NASCA

NASCA Young Women's Academy Northern Territory and Sydney CoEd Regional Manager

2026

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%

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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]

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Position Overview

The Regional Manager, NT & Sydney Co-ed Programs plays a key role in leading and strengthening program delivery across both regions by managing and supporting Team Leads and Program Leads in delivering quality NASCA programs. This includes overseeing program planning and coordination, team performance and wellbeing, stakeholder engagement, data collection and reporting, and ensuring programs align with NASCA's values and funding requirements.

The role also involves coaching and supporting program teams in their day-to-day work, regularly visiting schools and communities, and reviewing outcomes to drive continuous improvement. Additionally, the Regional Manager supports volunteer engagement and coordination, oversees program activities, excursions and camps, manages regional budgets and reporting, and builds strong, meaningful relationships with students, families, schools, communities and key stakeholders to support positive student outcomes and long-term program success.

Position	Northern Territory & Sydney Co-ed Regional Manager
Reports to	Program Director
Location	Redfern with regular travel to Mparntwe (Alice Springs), remote NT communities and Sydney program sites.
Employment Status	Full-time
Remuneration	Salary base $108,186 plus superannuation and optional salary packaging benefits.
Allowances and Other Benefits	• 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

- **Lead program delivery** for the NT and Sydney Co-ed programs in line with funding agreements, NASCA’s values and approved program resources.
- **Plan and deliver quality programs** in schools and communities that respond to local needs and follow appropriate cultural protocols.
- **Manage program budgets and acquittals** within delegated authority.
- **Lead, coach and support Team Leads and Program Leads**, including workload, rostering, performance and wellbeing.
- **Build a positive, safe and culturally respectful team culture**, resolving conflict early.
- **Stay close to delivery** by visiting schools, observing activities, and stepping in to deliver workshops, mentoring or residentials where required.
- **Drive student outcomes**: improved attendance and performance, career pathways, work-ready skills and cultural pride, including oversight of Personalised Learning Pathway Plans, mentoring, excursions and camps.
- **Ensure child safety, cultural responsiveness and WHS compliance** across all activities, including safeguards for transport, supervision and overnight programs.
- **Partner with the Volunteer Manager** to make sure volunteers are well placed, prepared and supported, including setting volunteer numbers and skills needed, contributing to selection, co-designing induction and training, and escalating concerns early.
- **Build and maintain relationships** with students, families, community members, principals, teaching staff, government departments and program partners, aligning activities with school priorities and the NT education engagement strategy.
- **Use data and approved evaluation tools to report** to stakeholders, lead continuous improvement cycles, and contribute to funding proposals, marketing materials and board papers.
- **Contribute to new program offerings and delivery sites**, and work collaboratively across NASCA, complying with policies and legislation and representing NASCA’s values professionally.

Desired skills and experience:

- Qualifications in teaching, social sciences, Indigenous studies, coaching, youth and community services or health.
- Experience managing budgets and acquitting program funding.
- Experience writing for government and funders.
- Experience working with volunteers.
- Aboriginal and/or Torres Strait Islander heritage. Aboriginal and/or Torres Strait Islander people are strongly encouraged to apply.

Must Haves

- Demonstrated experience leading, coaching and supporting teams, including performance management and conflict resolution.
- Experience working within a not-for-profit Aboriginal organisation.
- Experience working with Aboriginal and Torres Strait Islander young people and/or families.
- Experience planning and facilitating group activities or workshops for young people.
- Ability to build and maintain respectful relationships with schools, families, community organisations and key stakeholders.
- Ability to work autonomously, manage competing priorities across multiple programs and willingness to travel between the NT and Sydney, including residential programs and camps.

Typical Day

- Connecting with Team Leads and Program Leads to review priorities, provide coaching and support program delivery.
- Monitoring program performance, attendance data and KPIs to identify opportunities for improvement.
- Visiting schools and communities to engage with students, observe activities and support delivery teams.
- Building relationships with Principals, school staff, families and community stakeholders.
- Overseeing program planning, events, excursions, camps and volunteer coordination across both regions.
- Managing operational priorities, resources and budgets while ensuring child safety, cultural responsiveness and WHS requirements are met.



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 references and 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
   - 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. Navigate to NASCA's Career Page (nasca.org.au/careers). Select the role and click **Apply Now**
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

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NASCA VALUES

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