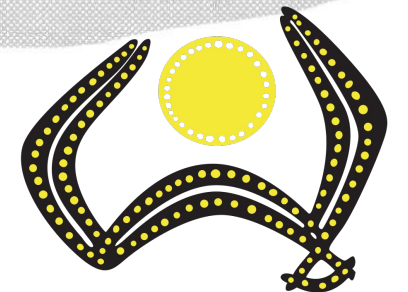


# NASCA

NASCA Young Women's Academy  
Team Leader - Narromine High School



**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

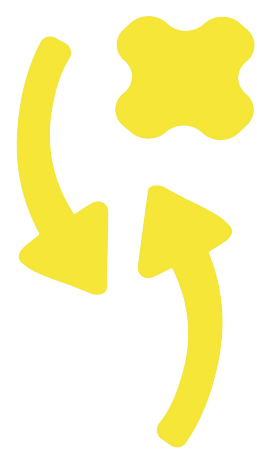
The Team Leader will manage and support Program Leads in delivering the NASCA Academies for their school site. This includes program and project planning, staff management and coordination, data collection and undertaking and overseeing Program Lead tasks.

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	Western NSW Regional Manager
Location	Narromine High School
Employment Status	Full-time
Remuneration	Salary base \$78,548 plus superannuation and optional salary packaging benefits.
Allowances and Other Benefits	<ul style="list-style-type: none"><li>• Competitive Base salary + NFP salary packaging (package up to \$15,900 tax free) plus meals and entertainment benefit (up to \$2,650) + Remote Area Benefit for eligible staff (<a href="#">Remote Area Benefit</a>)</li><li>• Employee Assistance Program - Independent confidential counselling service;</li><li>• Growth and Development budget</li><li>• Wellbeing assistance and tools to take care of your mental and physical wellbeing so you can do your best work</li><li>• 6 weeks paid parental leave (minimum tenure applies)</li><li>• 4 weeks of annual leave plus the potential of up to 21 additional days of AL</li><li>• 1 day of cultural or ceremonial 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:

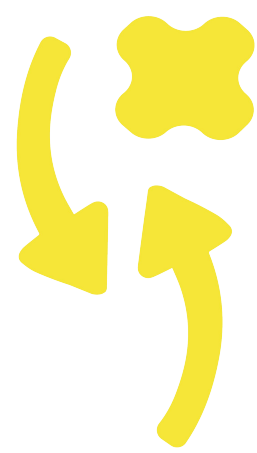
- People management and team collaboration, coaching skills, team development, and conflict resolution;
- Stakeholder engagement and relationship management; strong communication and interpersonal skills.
- Experience with engaging with Aboriginal and Torres Strait Islander young people, communities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



# Essential Criteria

Please write your responses in a separate document and attach it 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 may not be considered.

## **Qualifications and Experience (Max 150 words):**

1. Relevant qualification or experience in Education, Community development/management, Social sciences, counselling, sport/health, Indigenous studies, mentoring/leadership or similar field.

## **Culture & Understanding (Max 200 words):**

2. Knowledge and understanding of challenges facing Aboriginal and Torres Strait Islander people, and experience working with Aboriginal and Torres Strait Islander young people and/or families.

## **Program & Content Development (Max 200 words):**

3. Proven program development & facilitation skills of group activities/workshops and programs for young people. Provide examples of your experience in planning, delivering, and evaluating programs.

## **Stakeholder Engagement & Relationship Management (max 200 words):**

4. Excellent interpersonal and communication skills, and a proven ability to develop and maintain respectful relationships with families, schools and community organisations working collaboratively with a number of stakeholders.

## **Administration, Reporting and Budget Management (Max 200 words):**

5. Share your experience managing responsibilities and competing priorities including report writing for a number of internal and external stakeholders, record keeping and budgeting across multiple platforms such as salesforce, excel, Department of Education.

## **Leadership & Team Management: (Max 200 words):**

6. Demonstrated ability to manage a team, and experience/skills in managing team dynamics to meet Program objectives.



# How to Apply

Create an Employment Hero profile and submit your Resume and Essential Criteria Responses in PDF format

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. Ensure you:
  - \* Answer each question clearly
  - \* Stay within the specified word limit
  - 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 in PDF format via your Employment Hero profile.

**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