

Position title:	Director Financial Wellbeing & Regions	Reporting to:	General Manager Operations
Program:	Senior Management Group	Location:	Alice Springs
Approved:	CEO	Date:	AUGUST 2026
Comments:	Member of the Senior Leadership Group. This position involves periodic regional and interstate travel/ afterhours work and critical incident response.		

Organisation Statement

Anglicare NT is a registered charity and quality accredited provider of human services across urban, regional, and remote Northern Territory. We demonstrate our values through strength-based, culturally safe, trauma informed and inclusive practices. Child safety, social justice, community development and partnership approaches drive our work. We commit to being an employer of choice and we monitor our impact, respect lived experience and advocate to meet the needs of Territorians and our diverse communities. Our focus is to make a sustainable difference through place-based initiatives, collaboration, innovation, and the Partnership Support Service.

What we do

We provide services across the lifespan including: early childhood, child youth and family supports; aged care packages, community access, outreach, home support and volunteer visitors; NDIS support coordination and personal supports; community housing, transitional accommodation, tenancy support and homelessness responses; financial counselling, money management, gambling amelioration, micro finance and emergency relief; prison chaplaincy, post release accommodation and support; counselling, mediation and parenting education; refugee and migrant support; mental health initiatives, headspace centres, recovery and community awareness activities.

Purpose of the Position

You will provide strategic leadership and oversight across Anglicare NT's Financial Wellbeing and Child Services portfolios while leading regional service delivery across Central Australia, Big Rivers and East Arnhem. The position is responsible for ensuring high quality, culturally safe, financially sustainable and outcomes-focused service delivery across diverse urban, regional and remote communities. It provides strategic direction to Financial Wellbeing and Child Services programs, ensuring these services remain contemporary, responsive to community need and aligned with organisational strategy, funding requirements and emerging reforms. The Director has direct operational responsibility for the Central Australia region, providing leadership, management and support to regional staff, services and infrastructure. In addition, the role provides regional oversight, mentoring and strategic support to the Katherine (Big Rivers) and Nhulunbuy (East Arnhem) Regional managers, ensuring consistency of practice, governance, service quality and organisational culture across all regions. Working collaboratively with Executive leaders, Directors and Regional Managers, the position drives continuous improvement, workforce capability, quality assurance, financial performance and innovation. The Director develops and maintains strong partnerships with Aboriginal Community Controlled Organisations, government agencies, community organisations and key stakeholders to strengthen regional service systems and improve outcomes for children, individuals, families and communities. The role contributes to organisational strategy, service growth, advocacy and sustainability through informed leadership, evidence-based decision making and a strong commitment to Anglicare NT's values of respect, kindness, hope, fairness and integrity.

Selection Criteria

Position Specific Requirements

1. Tertiary qualifications (preferably with postgraduate studies) in Human Services, Social Work, Community Development, Business, Management or a related discipline, together with eligibility for registration or membership with an appropriate professional body where applicable
2. Demonstrated senior leadership experience within the community services sector, including responsibility for strategic planning, operational management and oversight of multiple programs, services or portfolios
3. Demonstrated experience leading regional and remote service delivery, with a strong understanding of the opportunities and challenges associated with delivering culturally safe, place-based services across geographically dispersed locations
4. Proven ability to provide executive-level leadership, mentoring and support to managers and senior leaders while building high-performing, accountable and collaborative teams.
5. Highly developed understanding of governance, quality assurance, risk management, accreditation, contract management and compliance requirements

6. Demonstrated financial acumen, including experience with budget development, financial monitoring, contract performance, service sustainability, business planning and identifying operational efficiencies
7. Strong strategic thinking, analytical and problem-solving skills, with the ability to interpret data, identify emerging issues and develop practical, evidence-informed solutions
8. Highly developed communication, negotiation and stakeholder engagement skills, with demonstrated experience representing organisations in executive, government, sector and community forums.
9. Demonstrated understanding of Aboriginal cultures, self-determination, culturally safe practice and the importance of genuine partnership with Aboriginal communities and organisations
10. Demonstrated experience preparing high-quality reports, Board papers, funding submissions, business cases and strategic documentation

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated understanding of the issues that impact Aboriginal and Torres Strait Islander people.
3. Demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander people.
4. Demonstrated adherence to legislation, policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
5. Northern Territory Working with Children Clearance (Ochre Card).
6. National Police Criminal History Report (less than three months old) with acceptable outcome.
7. Ability to meet additional visa / overseas work compliance measures.
8. Northern Territory Driver's Licence.
9. Demonstrated currency of job specific vaccinations (and boosters).

Key Responsibilities

1. Lead service delivery across the Regions and the Financial Wellbeing & Child Services Pillars, including reforms and continuous Improvement

- Provide strategic leadership to ensure services are high quality, culturally safe, outcomes-focused and compliant with funding, contractual and legislative requirements.
- Lead the implementation of sector reforms, service improvements and innovation initiatives that strengthen service effectiveness and client outcomes.
- Monitor performance, quality and risk indicators across all programs and regions, implementing corrective actions where required

2. Provide direct line management and support to Central Australia regional staff and Regional Managers located in Nhulunbuy and Katherine

- Ensure consistent governance, operational practice and organisational standards are maintained across all regions.
- Support Regional Managers to address operational challenges, workforce issues, service delivery risks and emerging community needs

3. Sustain a committed, skilled and engaged workforce across the Regions and Financial Wellbeing and Children's Services pillars

- Lead workforce planning, succession planning and recruitment and retention strategies to maintain a capable and sustainable workforce.
- Promote a culture of wellbeing, inclusion, cultural safety and continuous learning across all teams
- Monitor workforce performance indicators, including turnover, vacancies, training completion and employee engagement, and implement improvement strategies as required.

4. Contribute to driving organisational culture, profile and sustainability

- Contribute to organisational strategy, business planning and achievement of corporate objectives as a member of the Senior Leadership Group
- Ensure responsible financial management through effective budgeting, resource allocation, contract performance and service sustainability planning
- Identify and pursue opportunities for service growth, innovation, partnerships and funding that align with organisational priorities.

5. Maintain and influence external networks, partnerships and key stakeholder relationship

- Represent Anglicare NT in sector, community and government forums to strengthen the organisation's profile, influence and advocacy efforts.
- Foster collaborative partnerships that improve service integration, community outcomes and organisational sustainability.
- Develop and maintain productive relationships with government agencies, Aboriginal Community Controlled Organisations, community partners and key stakeholders

General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.
- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment and maintain pandemic related and job specific mandated vaccinations (and boosters).
- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.
- Contribute to planning, evaluation and continuous quality improvement activities.
- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

Delegation of Authority

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will updated from time to time).

This position is graded at an Award Level whereby staff can be allocated for supervision on a temporary or permanent basis. Currently this position has up to 10 staff reporting to it.

This position may be asked to provide supervision to students on field placements (where an employee has the qualifications to do so) and / or on the job assistance to new entrant employees.