

POSITION DESCRIPTION



OVERVIEW

TITLE	First Nations Programs & Pathways Manager
DEPARTMENT	CEO Office
LOCATION	Flexible
REPORTS TO	General Manager - First Nations
WORK TYPE	Full-Time Fixed Term Contract
HOURS/DAYS PER WEEK <i>(part-time, casual or contractor only)</i>	
START DATE	ASAP
END DATE <i>(FT/PT fixed term contract or contractor only)</i>	30 Jan 2026

ACCOUNTABILITY

Number of direct reports <i>(How many people directly report into this role?)</i>	1
Number of indirect reports <i>(How many people indirectly report into this role?)</i>	7
Budget responsibility in \$ <i>(State whether prime, shared or contributory responsibility)</i>	

ABOUT US

Football Australia (FA) is the national governing body for football in Australia and a member of Fédération Internationale de Football Association (FIFA), the international governing body for football. It governs all national teams, the A-Leagues (in Football Australia's capacity as the regulatory body), Australia Cup, National Premier Leagues and leads state, community, and grassroots football.

OUR CULTURE & VALUES

Football in Australia is a melting pot of approximately 2 million participants represented by over 200 different cultures, we proud to be the most diverse and globally connected sport within the Australian sporting landscape.

Football Australia's purpose is to *'bring communities together through football - connecting Australia to the world'* while having a vision to *'be a leading football nation where everyone is inspired to live and love the game'*.

To achieve this, we live by our company values which include:

- 1. Impact On & Off the Field:** Challenge the way we think and do to seek ways to grow the impact football has, influence industry thought leaders.
- 2. Inclusive & Diverse Football for all:** Football is embedded in the nation's social fabric, follows the story of Australia, be accessible for all

POSITION DESCRIPTION



3. **A United Team:** Bringing people together to unleash the power of football and to deliver the vision, we bring the team spirit to the game
4. **Trust:** Building trust across the whole football community, be trusted custodians of the game, act with integrity and objectivity

BACKGROUND & PURPOSE OF THE ROLE

- The First Nations Pathways and Programs Manager is a pivotal role within Football Australia, dedicated to developing and implementing initiatives that support the inclusion, participation, and advancement of First Nations peoples in Football.
- This role will focus on leading the 'All-in' Growing First Nations Football Program funded by the Australian Sports Commission, creating culturally appropriate programs, building relationships with Indigenous communities, organisations and services whilst ensuring the visibility and success of First Nations athletes in the sport.

ROLE RESPONSIBILITIES

- Design, implement, and manage football programs tailored to First Nations communities
- Develop & implement pathways for First Nations players from grassroots to elite levels.

ROLE OUTCOMES/ DELIVERABLES

Community Engagement:

- Build and maintain strong relationships with First Nations communities and organisations.
- Act as a liaison between Football Australia and First Nations stakeholders.
- Organise community events, workshops, and training sessions to promote participation, including the First Nations Miniroos program and Walking Football for Elders.
- Support community engagement through the Growing First Nations Participation Program

Talent Identification and Support:

- Identify and nurture talent within First Nations communities managing the Invitational XI program.
- Provide mentorship and support to aspiring First Nations athletes.
- Collaborate with coaches and TD's to facilitate opportunities for First Nations players.

Collaboration and Partnerships:

- Establish and work with existing partnerships with external organisations, including government bodies, NGOs, and sponsors, to support program funding and sustainability.
- Lead the development and implementation of First Nations Coaching Courses in collaboration with partner organisations.

Monitoring and Evaluation:

- Develop metrics and tools to measure the success and impact of First Nations programs, including the effectiveness of the Invitational XI program, First Nations Miniroos, and Walking Football for Elders.
- Regularly report on program outcomes and provide recommendations for improvement.

POSITION DESCRIPTION



MAJOR INTERACTIONS

- First Nations Community members, services, organisations and football teams.
- Football Australia commercial partners.
- Football Australia Member Federations
- Football community, including children.
- National Teams players and staff

KNOWLEDGE, SKILLS, AND EXPERIENCE

Essential	<ul style="list-style-type: none"> • Demonstrated experience working with First Nations communities. • Strong understanding of Indigenous cultures, protocols, and issues. • Proven experience in program development and management. • Excellent communication and interpersonal skills. • Ability to build and maintain relationships with diverse stakeholders. • Commitment to promoting diversity and inclusion in sport. • Previous experience in a similar role within sports or community development.
Desirable	<ul style="list-style-type: none"> • Knowledge of the Football landscape in Australia.

QUALIFICATIONS

Essential	
Desirable	<ul style="list-style-type: none"> • Relevant tertiary qualifications in community development, sports management, or a related field.

UNIQUE CRITERIA

The following selected items identify the requirements of the role

- ☒ Out of hours and weekend work
- ☒ Intra and/ or Interstate travel
- ☐ International Travel
- ☒ Significant periods of work away from home
- ☒ Significant Responsibilities – This does not contain a comprehensive listing of responsibilities, activities and duties that are required of the incumbent. These may change from time to time at the discretion and needs of the manager/organisation

ADDITIONAL REQUIREMENTS

To comply with our organisational policies and/ or national and state legislation, the following selected items are requirements of the role

- ☒ National Police Check
- ☒ International Criminal History Record for each country (other than Australia) in which you have resided for 12 months or more in the last 10 years (if applicable)
- ☒ Full working rights in Australia
- ☒ Working with children check (paid/ employee) or state- based equivalent

POSITION DESCRIPTION



☐ Working with children check (volunteer) or state- based equivalent (volunteer roles only)