



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

# executive director *programs delivery*

- **Achieve justice and equity for Aboriginal and Torres Strait Islander people**
- **Join the executive leadership team, reporting to the CEO**
- **Identified role with significant cultural leadership responsibility**

## **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 key member of the executive leadership team this new role is responsible for the strategic leadership, oversight, and performance of all program delivery functions. The role includes responsibility for the programs and non-legal services and specifically you will:

- Lead the development and execution of organisation-wide program delivery strategy
- Mentor and develop a high-performing team of 5-7 senior program leaders
- Oversee the effective delivery and performance of programs across regions and service areas
- Drive consistent, high-quality programs which are outcomes focused and culturally appropriate
- Provide strategic advice to the CEO and Board on program performance, risks, and opportunities
- Identify innovation, continuous improvement, and service integration opportunities
- Ensure service delivery models, workforce leadership and strategic decisions reflect community needs
- Represent the organisation at senior forums and sector engagements

## **Skills Required**

You identify as an Aboriginal and/or Torres Strait Islander person and bring significant lived experience working within Aboriginal and Torres Strait Islander communities. You are a culturally grounded executive leader with the credibility, capability, and authority to lead large-scale, community-facing programs and can demonstrate:

- Significant executive or senior leadership experience in program/service delivery
- Proven ability to lead large, multi-site teams
- Experience managing budgets, funding agreements, and performance frameworks
- Demonstrated experience in application of governance, risk, and compliance
- Lived experience and contemporary application of culture
- Highly developed stakeholder engagement, negotiation and influencing skills
- A track record of driving change, performance, and continuous improvement
- Deep commitment to culturally safe, community-led service delivery

**This is an Aboriginal/Torres Strait Islander identified position which is a genuine occupational qualification and is authorised under section 14(d) of the Anti-Discrimination Act 1977.**

**If you're motivated to use your leadership and program delivery 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).**

