



NSW Aboriginal Land Council

General Manager, NSW Housing Ltd

Executive Appointment

Identified Role

You must be able to identify as Aboriginal or Torres Strait Islander to be considered for this role.

Ongoing Appointment | Sydney Based | Attractive Salary Packaging Options

About the organization

NSWALC Housing is a wholly owned subsidiary of the New South Wales Aboriginal Land Council (NSWALC). NSWALC is a self-funding statutory authority, governed by a democratically elected Council (established under the Aboriginal Land Rights Act [1983]), and is responsible for protecting and promoting the rights and interests of Aboriginal people in NSW. NSWALC acts to ensure a better future for Aboriginal people by working for the return of culturally significant and economically viable land, pursuing cultural, social and economic independence for its people and being politically pro-active and voicing the position of Aboriginal people on issues that affect them.

The Aboriginal Land Council network operates as a two-tiered system consisting of NSWALC (including Zone Offices) and 120 Local Aboriginal Land Councils (LALCs).

Access to secure, affordable, appropriate housing contributes to improved outcomes for Aboriginal people. We need more social, affordable and private market housing and more of it needs to be delivered and/or managed by Aboriginal providers. Service provision by Aboriginal organisations strengthens self-determination and brings additional benefits because Aboriginal organisations are better at culturally appropriate service delivery.

NSWALC Housing has been established with a strong focus on the growth of Aboriginal housing. Across both the Aboriginal and general housing sectors, NSWALC Housing will also:

- drive quality improvements in delivery of culturally sensitive services and culturally appropriate dwellings
- drive the employment of Aboriginal staff and the creation of valuable career paths
- increase opportunities for Aboriginal-owned businesses to deliver housing and asset services
- provide a stronger voice for Aboriginal people in development of policy and practice and support the operation of state and national-level peaks for Aboriginal community housing.

About the role

The General Manager has accountability for leading the team that will establish NSWALC Housing's initial operations and early growth. They will drive implementation of NSWALC Housing Strategic Growth and Business Plan, including playing a pivotal role in developing NSWALC Housing's capacity to deliver housing services. The General Manager will be the public face of NSWALC Housing in its early years. They will be responsible for guiding overall activities and reporting results to internal and external stakeholders, including the NSWALC Housing Board, NSWALC and its elected Council, and various government agencies. The General Manager is responsible for ensuring the effective and efficient administration of NSWALC Housing and will be required to undertake extensive stakeholder engagement and negotiate partnerships to support the work of the company.

The General Manager will manage the company's people together with the allocated operating budget and will provide regular comprehensive financial and operational reports to the Board and NSWALC Council in accordance with NSWALC enterprise governance policies and directions. They will also ensure that all NSWALC Housing team members have in place and adhere to appropriate policies for the efficient management of their activities, the probity of all financial and contractual transactions, and the most efficient application of funds allocated to the company.

They will be required to maintain effective relationships with Aboriginal communities across NSW, including the LALCs.

Key Outcomes / Accountabilities for the General Manager are:

- Lead the development of high-quality business strategies and plans ensuring their alignment with NSWALC Housing's Strategic Growth and Business Plan and its short-term and long-term objectives.
- Lead the delivery of high-quality housing services in accordance with applicable legislation, regulatory requirements and funding agreements.
- Ensure the company complies with the Community Housing Providers National Law (NSW) and National Regulatory Code and demonstrates this as required to the Registrar of Community Housing.
- Lead negotiations with business, government, non-government and other partners to drive improved housing outcomes for Aboriginal people across NSW.
- Develop a positive culture consistent with Aboriginal practices and values, contemporary governance standards, and ethical decision making.
- Lead and motivate NSWALC Housing's staff to ensure employee engagement and develop a high performing team.
- Prepare and monitor NSWALC Housing's annual budget and key performance indicators in accordance with the governance arrangements for NSWALC subsidiaries.
- Oversee all operations and business activities to ensure they produce the desired results and are consistent with the overall strategy and mission, devising and implementing improvements or solutions to identified problems.

- Work with the Board to implement NSWALC's Strategic and Governance Charters for NSWALC Housing.
- Build alliances and trust relations with key partners, stakeholders and peak bodies including NSWALC, its elected Council and the network of Local Aboriginal Land Councils.

About you

You will be experienced in working with Aboriginal or Torres Strait Islander peoples and their communities and will have experience across a broad range business development and leadership functions. To be successful in this important role you will be:

- A dynamic, motivated leader ready to join the executive team of NSW Housing Ltd
- Able to show experience in the establishment (start-up) phase of business operations
- Adept and confident in all aspects of a business operating environment
- Confident to lead
- Adept with working collaboratively across a complex stakeholder environment, include Board members, community leaders, industry leaders and business partners
- Known for your strategic capabilities and commitment to fostering diversity, cohesiveness and innovation

You will also have:

- A strong track record of business development
- Highly developed communications skills
- Contemporary knowledge of the housing industry including technologies, innovations and trends

Success in the role will be achieved by demonstrating the following technical skills, knowledge and behaviours:

Essential Requirements:

- Proven experience at general manager or senior management level including during periods of start-up or growth
- A strong understanding of community housing, across both the Aboriginal and general sectors
- Knowledge and understanding of the cultural practices, values and issues that affect Aboriginal peoples in today's society
- In-depth knowledge of corporate governance and general management best practices
- Strong understanding of corporate finance and performance management principles
- An entrepreneurial mindset with outstanding organisational and leadership skills including the ability to identify and understand new issues quickly and make wise decisions
- Demonstrated analytical and problem-solving skills
- Demonstrated high level communication, relationship management and negotiation skills including an ability to inspire confidence and create trust
- Demonstrated ability to work under pressure, plan personal workload effectively and delegate.

You will also need to Identify as Aboriginal or Torres Strait Islander and be able to confirm your cultural identity if required.

Desirable:

Relevant Tertiary qualifications or equivalent experience.

What we can offer you

- An on-going Executive appointment
- Competitive salary packaging.
- Sydney based

How to apply

Applications should be submitted to:

jobs@pipelinetalent.com.au with the subject line **"NSW HOUSING GM"**

Your application should include:

- a cover letter [maximum four pages] responding to both the essential and desirable requirements
- an up-to-date resume of no more than five pages which clearly details your skills and experience as relevant to this role

Applications must be received by **5pm Monday 16 March 2020**.

Late submissions will not be accepted.

How to get more information

Additional information is available by contacting the team at Pipeline Talent.

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[WEB-LINK](#)