment Hero profile.

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

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CULTURE EDUCATION COMMUNITY