



Director, Closing the Gap

Key Position Information	
Job Title:	Director, Closing the Gap
Business Unit:	Closing the Gap
Location:	Sydney, NSW
Reports To:	Chief Executive Officer
Status:	Permanent, Full Time (35 hours / week)
Salary	SCHADS Level 7, plus superannuation, commensurate with experience (not-for-profit salary packaging available)
Financial Delegation	TBC (total budget to be determined)
Direct reports:	Various Project Managers, Project Officers, Senior Project Officers and Community Engagement Officers as required to deliver the programs funded

About AbSec
<p>AbSec - NSW Child, Family and Community Peak Aboriginal Corporation is the peak Aboriginal organisation in the NSW child and family welfare sector. We provide an Aboriginal perspective on child protection and out-of-home care policy to the NSW Government and support the Aboriginal community-controlled sector to deliver effective services for Aboriginal children and families. We are a not-for-profit, incorporated community organisation, governed by an all-Aboriginal board.</p> <p>AbSec Learning and Development Centre (AbSec LDC), a subsidiary organisation and registered training organisation. AbSec LDC is the only registered training organisation in NSW owned and managed by Aboriginal people in the child and family support sector, offering recognised qualifications in disability support, family welfare and child protection, as well as governance, leadership and management.</p> <p>Our Vision Aboriginal children and young people are looked after in safe, thriving Aboriginal families and communities and are raised strong in spirit and identity, with every opportunity for lifelong wellbeing and connection to culture.</p> <p>Our Principles</p> <ul style="list-style-type: none"> • Acknowledgement and respect – acknowledging the diversity of all Aboriginal nations and respecting traditional owners of the land, constantly reminded by Elders, and cultural knowledge of communities to inform our action • Professionalism and integrity – acting with the highest level of professionalism for our communities, ensuring our integrity will not be compromised in striving for the provision of quality, culturally responsive and accessible supports • Self-determination – ensuring that our focus is underpinned by the rights of Aboriginal people to make decisions that impact their lives, recognising the interests of Aboriginal children, young people, families and carers, and communities in all that we do • Independence and solutions focused – serving the interests of Aboriginal children, young people, families, people with disability, communities and the organisations that support them to deliver holistic approaches to issues impacting them • Transparency and commitment – remaining committed to our people in everything we do, ensuring our actions are clear and promoted at every opportunity

Role Purpose

The Director, Closing the Gap primarily is responsible for leading a dedicated team focused on Closing the Gap targets. They will do through by engaging with Aboriginal agencies and communities to:

- Support good practice in meeting standards and benchmarks, and
- Build capacity of a growing Aboriginal community-controlled sector in the human services system, specifically within the Aboriginal child and family sector in NSW.
- Progress Closing the Gap initiatives.

Strategically represent the organisation on critical and sensitive issues, ensuring focus on support and sustainability for the Aboriginal sector in their provision of vital services and supports to Aboriginal children, young people, families and communities in NSW.

They are also responsible to support the CEO with the growth and development of the organisation by identifying opportunities for business development and leading on the submission of tenders, grants and new business opportunities relating to Closing the Gap initiatives.

Position Requirements

- Tertiary qualifications and/or a minimum of 3 years' experience in business, leadership and management with an understanding of project management principles and experience in driving projects to meet outcome deliverables.
- Demonstrated experience overseeing financial management of projects with multiple funding outputs.
- Understanding of and experience with Closing the Gap implementation plan and priority reforms.
- Knowledge of the impacts of related government reform agendas within the growing Aboriginal sector.

Function	Accountabilities
Strategic	<ul style="list-style-type: none">▪ Maintaining strategic partnerships and relationships within the organisation, and externally, to collaboratively achieve business objectives and deliver outstanding support services.▪ Lead team/s, with significant autonomy, to achieve core accountabilities and priorities allocated to them. The position is directly accountable for achieving organisational outcomes aligned within the AbSec Strategic Plan, and key accountabilities relating to funding objectives.▪ Identify and raise challenges and opportunities to the Chief Executive Officer for the organisation to advance against objectives, as a collective unit representing the sector.▪ Identify and source business development opportunities that align to the strategic direction of the organisation▪ Lead in the submission of tenders, business plans and other funding opportunities to grow AbSec's influence and impact on the Aboriginal children, family and community sectors.
Operational	<ul style="list-style-type: none">▪ Oversee the delivery of sector-wide capacity building, practice support, and system support activities that aim to provide quality services to Aboriginal children, young people, families and communities.▪ Oversee the Closing the Gap programs and ensure that they are carried out within budget and to a standard acceptable to the funding bodies, members and community.▪ Lead the development of opportunities to enhance the organisation's functions in relation to Closing the Gap, to explore quality, outcomes-driven activities, particularly against relevant standards and in a sustainable way for the organisation.▪ Oversee the management, coordination and delivery of strategic plans and priorities to meet AbSec obligations to its stakeholders.▪ Lead, direct and manage teams charged with the delivery of core priorities in a performance driven environment, including contribution to annual business plans and reporting on progress.▪ Drive key working relationships with oversight bodies to identify systemic improvement opportunities that the organisation could undertake, as part of an industry development function.

	<ul style="list-style-type: none"> ▪ Deliver outcomes in line with project plans and funding agreements and report on deadlines to ensure transparency and accountability to Aboriginal communities and members. ▪ Negotiating and delivering successful partnerships to achieve AbSec objectives and leverage further opportunities for the Aboriginal sector, ensuring quality cultural supports for Aboriginal children, young people, families and communities. ▪ Establishing and maintaining a well-functioning, high performing team within AbSec, charged with key objectives that work to build on AbSec's priorities as an Aboriginal peak organisation representing the interests of Aboriginal community-controlled agencies and Aboriginal communities. ▪ Upskilling team members to inform effective succession planning and supporting own professional development to successfully achieve position objectives. ▪ Undertake other duties within the scope of this role, as directed.
Organisational Contribution	<ul style="list-style-type: none"> ▪ Work collaboratively with members of the Leadership Team to achieve AbSec's strategic goals. ▪ Consistently acts in accordance with AbSec's values, challenges practices inconsistent with these values and uses values as a basis managing relationships and decision-making. ▪ Comply AbSec Policies and Procedures, including WHS, Governance and Delegations. ▪ Participate in organisational and professional development activities as directed.
Key Relationships	<ul style="list-style-type: none"> ▪ Chief Executive Officer and Directors. ▪ Relevant Project Managers. ▪ All staff to ensure robust input into activities. ▪ Aboriginal community-controlled agencies, including member agencies. ▪ Local government representatives to inform about AbSec's agenda. ▪ Non-government agencies to leverage support and negotiate opportunities or differences. ▪ Aboriginal communities, children, young people, and families to source input and create awareness of project objectives.

Selection Criteria

The occupant of this position will be able to demonstrate the following criteria:

- Demonstrated experience in overseeing financial management of projects with multiple funding sources.
- Demonstrated experience to manage staff and maintain relationships within internal and external stakeholders.
- Demonstrated experience influencing and leveraging relationships to gain commitment to action that supports AbSec Strategic Plan objectives.
- Demonstrated experience to lead a team to support Aboriginal and Non-Aboriginal Community to meet sector standards.
- Understanding of and experience with Closing the Gap implementation plan and priority reforms.
- Understanding of Aboriginal issues and the importance of cultural connections for Aboriginal children, young people, families and communities.
- Ability to support the continuous improvement of the growing Aboriginal community-controlled sector.
- Understanding of the NSW child protection system and out of home care systems.
- Demonstrated experience in workforce planning, developing best-practice driving projects to a successful completion.

Practical Requirements

- Work outside of the normal hours of duty and some business travel may be required.
- Employment will be subject to a National Police Clearance and a NSW Working With Children Check.
- This position has been classified under the Social, Community, Home Care and Disability Services Industry Award 2010. Salary is subject to negotiation, skills, and experience.
- Appointment to this position of a person not currently an employee of AbSec will be subject to a probationary period of 6 months.
- Applications from Aboriginal and Torres Strait Islander people are strongly encouraged - Aboriginality is a genuine occupational requirement, and documentation may be required to demonstrate.