



NSW Child, Family & Community
Peak Aboriginal Corporation

AbSec is the peak organisation advocating for the rights, safety, and wellbeing of Aboriginal and Torres Strait Islander children, young people, families, and communities in New South Wales.

As an Aboriginal-led organisation, we champion self-determination and work towards a child and family system that is culturally safe, community-driven, and responsive to the needs of Aboriginal and Torres Strait Islander peoples.

Manager, Sector Growth and Transformation

Key position information	
Job title:	Manager, Sector Growth and Transformation
Business unit:	Sector Innovations
Location:	Redfern
Reports to:	Director, Sector Innovations
Status:	2 year Fixed Term, Full Time (35 hours / week)
Level:	Level 5 SCHADS Award
Delegation	\$1,500
Direct reports:	Nil
Position requirements	• Demonstrated experience working with Aboriginal Community Controlled Organisations (ACCOs), Aboriginal communities, or the Aboriginal child and family sector. • Strong understanding of workforce challenges, emerging trends, and service delivery across the Aboriginal child and family sector. • Strong understanding of the Closing the Gap reforms, particularly the role of Aboriginal Community Controlled Organisations and the VET sector in strengthening Aboriginal workforce capability. • Experience in stakeholder engagement, strategic partnerships, business development, and relationship management across government, community, industry, education, and philanthropic sectors. • Knowledge of the Australian Vocational Education and Training (VET) sector and workforce capability initiatives, with an understanding of the Closing the Gap National Policy Partnership considered highly desirable. • Demonstrated experience in project coordination, operational management, budgets, contracts, and continuous business improvement • Proven ability to identify growth opportunities, build collaborative partnerships, and contribute to organisational priorities through innovation, capacity building, policy and advocacy, and evidence-informed practice.

About AbSec

Our vision is that all Aboriginal and Torres Strait Islander children and young people are looked after in safe, thriving Aboriginal and Torres Strait Islander families and communities, raised strong in spirit and identity, with every opportunity for lifelong wellbeing and connection to culture, and surrounded by holistic supports. In working towards this vision, we are guided by these principles:

- Acknowledging and respecting the diversity and knowledge of Aboriginal and Torres Strait Islander communities.
- Acting with professionalism and integrity in striving for quality, culturally responsive services and supports for Aboriginal and Torres Strait Islander families and communities.
- Underpinning the rights of Aboriginal and Torres Strait Islander people to develop our own processes and systems for our communities, particularly in meeting the needs of our children, young people, families and carers.
- Being holistic, integrated and solutions-focused through Aboriginal and Torres Strait Islander control in delivering outcomes for Aboriginal and Torres Strait Islander children, young people, families and communities.
- Committing to a future that empowers Aboriginal and Torres Strait Islander families and communities, representing our communities, and the agencies there to serve them, with transparency and drive.

Position purpose

The Manager, Sector Growth and Transformation is responsible for strengthening AbSec's relationships with Aboriginal Community Controlled Organisations (ACCOs), government, non-government organisations (NGOs), Registered Training Organisations (RTOs), Vocational Education and Training (VET) sector partners, industry, philanthropic partners, and other key stakeholders to identify workforce development opportunities and support the delivery of high-quality learning, capability, and accredited training initiatives.

The role provides operational leadership across stakeholder engagement, business development, project coordination, and strategic sector partnerships, ensuring the LDC remains responsive to emerging workforce needs and aligned with AbSec's strategic priorities, including its philanthropic partnership strategy and leadership within the National Policy Partnership.

Working closely with internal teams and external partners, the role identifies opportunities to strengthen Aboriginal workforce capability, expand the LDC's impact and sustainability, and contribute to Closing the Gap priorities, particularly through support for Aboriginal community-controlled organisations and the VET sector.

The Manager, Sector Growth and Transformation represents the LDC across the Aboriginal child and family sector and contributes to advancing AbSec's strategic pillars and continuous improvement initiatives.

Function	Accountabilities
Strategic	▪ Provide strategic leadership to strengthen the Learning and Development Centre's engagement with Aboriginal Community Controlled Organisations (ACCOs), government, the Vocational Education and Training (VET) sector, industry, philanthropic and education partners, ensuring alignment with AbSec's strategic priorities and National Policy Partnership commitments. ▪ Identify emerging workforce trends, capability needs, and business development opportunities that support organisational growth, workforce development, and Closing the Gap priorities. ▪ Build and maintain strategic partnerships, represent AbSec across key sector forums, and influence workforce development, policy, and sector initiatives that strengthen Aboriginal community-controlled outcomes. ▪ Drive operational excellence through collaboration, continuous improvement, and the delivery of strategic initiatives that advance pillars of innovation, capacity building, policy and advocacy, and research and data.
Marketing and Communications	▪ Work collaboratively with the Marketing and Communications team to develop targeted promotional campaigns and communication strategies. ▪ Identify priority sectors, organisations, and workforce groups to increase engagement with Learning and Development Centre services. ▪ Contribute to the development of promotional materials, presentations, and stakeholder communications. ▪ Support the management and monitoring of marketing activities and allocated budgets.
Operational	▪ Coordinate the planning and delivery of workshops, forums, conferences, roadshows, community engagement activities, and sector events. ▪ Manage project timelines, budgets, resources, risks, and reporting to ensure successful project delivery. ▪ Support operational planning and continuous improvement across Learning and Development Centre activities. ▪ Contribute to business planning, performance reporting, and organisational objectives.
Organisational contribution	▪ Work collaboratively with the Executive team, managers and team members to achieve AbSec's project objectives. ▪ 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 with AbSec Policies and Procedures. ▪ Participate in organisational and professional development activities as directed. ▪ Undertake other duties within the scope of this role, as directed.
Key relationships	▪ Work closely with internal program areas to ensure coordinated service delivery and maximise organisational opportunities. ▪ Develop and maintain strong relationships with Aboriginal Community Controlled Organisations (ACCOs), government agencies, NGOs, Registered Training Organisations (RTOs), tertiary providers, industry partners, and other stakeholders.

	▪ Act as the primary liaison between the Learning and Development Centre and the Aboriginal child and family sector. ▪ Identify emerging workforce capability needs and undertake industry and sector needs analyses to inform learning and workforce development priorities. ▪ Identify opportunities for new learning products, workforce initiatives, partnerships, and funding opportunities. ▪ Work collaboratively across AbSec to ensure the Learning and Development Centre is engaged in organisational projects, strategic initiatives, and emerging business opportunities. ▪ Respond to enquiries, manage stakeholder relationships, and follow up potential leads to support business growth and sector engagement. ▪ Represent AbSec and the Learning and Development Centre at meetings, conferences, industry forums, community events, and stakeholder networks. ▪ Build collaborative partnerships that strengthen Aboriginal workforce capability and organisational sustainability.
--	---

Selection Criteria

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

- Demonstrated experience building and maintaining productive relationships with Aboriginal Community Controlled Organisations (ACCOs), government agencies, NGOs, industry partners, and community stakeholders.
- Strong understanding of the Aboriginal Child and Family sector, including emerging workforce trends, service delivery challenges, and workforce capability needs.
- Proven ability to identify business development opportunities, undertake industry-needs analyses, and contribute to organisational growth.
- Demonstrated project management or project coordination experience, including the delivery of stakeholder engagement activities, events, workshops, forums, or roadshows.
- Excellent communication, presentation, facilitation, and relationship management skills, with the ability to represent AbSec professionally across diverse stakeholder groups.
- Demonstrated ability to work collaboratively across organisational teams to ensure coordinated service delivery and maximise strategic opportunities.
- Experience working with marketing and communications initiatives, including targeted stakeholder engagement and promotional activities.
- Understanding of the Australian Vocational Education and Training (VET) sector, with a willingness to develop expertise in AbSec's learning products and services.
- Understanding the importance of cultural connections for Aboriginal children, young people, families, and communities.
- Demonstrated understanding of Aboriginal self-determination and a commitment to culturally safe, community-led approaches.
- Proven organisational skills with the ability to manage competing priorities, respond to enquiries, follow up opportunities, and deliver high-quality outcomes within agreed timeframes.

- High-level computer literacy, including proficiency in Microsoft Office and experience using customer relationship management (CRM), project management, or reporting systems.

Practical Requirements

This is an identified position. Aboriginality is a genuine occupational requirement for this role under applicable anti-discrimination legislation. Applicants must identify as Aboriginal and/or Torres Strait Islander and may be required to provide appropriate documentation to confirm their identity.

- The preferred candidate will be engaged on a fixed term contract.
- 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.
- Appointment to this position for applicants who are not currently employed by AbSec will be subject to a six-month probationary period.