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POSITION DESCRIPTION

STEM Pathways Manager

- Position:** STEM Pathways Manager
- Salary:** Attractive salary plus access to NFP salary packaging (up to \$15,900)
- Hours of work:** Negotiable - full time or part-time
- Office Location:** Melbourne - flexible WFH arrangements
- Applicant Preference:** This role is strongly weighted to the employment of Aboriginal and/or Torres Strait Islander applicants.

About EWB Australia

Creating a sustainable future

Engineers Without Borders Australia (EWB) is an international development organisation that works with rural and remote communities in Asia-Pacific and First Nations communities in Australia to co-design sustainable solutions that meet community needs. Our work supports the Sustainable Development Goals agenda in particular clean water and sanitation, agricultural and livelihoods, climate action, renewable energy and resilient infrastructure.

EWB Australia is part of an international member-based organisation working in over 40 countries, united in our mission to design and build a better future for people and the planet. Our National Office and staff teams are located in Melbourne and we have in-country offices in Cambodia, Timor-Leste and Vanuatu. EWB's Education Program equips today's engineers to lead change and increase diversity across the sector. Our STEM Pathways program inspires tomorrow's engineers.

Position Summary

EWB's STEM Pathways Program aim to inspire young people to pursue careers in engineering and STEM, with a particular focus on increasing the participation of First Nations young people and other groups who are under-represented in the engineering sector, such as women and girls. Our program engages and trains volunteers through our university-based Chapter networks and industry partners, to deliver STEM modules in primary schools, high schools, and community centres in regional areas across Australia. EWB's network of volunteers also deliver metropolitan youth outreach programs and take this to regional and sometimes remote areas ('Regioneering'), as well as run Innovation Challenges with high school students.





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The STEM Pathways Manager is responsible for the successful growth, development, delivery and impact of EWB's STEM Pathways Programs, which includes the sustained engagement of First Nations young people in STEM and building pathways into STEM careers. This role manages and oversees all EWB's youth outreach programs, with a particular focus on refining and scaling the Indigenous-Led Outreach program which places culture, identity and Country at the centre of learning. The STEM Pathways Manager reports to the General Manager Education.

What Makes This Role Unique

This role is an opportunity to create stronger, more relevant STEM pathways for First Nations young people and to achieve systems level change through the development of curriculum that connects Indigenous knowledge with contemporary science and engineering. In this role you will play a key role in the growing movement to reshape STEM education and career pathways and will work closely with community, schools, universities and industry partners. You will work closely with EWB's Development Team to grow EWB's program support to expand our impact nationwide.

Key Internal Stakeholders

Chief Development Officer

Business Development Manager

Industry Partnerships Coordinator

Communications & Marketing

Senior Manager – Engineering on Country

Key Responsibilities

- **Program design and development:** Review the current Pathways Program, update and evolve the program where required to ensure growth, impact and grow the pool of engaged young people, education, university and industry partners, including funders.
- **Program implementation:** Lead and support all Outreach programs, integrate ongoing learning, including the coordination of industry forums to create connections, reflect, and enable the sector to support Indigenous Engineers.
- **Facilitation and training:** Ensure all facilitators who deliver EWB outreach are well trained to deliver culturally safe, STEM workshops that are fun and engaging.
- **Stakeholder and Relationship management:** Build and strengthen networks with others in the sector to create organisation-to-organisation learning between institutions working in this space including funders





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- **Thought leadership:** Lead the development of training material, communications and thought leadership pieces to be shared with the sector, and outreach collateral.
- **STEM Pathways:** Develop and deliver other Indigenous STEM opportunities within the program e.g.: internship program, industry work placements, high school and university engagement pathways.

Key Selection Criteria

Essential

- A Bachelor degree tertiary qualification in a STEM related field and/or education programs, or extensive relevant experience – between 5-7 years
- Demonstrated success in and/or proven knowledge of engaging with and working alongside First Nations people in Australia, with a community-led, culturally safe approach.
- Experience of engineering and/or education programs for young people, preferably with First Nations communities.
- Strategic program development and management, including budget and staff responsibility.
- Monitoring, evaluation and ongoing learning to support the successful delivery and continual improvement of a collaborative program.
- Engagement of volunteers to deliver outcomes.
- Strong relationship building skills to ensure engagement and representation amongst stakeholders, communities and industry.
- Demonstrated experience in successful proposal writing and grant management.
- Demonstrated experience in the development of collateral and materials for communication and training.

Desirable

- Excellent writing and interpersonal skills with a collaborative, creative, solutions focused approach.
- Confident working in a highly collaborative environment.
- Contribute learning, ideas, feedback, and knowledge across the EWB team and a network of partners.
- Proactively engage with a wide range of stakeholders and appropriately identify and respond to opportunities and challenges presented.
- Collaborate with the Marketing and Communications Manager to increase our brand visibility within and across Australia.
- Background in either sustainable development, appropriate technology, or a related technical field.
- Experience in grant writing, program evaluation, or impact reporting.





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- Experience in developing STEM outreach or pathways programs for underrepresented groups.

Personal Attributes

- Collaborative and generous team member who brings ideas, energy, and a sense of possibility to their work.
- Curious, creative, and committed to continuous improvement.
- Comfortable with ambiguity and able to navigate complexity with good judgment.
- A natural relationship-builder who works effectively across cultures and contexts.

CONDITIONS

Travel

Some interstate travel will be required, including visits to university partners, First Nations communities, and community partners in Australia, subject to each year's STEM Pathways Program.

Leave Entitlements

In addition to legislated leave, EWB employees have access to: gifted leave between Christmas and New Year; professional development leave; paid parental leave for all new parents; cultural leave for Aboriginal and Torres Strait Islander staff, and bereavement/Sorry Business leave.

Salary Packaging

As a for-purpose organisation, EWB offers salary packaging options through partners such as Advantage, providing the opportunity to increase your effective take-home pay.

Required Compliance Documents

- Current drivers' license
- Working with Children Check
- National Police Check

HOW TO APPLY

Please submit a CV and cover letter addressing the key selection criteria to k.pengilly@ewb.org.au. Applications will be reviewed as they are received and the role will remain open until a suitable candidate is appointed.

If you have any questions about the position, please email k.pengilly@ewb.org.au

