

|                     |                                                           |                       |                                                          |
|---------------------|-----------------------------------------------------------|-----------------------|----------------------------------------------------------|
| <b>Position</b>     | Director – Programs, Strategy and Capability (Identified) | <b>Date Updated</b>   | October 2026                                             |
| <b>Location</b>     | Working from Home                                         | <b>Reports to</b>     | Chief Executive Officer                                  |
| <b>Commitment</b>   | Full-time (38 hours per week)                             | <b>Direct reports</b> | Team Lead – Community Education; Program Operations Lead |
| <b>Remuneration</b> | \$160,000 per annum, plus 12% superannuation              | <b>Contract Type</b>  | Permanent                                                |

### About First Nations Foundation

FNF is dedicated to empowering First Nations people to take control of their financial future through all aspects of their training and education initiatives. As the only national First Nations financial education provider in Australia, FNF leverages evidence-based research to inform its programs and advocate for systemic changes to enhance financial security among First Nations Australians.

Through programs like *Train-the-Trainer*, *My Money Dream* and *Rich Blak Women*, community initiatives such as Financial Wellness Outreach and strategic partnerships with financial institutions, FNF provides culturally sensitive financial education, training and information that empowers First Nations people, regardless of where they fall on the wealth continuum. Analysis conducted by Social Ventures Australia determined that for every \$1AUD invested in FNF programs, \$3.20 of social and economic value is created.

FNF's *Financial Wellness Outreach* program has reunited \$30 million with more than 3,500 community members across 50 urban, regional and remote locations and continues to grow. Our proven model of Financial Fitness workshops that teach people good money habits, including how to reduce debt, budget, save and create financial prosperity are highly sought after.

The Foundation's efforts aim to increase individuals' confidence in managing finances, reduce shame associated with financial matters, and promote intergenerational knowledge sharing.

### Position Summary

The Director – Programs, Strategy and Capability is a senior leadership role and a member of the Executive Team, reporting to the CEO. The Director sets the direction for FNF's national programs and builds the organisational and community capability needed to deliver them at scale, so that programs are culturally safe, high quality, sustainable and measurably improve financial wellbeing for First Nations peoples.

The Director is accountable for the strategy, delivery, quality and impact of the program portfolio. The role combines strategic thinking with strong operational judgement, and requires deep cultural competency, credibility with community, funders and government, and a collaborative, values-driven leadership style.

### Key Responsibilities

#### Strategy and Executive Leadership

- Contribute to organisational strategy as a member of the Executive Team, and lead the development and delivery of the programs and capability strategy
- Identify and shape growth opportunities, new program models and partnerships that extend FNF's reach and impact
- Provide culturally grounded leadership, ensuring decisions and ways of working are guided by First Nations values and community priorities

#### Program Portfolio and Impact

- Hold accountability for the design, delivery, quality and cultural integrity of FNF's education and training programs, including content and key communication assets

- Establish outcomes, evaluation and reporting frameworks that demonstrate impact to community, funders, government and the Board
- Oversee compliance, risk management and contractual commitments across the portfolio

#### **Capability, Systems and Operations**

- Build organisational and community capability through fit-for-purpose systems, policies, processes, workforce planning and professional development
- Drive continuous improvement so programs can scale sustainably, and oversee program logistics, travel and events through the Program Operations Lead
- Hold accountability for program budgets and resource allocation, ensuring resources are aligned to funding and contractual commitments
- Oversight of compliance, risk management and funder and government reporting
- Safe work practices across remote, travelling and community-based work

#### **People and Culture**

- Lead, coach and develop the Education and Training Team, setting clear priorities, KPIs and expectations
- Foster an inclusive, high-trust and purpose-driven culture that supports accountability, growth and retention

#### **Partnerships and Stakeholders**

- Build and maintain strong relationships with First Nations communities, funders, government agencies and corporate partners
- Work with the Manager, Corporate Partnerships and Executive colleagues to align program delivery with funding, partnership and policy priorities
- Act as a trusted bridge between the program teams and the Executive Team, aligning organisational priorities while advocating for team and community needs

#### **Other**

- Undertake other duties as reasonably directed by the CEO, consistent with the level, skills and scope of the role
- Attend conferences, workshops and events to speak on behalf of FNF in the line with the leadership and advocacy plan

#### **Essential Criteria**

---

- Identify as Aboriginal and/or Torres Strait Islander
- Strong First Nations cultural competency
- Proven senior leadership experience, including strategy development and leading managers or team leaders, ideally in a not-for-profit, community, education or social impact setting
- Knowledge of and prior experience working in the financial services sector or public policy environment
- Demonstrated experience overseeing program delivery, budgets, compliance and outcomes reporting
- Strong stakeholder skills, with the credibility to engage community, funders, government and corporate partners
- Emotional intelligence, sound judgement, and a warm yet professional communication style
- Ability to manage competing priorities in a fast-paced environment
- Willingness and availability to travel when required
- A Working with Children Check (can be obtained after commencement)

- A safe, confidential workspace and reliable internet connection for work from home, including completion of the workplace safety check, and reasonable care for the safety of yourself and others at any workplace

#### **Desirable Criteria**

---

- Tertiary qualifications in a relevant field (Commerce, Finance, Education) and/or significant professional experience demonstrating equivalent knowledge and capability
- Experience in the not-for-profit or social impact sector, or in financial wellbeing or capability-building programs
- Experience in instructional design or adult education

#### **Special Measures**

---

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s 27 of the Discrimination Act 1991 (ACT), s 105 of the Anti-Discrimination Act 1991 (Qld), s 12 of the Equal Opportunity Act 2010 (Vic), s 8(4) Charter of Human Rights and Responsibilities Act 2006 (Vic), s 50 of the Equal Opportunity Act 1984 (WA), s 57 of the Anti-Discrimination Act 1996 (NT), s 65 of the Equal Opportunity Act 1984 (SA), ss 25 & 26 of the Anti-Discrimination Act 1998 (Tas).

The position is therefore only open to Aboriginal or Torres Strait Islander applicants.