



Advertisement for prospective Chief Executive Officer (CEO)

September 2026

Our purpose

OurFutures Institute exists to transform the lives of young people through evidence-based prevention education delivered where it can have the greatest impact: in schools.

We believe Australia invests too heavily in responding to problems once they emerge and not enough in preventing them. Schools represent the single greatest opportunity to reach almost every young person at the stage of life when lifelong attitudes, behaviours and resilience are being formed.

Our role is to equip schools with evidence-based prevention education that is practical to implement, proven to work and capable of reaching entire populations of young people.

Who we are

OurFutures Institute is a not-for-profit company registered with the ACNC. It was established through a partnership with leading prevention researchers from the Matilda Centre at the University of Sydney to bridge the gap between world leading research and real-world implementation.

Today we are recognised as one of Australia's leading prevention organisations, delivering evidence-based programs to schools across the country.

Our work is built on more than a decade of research and includes:

- 11 randomised controlled trials
- More than 29,000 young people involved in research
- Programs implemented in more than 1,200 schools
- More than 100,000 students participating annually
- International recognition as one of only five youth vaping prevention programs globally identified as meeting the highest standards of evidence, implementation and impact.

Current Opportunity

OurFutures Institute is seeking a Chief Executive Officer (CEO) to lead OurFutures Institute through its next phase of growth and national influence. Reporting to the Board of Directors, the CEO will be based at the Sydney Knowledge Hub, the University of Sydney's co-working space in Camperdown (with flexible options for hybrid working), and will build, lead and motivate a team of staff and ensure the organisation continues to advance its mission of preventing harms to young Australians from substance use and mental health disorders.

We're looking for a leader who can turn that evidence base into national reach. Someone with senior leadership experience in the not-for-profit sector, sound judgement in a fast-changing funding and policy environment, and the ability to build the partnerships that put evidence-based prevention in front of more young people, in more schools, across the country.

This full-time fixed term position is for immediate hire.

Your key responsibilities are outlined in the detailed position description below.

Salary & Contract

This opportunity offers the ability to make significant impact leading and growing the not-for-profit, Our Futures Institute. This career opportunity offers a strong base salary and a team-oriented atmosphere that is both positive and rewarding.

Starting compensation includes: a competitive salary dependent on experience plus 12% superannuation with an initial 3-year fixed term contract, with the possibility of extension (subject the funding and performance).

How to Apply

For immediate and confidential consideration please send your resume and cover letter to **risha.premarajah@sydney.edu.au**.

Applications must be submitted by **5pm Monday 28th September** to be considered.

Position Description

Chief Executive Officer (CEO)

1. Position Purpose

The Chief Executive Officer (CEO) is responsible for leading OurFutures Institute through its next phase of growth and national influence.

Reporting directly to the Board, the CEO is accountable for delivering the organisation's mission of preventing health, social and mental health problems before they begin by building a financially sustainable, strategically influential and high-performing organisation.

The CEO provides leadership across strategy, organisational performance, growth, partnerships, governance and culture, ensuring OurFutures Institute continues to expand its impact, strengthen its evidence leadership and establish itself as Australia's leading prevention education organisation.

Working closely with the Board, Executive Leadership Team and key external partners, the CEO will drive organisational growth, secure strategic investment, expand the organisation's national footprint and build enduring partnerships that improve outcomes for young people, schools and communities.

2. Reporting Relationship

Reports to: Board of Directors

The CEO is the Board's sole employee and is responsible for the leadership and management of the organisation, exercising delegated authority in accordance with Board policies and governance requirements.

3. Strategic Context

OurFutures Institute is entering a significant phase of national growth and influence.

The organisation is evolving from a successful evidence-based program provider into Australia's leading prevention education organisation, supporting schools through an integrated Prevention Pathway while influencing governments, education systems and community partners.

The CEO will lead this next phase of growth by:

- Delivering the Board-approved Strategic Plan
- Growing organisational impact and national reach

- Building a financially sustainable and diversified organisation
- Strengthening strategic partnerships across government, education, philanthropy and industry
- Expanding organisational capability while maintaining operational excellence
- Positioning OurFutures Institute as the national leader in prevention education

4. Key Responsibilities

Strategy and Organisational Leadership

- Lead the development and execution of the organisation's strategic direction.
- Translate Board strategy into organisational priorities and outcomes.
- Identify opportunities for innovation, growth and long-term sustainability.
- Foster a high-performing, collaborative and values-driven culture.
- Ensure organisational resources are aligned to strategic priorities.

Organisational Growth and Sustainability

- Drive sustainable organisational growth and long-term financial performance.
- Lead revenue diversification across government, philanthropy, commercial partnerships and strategic initiatives.
- Build scalable organisational capability to support future growth.
- Monitor organisational performance and ensure appropriate corrective action where required.
- Ensure resources are effectively allocated to maximise organisational impact.

Government, Stakeholder and Sector Leadership

- Represent OurFutures Institute nationally with governments, education systems, universities, funders, partners and peak bodies.
- Build trusted relationships with senior decision-makers and strategic stakeholders.
- Position the organisation as a recognised national thought leader in prevention education.
- Advocate for evidence-based prevention and early intervention.

Partnerships and Revenue Leadership

- Lead major strategic partnerships and funding opportunities.
- Develop long-term relationships with governments, philanthropic organisations and strategic partners.
- Support the Leadership Team to identify and pursue growth opportunities.
- Maintain oversight of organisational revenue performance and long-term sustainability.

Position Description - Chief Executive Officer

Governance, Risk and Compliance

- Act as the primary link between the Board and the organisation.
- Ensure effective governance, compliance and risk management systems are maintained.
- Provide timely, accurate and transparent reporting to the Board.
- Support informed Board decision-making through strategic advice and recommendations.
- Ensure compliance with all legal, regulatory and contractual obligations.

People and Culture

- Lead, coach and develop a high-performing Executive Leadership Team.
- Build organisational capability and leadership succession.
- Foster a culture of accountability, collaboration, innovation and continuous improvement.
- Champion employee wellbeing and organisational values.

Research, Evidence and Impact

- Maintain the organisation's commitment to evidence-based practice.
- Strengthen relationships with research partners and academic institutions.
- Support the translation of research into practical prevention solutions.
- Ensure organisational decisions are informed by evidence, evaluation and measurable impact.

5. Key Accountabilities

The Chief Executive Officer is accountable for:

- Delivery of the Board-approved Strategic Plan.
- Overall organisational performance.
- Financial sustainability and revenue growth.
- Effective governance and risk management.
- Development of strategic partnerships.
- Organisational culture and leadership.
- Reputation and external influence.
- Achievement of the organisation's mission and purpose.

6. Relationship Ownership

The CEO leads the organisation's most strategic external relationships, including:

- Board of Directors.
- University of Sydney and research partners.
- Federal Government.
- State and Territory Governments.
- Philanthropic organisations.

Position Description - Chief Executive Officer

- Corporate partners.
- Education systems and peak bodies.
- National and international collaborators.
- Major media and public stakeholders.

The CEO serves as the principal ambassador and spokesperson for OurFutures Institute.

7. Capability and Experience

The successful candidate will demonstrate experience in:

- Chief Executive or senior executive leadership.
- Strategy development and execution.
- Organisational growth and transformation.
- Financial leadership and commercial acumen.
- Government and stakeholder engagement.
- Building high-performing teams.
- Governance and Board engagement.
- Leading purpose-driven organisations.

The successful candidate will also demonstrate:

- Exceptional strategic thinking.
- Strong commercial judgement.
- Outstanding communication and influencing skills.
- High levels of integrity and accountability.
- Sound judgement in complex environments.
- A collaborative and empowering leadership style.

8. Performance Review

The Board will undertake an annual review of the Chief Executive Officer's performance.

The review will consider:

- Fulfilment of the responsibilities outlined within this Position Description.
- Leadership of the organisation and Executive Leadership Team.
- Delivery of the Board-approved strategic direction.
- Financial stewardship and organisational sustainability.
- Governance, risk management and stakeholder confidence.
- Leadership behaviours consistent with the organisation's values.

Specific annual priorities, performance measures, remuneration arrangements and strategic growth incentives are established separately within the **CEO Performance & Remuneration Framework**, which is approved and reviewed annually by the Board.

This Position Description defines the ongoing responsibilities and accountabilities of the role and is intended to remain relatively stable over time. The CEO Performance &

Remuneration Framework may be amended annually without requiring changes to this Position Description.

9. Success in the Role

Success in this role is demonstrated by building a financially sustainable, strategically influential and high-performing organisation that delivers measurable improvements in prevention outcomes for young people while successfully executing the Board-approved strategy.

The CEO will be expected to strengthen OurFutures Institute's national leadership, expand its reach and influence, build enduring partnerships and ensure the organisation continues to deliver lasting impact through evidence-based prevention.