NASCA

Young Women's Academy
Program Lead - Lake Illawarra High School

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 objective of the Program Lead role is to 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	Program Lead
Reports to	Team Leader
Location	Lake Illawarra High School
Employment Status	Full-time
Remuneration	Salary base $73,735, 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) + Remote Area Benefit for eligible staff (https://www.cbb.com.au/uploads/Brochure-Remote-Area-Benefit.pdf) • 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

- Deliver NASCA programs in schools including program planning, coordination and implementation.
- Maintain meaningful relationships with students, community members and and the school.
- Undertake, as required, daily bus pickups and drops off.
- Mentor and support First Nation students aged between 12-18yrs, including facilitating and presenting workshops, and providing in-class tutoring and outside class assistance.
- Provide NASCA Life Skills and School Engagement activities,eg. cooking, creative arts, leadership, CV creation, goal setting, job-ready skills.
- Provide, as required, a healthy breakfast program to NASCA students.
- Organise physical education activities that include Traditional Indigenous Games.
- Organise after school and weekend activities and excursions.
- Facilitate community activities, eg. fostering opportunities for cultural exchange between community, NASCA and school.
- Create Personalised Learning Pathway Plans for NASCA students.
- Works in a team within schools, and from time to time works weekends and overnight to run residential programs and camps.
- Other duties as requested.

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Desired skills and experience:

- Qualifications in one of these areas: teaching, social sciences, Indigenous studies, coaching, youth and community services, or Health.
- Facilitation skills, presenting or working with children and young people.
- Stakeholder engagement and relationship management.
- Experience with engaging with Aboriginal and Torres Strait Islander communities and organisations.
- Excellent interpersonal and communication skills.
- Excellent organisation and effective time management, able to manage competing priorities.
- Proactivity with a high degree of autonomy and initiative.

Must haves:

- Formal qualifications in a relevant area and/or relevant management experience.
- Experience in a not-for-profit Aboriginal organisation.
- A physical drivers licence. Please note that the residential address displayed on your licence must match your current residential address. **Service NSW digital licences will not be accepted.**
- Working with children and AFP clearances.
- Cross-cultural intelligence.
- Passion for social justice and equality for First Nation peoples.

Typical Day

- Working hours are typically 8am–4pm; overtime may be required on occasions.
- Providing in-class support to students to support their learning.
- Facilitating a hands on and engaging 1hr workshop for students based on the NASCA values.
- Liaising with School staff on a student-specific need.
- Chatting with a community members to coordinate an upcoming cultural event.
- Brainstorming with program co-workers to come up with new ideas for making program activities better.
- Taking appropriate photos for social media.
- Collecting attendance data about student outcomes for reporting and to improve the program delivery.



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. Describe relevant qualification and/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. Share your knowledge and understanding of the challenges facing Aboriginal and Torres Strait Islander peoples, and provide examples of your experience working with Aboriginal and Torres Strait Islander young people and/or families.

Program & Content Development (Max 150 words):

3. Share examples of your experience facilitating group activities or workshops for young people, including how you have planned and delivered these sessions.

Stakeholder Engagement & Relationship Management (max 200 words):

4. Provide examples of how you have developed and maintained respectful relationships with families, schools, and community organisations, and describe how you have worked collaboratively across multiple stakeholders.

Team work (Max 150 words):

5. Describe your experience working effectively in a fast-paced team environment with competing deadlines and priorities, including how you manage your workload and contribute without direct supervision.

Cultural Mentoring & Coaching (Max 150 words):

6. Share examples of your experience in mentoring, leadership, or advocacy roles supporting Aboriginal and Torres Strait Islander young people and/or families.

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