



## Exciting Management Role with Great Benefits!

Are you looking for an exciting new challenge and have a desire to work directly with community members in a rewarding and fulfilling career?

The Grafton Ngerrie Local Aboriginal Land Council (GNLALC) are searching for an experienced and committed **Chief Executive Officer (CEO)** who can take the organisation in a positive direction and accomplish a number of key projects that will secure the financial future of the GNLALC.

This Role requires a person with key organisation and planning skills and an ability to multi-task. You will be surrounded by a supportive and committed Board and Membership and have access to great salary benefits including salary sacrifice.

GNLALC are one of the region's largest landowners and have unlimited potential in terms of economic and social development opportunities.

For information on the position and to obtain a recruitment package, please contact the contact officer Sabrina Carlino on (02) 6642 6020 or [admin@gnlalc.org.au](mailto:admin@gnlalc.org.au) to obtain further information.

Applications marked "Confidential" and posted to:

**Brett Tibbett, P.O. Box 314, SOUTH GRAFTON NSW 2460** or e-mailed to above address.

**Applications close: Friday 30th May 2025**



## Principal – Independent Aboriginal Pre-School and Primary School

Join our team and make a difference in the lives of our students!

We are seeking an exceptional Principal to lead our Aboriginal Pre-School and Primary School in regional NSW, Australia. As a key member of our school community, you will be responsible for providing strategic leadership, vision, and direction to our school, while ensuring the highest quality education and care for our students.

### About the School:

Our school is a vibrant and inclusive community that values the unique cultural heritage and experiences of our Aboriginal students. We are committed to providing a high-quality education that prepares our students for success in all aspects of life. Our school is managed by an independent Board, and we are seeking a Principal who is passionate about leading and managing a school dedicated to the education and well-being of our students.

### About the Role:

As our new Principal, you will be responsible for:

- Providing strategic leadership and direction to the school, in collaboration with the Board and stakeholders
- Developing and implementing a vision for the school that is aligned with our values and mission
- Building and maintaining relationships with staff, students, parents, and the broader community
- Ensuring the highest quality education and care for our students, including curriculum design and implementation, teacher professional development, and student well-being
- Managing and leading a team of teachers and support staff
- Developing and implementing policies and procedures that support the school's mission and values

### Requirements:

- Bachelor's degree in Education or a related field
- Proven experience as a Principal or in a leadership role in a school setting
- Strong understanding of the Aboriginal community and its cultural practices
- Strong knowledge of Department of Education Pre-school regulations and the National Quality Framework
- Ability to build and maintain relationships with staff, students, parents, and the broader community
- Strong communication and interpersonal skills
- Ability to lead and manage a team of teachers and support staff
- Strong understanding of curriculum design and implementation, teacher professional development, and student well-being
- Ability to manage a multi-million dollar budget, in compliance with State and Federal legislation
- Ability to develop and implement policies and procedures that support the school's mission and values
- Persons who identify as Aboriginal and/or Torres Strait Islander preferred

### What We Offer:

- A competitive salary package
- A supportive and collaborative school community
- Opportunities for professional development and growth
- A chance to make a real difference in the lives of our students and the community

### How to Apply:

If you are passionate about leading and managing a school that is dedicated to the education and well-being of our students, please submit your application, including your resume and a cover letter. In your application, you must address the specific criteria below. Please email your application to [minimbahboard@gmail.com](mailto:minimbahboard@gmail.com)

### Selection Criteria

1. Relevant qualifications and a thorough understanding of curriculum design and implementation, particularly within an independent school context.
2. A demonstrated record of leadership, innovation, achievement and quality improvement in primary and pre-school school teaching.
3. Demonstrated experience with strategic people leadership, leading a positive culture in the workplace, in strategic planning and in providing operational leadership guidance for the academic directions of a School.
4. Excellent liaison and interpersonal skills with the ability to build teams, foster and negotiate relationships and partnerships which extend and develop the diverse activities of the school.
5. Demonstrated in-depth understanding of the Aboriginal community and its cultural practices, experience working with Aboriginal students, staff, and families, and an ability to develop and implement culturally responsive programs and policies.

### Contact Information:

Email: [minimbahboard@gmail.com](mailto:minimbahboard@gmail.com)

Closing Date: 31 May 2025

*We look forward to receiving your application.*



Justice  
and Community  
Safety

## Program Coordinator

- Utilise your management expertise to provide support and advice to the Workforce and Aboriginal Outcomes branch
- A full-time opportunity to work with a high-performing and passionate team in the Victorian Public Service
- Earn \$76,817-\$93,275 plus superannuation.

*This is a prioritised role for Aboriginal people, who will be given priority consideration as per the special measures provision of the Equal Opportunity Act 2010.*

The Naalamba Ganbu and Nerrlingu Yilam (the Yilam) is responsible for leading the development and implementation of Corrections Victoria services aimed at reducing the over-representation of Aboriginal people within the correctional system.

As the **Yawal Mugadjina Program Coordinator**, you will oversee the Cultural Mentoring Program that provides Aboriginal men and women in Victorian prisons access to mentoring from Aboriginal Elders and Respected Persons. The program also allows for participants to commence a Cultural Journey that links to post release services including Community Corrections and the Local Justice Worker program.

Key responsibilities include:

- Coordinating delivery of the Yawal Mugadjina Cultural Mentoring Program across the Victorian Prison system
- Liaising with Elders and Respected Persons across prison locations to schedule Yawal Mugadjina monthly prison visits
- Leading the coordination of quarterly training activities for Elders and Respected Persons.

As our ideal candidate, you will possess:

- A demonstrated knowledge and understanding of the Victorian Aboriginal Community and the issues impacting on it
- A demonstrated ability to communicate sensitively with members of the Victorian Aboriginal community
- The ability to define tasks and meet agreed outcomes while coordinating and guiding others.

**To apply, please visit [careers.vic.gov.au](https://careers.vic.gov.au) or for more information, contact Shana Blake on 0482 565 361 or [shana.blake@justice.vic.gov.au](mailto:shana.blake@justice.vic.gov.au)**

## Finance Manager

(Part-Time) – Not-for-Profit Sector



We're seeking a proactive and experienced **Finance Manager** to join our passionate, close-knit team in **Northern NSW**. This is a **part-time position** suited to someone who enjoys rolling up their sleeves and taking ownership of finance functions in a meaningful, community-focused organisation.

### About the Role

In this hands-on role, you will be responsible for a range of finance functions working closely with the bookkeeper – supporting their role in bookkeeping and payroll. You will be responsible for reporting, compliance, and strategic financial planning. Working closely with the team, you'll ensure financial integrity and sustainability, while also contributing to the broader success of the organisation.

### Key Responsibilities

- Manage day-to-day finance operations
- Prepare budgets, forecasts, and financial reports
- Ensure compliance with a range of NFP regulatory and funding requirements
- Handle grant acquittals and support the annual audit process
- Provide practical, timely financial advice to the Board and management
- Maintain and improve finance systems and processes

### About You

You're a hands-on finance professional who's comfortable working across all levels of financial operations in a small team environment. You'll bring:

- Experience in finance roles within the **NFP or community sector**
- Solid understanding of NFP compliance, reporting, and governance
- Qualifications in Accounting/Bookkeeping
- Proficiency in accounting software (e.g. Xero, MYOB, or similar)
- Great attention to detail, initiative, and the ability to work independently

### What We Offer

- A flexible, part-time role (days negotiable to suit your lifestyle)
- A supportive and collaborative small team environment
- The opportunity to contribute directly to a cause that matters
- Work/life balance in the stunning Northern NSW region
- Benefits associated with the NFP sector

For any inquiries regarding the position, candidates can contact our Business Manager via email at [business@jalilalc.com.au](mailto:business@jalilalc.com.au) or by phone at (02) 6686 7055.

*Looking to make a meaningful impact in a role where your work truly counts?*



Gilgandra & Weilwan LALC's

*This is a readvertised position,  
previous applicants don't need to reapply*

## CHIEF EXECUTIVE OFFICER

Permanent Full-time Position (Job share)  
35 hours per week (shared between two LALC's)

Salary range negotiable from \$100,000 plus entitlements & Superannuation.

The CEO is accountable to the Board of Directors & is responsible for the day-to-day operations. The CEO ensures the activities of GLALC & WLALC are consistent with the priorities & directions of LALC's policy framework set down by the Members. The CEO ensures the services of both LALC's are of high quality & responsive to the changing needs of the communities & funding environment. The Boards of GLALC & WLALC seek to appoint a CEO with the following core technical competencies:

- a) Business Management – extensive experience in a senior management position.
- b) Operational Management – Strategic approach to day-to-day operational management of a Remote Aboriginal Service.
- c) Financial Management – manage the financial affairs of the organisation, including budgeting, financial management (MYOB & Xero) & reporting to ensure compliance with legal & funding obligations.
- d) Staff Management – develop & build on a team that is committed to a productive working culture within the policies & procedures of GLALC & WLALC.
- e) Demonstratable knowledge and understanding of the Aboriginal Land Rights Act 1983 (ALRA) (or the ability to rapidly acquire) with the capacity to interpret and implement legislation and sound communication skills.
- f) External Relations & Representation – cultivate strategic alliances & positive relationships to effectively represent & advocate for GLALC & WLALC.
- g) Qualifications in business, finance, or community services disciplines (or equivalent experience) or willing to obtain.

Selection Criteria for appointment to the role of CEO will be assessed based on the suitability & background & fit to the key candidate requirements. (listed above). Please call or email for employment package or to discuss the role: Gilgandra LALC – Sally Carr – 02 68471477 or Email: [admin@gilgandalc.com](mailto:admin@gilgandalc.com)

**Position closes: 14th May 2025**

Please Post or email applications to:  
GLALC & WLALC CEO Recruitment Panel  
PO BOX 163, Gilgandra NSW 2827

Weilwan LALC



## Aboriginal Case Manager Casino

**Would you like to make a real difference in people's lives? If so, come and join the team at Momentum Collective.**

This position will provide Specialist Homelessness Services Domestic and Family Violence program/s to First Nations people and to deliver quality person-centred services with compassion and dignity.

Enjoy work life balance with a 4 day work week. This is a part time fixed term role to June 2026.

**Here at Momentum, we are known to provide a culturally safe environment and provide career development and mentoring opportunities for our Aboriginal and Torres Strait Islander employees.**

Momentum Collective is committed to creating social change and inclusive opportunities for everyone. We promote diversity when recruiting our team and are guided by our core values of trust and respect, wellbeing, innovation, working well together and being gracious. We respect the special place our nation's first people hold in our communities and value the differences in everyone.

**To apply:** please call Cindy on 0417228384 or email [recruitment@mymomentum.org.au](mailto:recruitment@mymomentum.org.au)

## Framlingham Aboriginal Trust

The Framlingham Aboriginal Trust is an organisation formed under the Aboriginal Lands Act 1970 (Vic) and is dedicated to serving the best interests of its shareholders and community residents.

### SITE MANAGER

An exciting opportunity has arisen for an experienced and motivated site manager at the Framlingham Aboriginal Trust, based in Purnim Victoria.

### HEAD OF OPERATIONS

Framlingham Aboriginal Trust: An exciting opportunity has arisen for an experienced and motivated Head of Operations Manager at the Framlingham Aboriginal Trust, based in Purnim, Victoria.

**Expressions of interest should be addressed to Robert Campbell the Chief Executive Officer and emailed to [ceo@fram.org.au](mailto:ceo@fram.org.au)**

Please include a cover letter addressing the criteria above and your current CV.

For all enquiries regarding this position, please contact:

Robert Campbell on (03) 8603 1321.

*Applications from Aboriginal and Torres Strait Islander people are especially welcome.*



# Chief Executive Officer (Aboriginal Identified)

**Location:** Bourke, NSW

**Salary Package:** \$200,000 per annum + vehicle + quality family home

## First Nations Identified Position

Are you an experienced and passionate leader looking for an opportunity to drive meaningful change in Aboriginal health and community services? Bourke Aboriginal Corporation Health Service (BACHS) is seeking a dynamic, strategic, and visionary **Chief Executive Officer** (CEO) to lead the organisation and further its mission of improving the health and wellbeing of Aboriginal communities in the Bourke region.

### About the Role:

As CEO of BACHS, you will have the unique opportunity to shape and implement the strategic direction of a key Aboriginal community-controlled health service. You will oversee all aspects of the organisation, ensuring the delivery of high-quality health services, effective risk management, and the achievement of operational and financial goals. You will play a key role in establishing and maintaining strong partnerships with government agencies, Aboriginal organisations, and local stakeholders to secure funding and improve community outcomes.

### Key Responsibilities:

- **Leadership & Strategic Direction:** Lead the development and implementation of BACHS' strategic plans to ensure alignment with organisational goals and values. Provide direction to a dedicated executive team, ensuring operational and financial excellence.
- **Community & Stakeholder Engagement:** Strengthen and build meaningful relationships with Aboriginal communities, government bodies, and external stakeholders. Advocate for the needs of Aboriginal people and ensure that services meet cultural, health, and social needs.
- **Financial & Operational Management:** Oversee the financial management of the organisation, including budget preparation, funding applications, and achieving financial performance targets. Ensure compliance with relevant legislation and organisational policies.
- **Workforce Development:** Foster a culture of inclusivity, learning, and growth, including the implementation of an Indigenous succession plan for leadership roles. Support the professional development of all staff, ensuring high performance and retention.
- **Risk & Compliance:** Ensure the effective identification and management of risks, along with the continuous improvement of service delivery standards.

### Key Selection Criteria:

- Qualification in Business, Management, Health, or a related field.
- Senior leadership experience, ideally in an Aboriginal community-controlled organisation.
- Deep understanding of Aboriginal health and the unique challenges facing Aboriginal communities.
- Proven track record in strategic planning, financial management, and team leadership.
- Exceptional communication and stakeholder engagement skills.
- Strong governance and compliance knowledge, with experience working with boards.
- Valid driver's licence and ability to obtain required clearances (National Police Check, Working with Children check, etc.).

### The Package:

- A competitive salary package of **\$200,000 per annum**, plus a **vehicle** and **house**.
- Full-time, permanent position located in Bourke, NSW, offering a unique opportunity to work in a vibrant, culturally rich community.
- Relocation assistance of up to \$9,000.

### Why Join BACHS?

At BACHS, you will have the chance to make a tangible difference in the lives of Aboriginal people in the Bourke region. You will be part of an organisation that prioritises the health, safety, and wellbeing of its community, providing you with the resources and support to succeed in your role. We are committed to building a diverse and inclusive workplace, this position is a First Nations identified position designed for someone of Aboriginal or Torres Strait Islander descent.

### How to Apply:

To apply, please submit your resume and a cover letter addressing the key selection criteria. For more information or to discuss the role in detail, please contact Julia Trendall on 0418 677 781 or [julia@abundancehr.com.au](mailto:julia@abundancehr.com.au).

**Applications close 18th May 2025.**

**We look forward to hearing from passionate and committed leaders ready to drive positive change within Aboriginal communities.**

# Want a career working with our mob, for our mob?

**The Department of Communities and Justice  
is looking for dedicated caseworkers and  
casework managers to join our team.**

## Why join us?

- **Rewarding work:** Contribute to meaningful change by supporting children and families.
- **Career growth:** Access to professional development and career advancement opportunities.
- **Supportive environment:** Work in a collaborative and inclusive workplace that values diversity.
- **Work-life balance:** Enjoy flexible working arrangements to support your personal and professional life.
- **Community impact:** Make a tangible difference in the lives of those who need it most.



## Apply today!

To find out more visit  
[careersatdcj.com/caseworkers](https://careersatdcj.com/caseworkers)  
or scan the QR code.

