

First Nations Cultural Lead

\$100,000 to \$106,000 plus superannuation plus salary packaging

- Make a difference to improving the health and wellbeing of First Nations young people
- Full time, fixed term position to December 2028
- Purpose-driven team and generous salary packaging and leave benefits

Join Australia's leading youth mental health organisation and make a difference in the lives of young people.

about headspace

headspace is Australia's leading youth mental health organisation established to improve the wellbeing of young people aged 12 to 25. Through our national programs, partnerships, and support for the headspace network, we help young people and their families navigate mental health, work, and study challenges with confidence. We strive to create environments where every young person feels empowered, supported, and able to thrive. Learn more at headspace.org.au

why you'll love working with us

You will also be eligible to access headspace benefits including:

- Not-for-profit salary sacrificing
- 15 days personal leave (pro rata for part time)
- 14 weeks paid parental leave
- Additional leave over the Christmas/New Year period
- Hybrid work – minimum 2 days in the office, 3 days from home
- Flexible working arrangements
- Access to EAP
- Access to professional development

about the role

Under the leadership of the National Senior Business & Stakeholder Manager, the First Nations Cultural Lead provides cultural leadership, guidance and expertise across the Schools & Communities Services division. The role supports the delivery of culturally safe, responsive and inclusive programs and services for First Nations young people, families and communities, helping to strengthen practice, inform program design and implementation, and embed approaches that recognise and respect First Nations cultures, strengths, knowledge and experiences.

Working collaboratively with First Nations communities, organisations and stakeholders, this position promotes a holistic understanding of social and emotional wellbeing and supports continuous improvement across the division. As part of the Schools & Communities Services leadership team, the role contributes to strategic priorities, workforce capability development, and improved wellbeing outcomes for First Nations young people.

what you'll bring

To be successful in this role, you will bring:

- It is an essential operational requirement that this position is occupied by an Aboriginal and Torres Strait Islander person*
- Tertiary qualification relevant to either mental health or education and training or a relevant field; or relevant experience.
- Experience facilitating workshops with First Nations communities, young people, families and professionals, ideally within education, mental health and wellbeing settings.
- Working knowledge of common social and mental health issues affecting young people and university communities.
- Experience developing training and resource packages across multiple formats, including online delivery.
- Highly developed written and verbal communication skills, with the ability to engage effectively with diverse stakeholders.
- A current driver's licence, access to a maintained vehicle, and willingness to travel interstate with overnight stays as required.
- Knowledge and understanding of tertiary education systems advantageous

**Please note, this position may only be performed by an Aboriginal or Torres Strait Island person. This is a necessary special measure that intends to secure adequate advancement of Aboriginal and Torres Strait Islander groups and individuals and promote substantive equality, in accordance with the Racial Discrimination Act 1975 (Cth).*

How to apply

We'd love to get to know you beyond your resume. **As part of your application, please upload a short video introduction (up to 2 minutes, maximum 30MB).**

**** Your video is a required part of the application process and is an opportunity to share your interest in the role and the strengths you would bring to headspace****

In your video, please:

- share what has drawn you to this role
- highlight the experience, skills or perspectives you would bring
- tell us something unique about yourself or an unexpected skill you'd bring to the team

For further information, please contact **Jessica Morgan**, National Senior Business & Stakeholder Manager, Schools & Communities on JMorgan@headspace.org.au

Applications close 11.30pm, Thursday 23 July 2026

headspace is an inclusive, safe and committed employer

headspace is committed to workforce diversity and to creating an inclusive workplace where all employees are valued, celebrated, and can contribute meaningfully. We encourage applications from people with lived experience of diversity to enhance the depth of skill and insight within our workforce. Aboriginal and/or Torres Strait Islander people are strongly encouraged to apply for this role and all current vacancies.

headspace is committed to being a child safe and child friendly organisation that recognises, respects, and promotes the rights of children, young and vulnerable people. For this reason, we will conduct a National Criminal Background Check and Working with Children Check as part of our recruitment process for all new employees.

headspace will provide reasonable personalisation for all candidates to participate equitably in the recruitment process. Please advise us should you require assistance.