



**Aboriginal  
Legal Service**  
(NSW/ACT) Limited

# chief operating officer

- **Achieve justice and equity for Aboriginal and Torres Strait Islander people**
- **Executive position reporting to the CEO**
- **Implement recently developed operational strategy and systems optimisation**

## The Organisation

Born out of a protest movement over 50 years ago, the Aboriginal Legal Service (NSW/ACT) Limited (ALS) is a fearless advocacy organisation, committed to achieving social justice and equity for Aboriginal and Torres Strait Islander people, families and communities. The primary objective of the ALS is to deliver high-quality, culturally safe legal and support services for Aboriginal people in NSW and the ACT.

With 390 FTE staff and a \$74M annual budget, ALS has had an exciting growth phase including the expansion of specialist services and teams to address systemic issues, drive structural reforms, and create opportunities for communities. ALS is now in the process of consolidating and implementing agreed strategic, operational and business improvement initiatives.

## Benefits & Culture

**Purpose Driven Impact:** Join a dynamic organisation deeply committed to justice and equity for Aboriginal and Torres Strait Islander communities. Your work will directly contribute to meaningful, systemic change.

**Career with Purpose:** Experience the rewarding challenge of applying your expertise within a not-for-profit setting, knowing your contributions aid social justice and support vital services for communities in need.

**Generous Salary Package with Tax Benefits:** Enjoy a competitive salary with significant tax-effective packaging options that maximise your take-home pay, tailored for the charitable sector.

**Work-Life Balance and Flexibility:** Benefit from a flexible working environment with options for some hybrid / remote work and a central Redfern office.

## The Role

As a critical member of the executive team, you will provide strategic operational and financial advice to the CEO and board, whilst providing oversight of the shared services function including leading teams across finance, human resources, technology, data management and corporate operations. Working closely with the executive leadership, your focus will be to empower teams across the shared services functions (approx. 30 staff) as you implement operational strategy and progress technical and systems advancements. You will:

- Ensure financial stewardship and best practice operations and support functions
- Oversee complex funding agreements, compliance and financial reporting across multiple funding streams
- Develop and maintain relationships with government agencies, suppliers and key stakeholders
- Work in partnership with the Risk and Compliance function to ensure operational risk management, governance and funding compliance

## Skills Required

You are an agile and experienced senior leader with strong business and financial acumen, having overseen operations, resources, and financial reporting across a complex portfolio. You bring a systems-thinking approach and growth mindset, while remaining focused on executing an agreed-upon strategic plan with skill and accountability.

With highly developed management skills to effectively lead, inspire and support diverse teams and a track record working collaboratively to deliver on strategy, you will be passionate about using your skills to impact the important work of ALS. You also have:

- Experience leading and managing a shared or corporate services function
- Interpersonal and communication skills to engage and influence a wide range of stakeholders
- Experience in engaging with and providing regular reporting to boards
- Knowledge, respect and support for Aboriginal cultural practices and deep understanding of the cultural, social and justice issues affecting Aboriginal communities
- Tertiary qualification or significant executive leadership experience in finance, accounting or operations management

*This vacancy is open to all persons - Aboriginal and/or Torres Strait Islander candidates are strongly encouraged to apply.*

**If you're motivated to use your senior leadership skills to support and represent an organisation fighting for justice for Aboriginal and Torres Strait Islander people, please apply by submitting your CV and cover letter responding to the skills required above to [cv@ngorecruitment.com](mailto:cv@ngorecruitment.com). For further information, please call Debbie Jardine on (02) 8243 0570 or to request a full information pack please email: [officeadministrator@ngorecruitment.com](mailto:officeadministrator@ngorecruitment.com) (no applications here please).**

