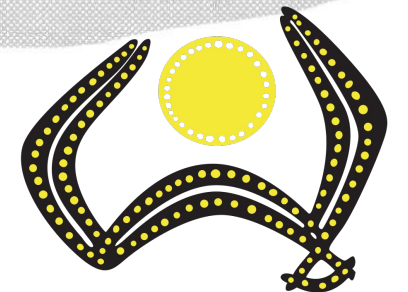


NASCA

NASCA Young Women's Academy
Eastern Regional Manager



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 2025: NASCA had over 92% 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.

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



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

- Connection to Culture
- Wellbeing
- Education and employment

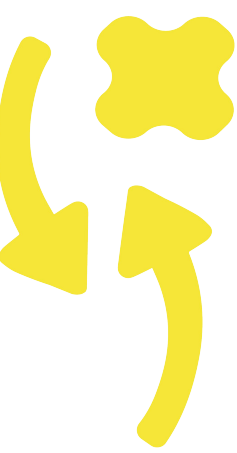
Position Overview

The Eastern Regional Manager plays a key role in guiding and strengthening team performance by managing and supporting Team Leaders in delivering the NASCA program at their respective school sites. This includes overseeing program and project planning, staff management and coordination, data collection, and supervising Team Leaders.

The role also involves coaching Team Leaders in their day-to-day work and regularly reviewing outcomes to drive continuous improvement. Additionally, the Eastern Regional Manager supports the coordination of program events, and activities across the region, develops comprehensive regional program reports, and builds strong, meaningful relationships with community and key stakeholders to support long-term program success.

Position	Eastern Regional Manager
Reports to	Program Director
Location	Location to be negotiated, The role covers schools across our Eastern Region, including the Hunter, Central Coast, Sydney, and South Coast.
Employment Status	Full-time
Remuneration	Salary base \$103,285 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)• 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

Position Overview cont'd



Key Responsibilities

- Coach, mentor and support Team Leaders in their management responsibilities
- Foster a collaborative and high-performing team culture
- Support Team Leaders in staff development, performance conversations and conflict resolution
- Work with Program Delivery staff to co-create KPIs and success measures
- Monitor program outcomes and support teams to review and improve performance
- Provide guidance on program planning, coordination and implementation across sites
- Build and maintain strong relationships with school leadership, including Principals and key staff
- Represent NASCA within school communities and regional networks
- Engage with local communities across the respective footprint.
- Provide strategic oversight across multiple sites to ensure consistency and quality of delivery
- Support teams to analyse data and reporting to improve program impact

Desired skills and experience:

- Program and project planning, coordination and implementation
- Program evaluation, analysis and reporting
- Strong people leadership and team development capabilities
- Coaching and mentoring skills
- Ability to support conflict resolution and build team collaboration
- Strong stakeholder engagement skills

Must haves:

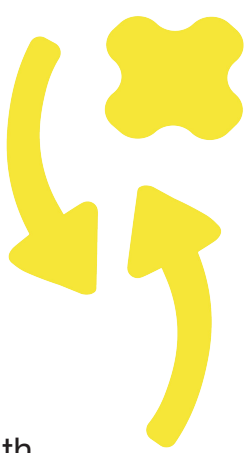
Qualifications and/or demonstrated experience in one or more of the following areas:

- Teaching
- Social sciences
- Youth and community services
- Indigenous studies
- Coaching
- Health or wellbeing disciplines

Experience working with schools, youth programs or community organisations will be highly regarded.

Typical Day

- Facilitating daily or regular check-ins with specific program sites to review priorities
- Supporting Team Leaders with operational or staff management matters
- Meeting with school Principals to align NASCA program delivery with school priorities
- Reviewing program performance data and supporting teams to improve outcomes



Essential Criteria

Please write your responses in a separate document and attach in PDF format with your application.

Please ensure you **respond to all of the essential criteria listed below**. Your answers must address each point clearly and follow the word limits provided for each question. Applications that do not respond to these criteria will not be considered.

Qualifications and Professional Experience (Max 150 words):

1. Please tell us about your relevant qualifications and professional experience that have prepared you for this role. In your response, please include experience in areas such as education, community development, sport/health, counselling, or Indigenous studies, and how you have applied this knowledge in practice.

Understanding of Aboriginal and Torres Strait Islander Contexts (Max 200 words):

2. Describe your experience working with Aboriginal and Torres Strait Islander young people or communities. What is your understanding of the key challenges they face, and how do you ensure your work is culturally respectful, strengths-based, and effective?

Building Partnerships and Relationships (Max 200 words):

3. Provide an example of a time you built strong relationships with a school or community organisation to deliver a program or initiative? What steps did you take to build trust and maintain the partnership?

Leadership, Teamwork and Conflict Resolution (Max 200 words):

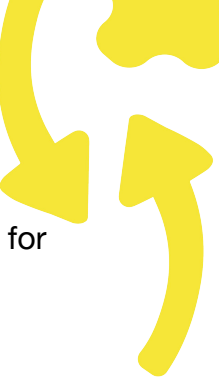
4. Tell us about a time you worked within or led a team where there were differing perspectives or conflict. How did you approach the situation, support the team, and ensure a positive outcome?

Program Delivery, Facilitation and Engagement (Max 200 words):

5. Describe a program, activity, or initiative you have designed or delivered for young people. How did you ensure it was engaging, culturally appropriate, and effective for both small and larger groups?

Organisation, Reporting and Working in Demanding Environments (Max 200 words):

6. This role requires managing multiple priorities, meeting reporting requirements, and occasionally travelling to program sites. Can you describe how you organise your work, use data or reporting to inform decisions, and manage competing priorities in a busy environment?



How to Apply

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. Please include your contact details.
2. **Essential Criteria Responses:** To proceed directly to a panel interview, please respond to all our essential criteria listed in page 7. Please ensure you:
 - Answer each question clearly
 - Stay within the specified word limit or less
 - 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

NASCA
CULTURE EDUCATION COMMUNITY