



NSW Aboriginal Land Council

General Manager, NSW Employment and Training

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

The New South Wales Aboriginal Land Council (NSWALC) was established under the Aboriginal Land Rights Act 1983 (NSW) (ALRA). NSWALC is a self-funding statutory authority responsible for protecting and promoting the rights and interests of Aboriginal people in NSW.

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

The NSWALC is committed to ensuring 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 NSW and Commonwealth Governments are committed to improving employment outcomes for Aboriginal people. This commitment is demonstrated through procurement policies governing infrastructure construction and other procurement contracts. At the same time, government, businesses and non-government organisations alike are seeking to increase their Aboriginal workforce, articulating this commitment through Reconciliation Action Plans.

NSWALC Employment and Training Ltd (NET Ltd) has been established to increase the number of Aboriginal people achieving economic independence through improved access to vocational education and training (VET) and jobs in growth industries. NET Ltd.'s initial focus will be on the delivery of Commonwealth-funded employment services commencing with VTEC in Sydney, the Central Coast, Blue Mountains, Illawarra and Southern Highlands. It will also:

- Map regional and local trade corridors projected to deliver high employment growth for Aboriginal people where this information is not available publicly
- Implement jointly funded regional and local partnerships with businesses and VET service providers in prioritised areas designed to support Aboriginal people to secure and stay in employment while meeting the commercial needs of business
- Offer a suite of costed service packages to businesses and training organisations for an agreed fee.
- NET Ltd provides a significant opportunity for NSWALC to diversify its services and impact for Aboriginal peoples through leading by example with innovative and evidence-based solutions designed to link Aboriginal job seekers with employment opportunities available in growth and other industries.

About the role

The General Manager will play a pivotal role in the establishment, development, delivery and evaluation of NET Ltd.'s strategy to improve outcomes for Aboriginal people through partnerships with the Commonwealth, businesses and registered training organisations that deliver genuine access to secure, Identified jobs.

The General Manager will be the public face of NET Ltd. They will be responsible for guiding activity and reporting results to internal and external stakeholders, including NET Ltd.'s board, NSWALC and its elected Council, and the Commonwealth Government. The General Manager is responsible for ensuring the effective and efficient administration of NET Ltd and will be required to engage in extensive stakeholder engagement and negotiate financially based partnerships with businesses, vocational education and training (VET) providers and other organisations.

Key Outcomes / Accountabilities for the General Manager are:

- Lead the development of high-quality business strategies and plans ensuring their alignment with NET Ltd.'s strategic charter, and its short-term and long term objectives.
- Lead the delivery of high quality VTEC services in accordance with Commonwealth guidelines and funding agreements.
- Lead negotiations with business and other partners to drive improved outcomes through access to evidence-based, culturally governed support and training designed to secure agreed employment opportunities for Aboriginal people.
- Develop a positive culture consistent with Aboriginal practices and values, contemporary governance standards, and ethical decision making.
- Lead and motivate NET Ltd.'s staff to advance employee engagement and develop a high performing managerial team.
- Prepare and monitor NET Ltd.'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 NET Ltd.'s board to implement NSWALC's strategic charter for NET Ltd.
- Ensure compliance with statutory and other regulatory requirements including the Aboriginal Land Rights Act 1983 (NSW), the Australian

Charities and Not-for-profits Commission Act 2012 (Cth), Australian taxation legislation, work health and safety legislation, and funding agreements with government agencies.

- Build alliances and trust relations with key partners, stakeholders and peak bodies including NSWALC, its elected Council and network of Local Aboriginal Land Councils.

Maintain a deep knowledge of the employment services, VET and labour hire industries and the state of the current and future jobs market.

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 Employment and Training 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

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 and growth
- A strong understanding of the labour hire, training and/or Commonwealth employment service industries, particularly as they relate to Aboriginal peoples
- 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 Employment and Training 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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