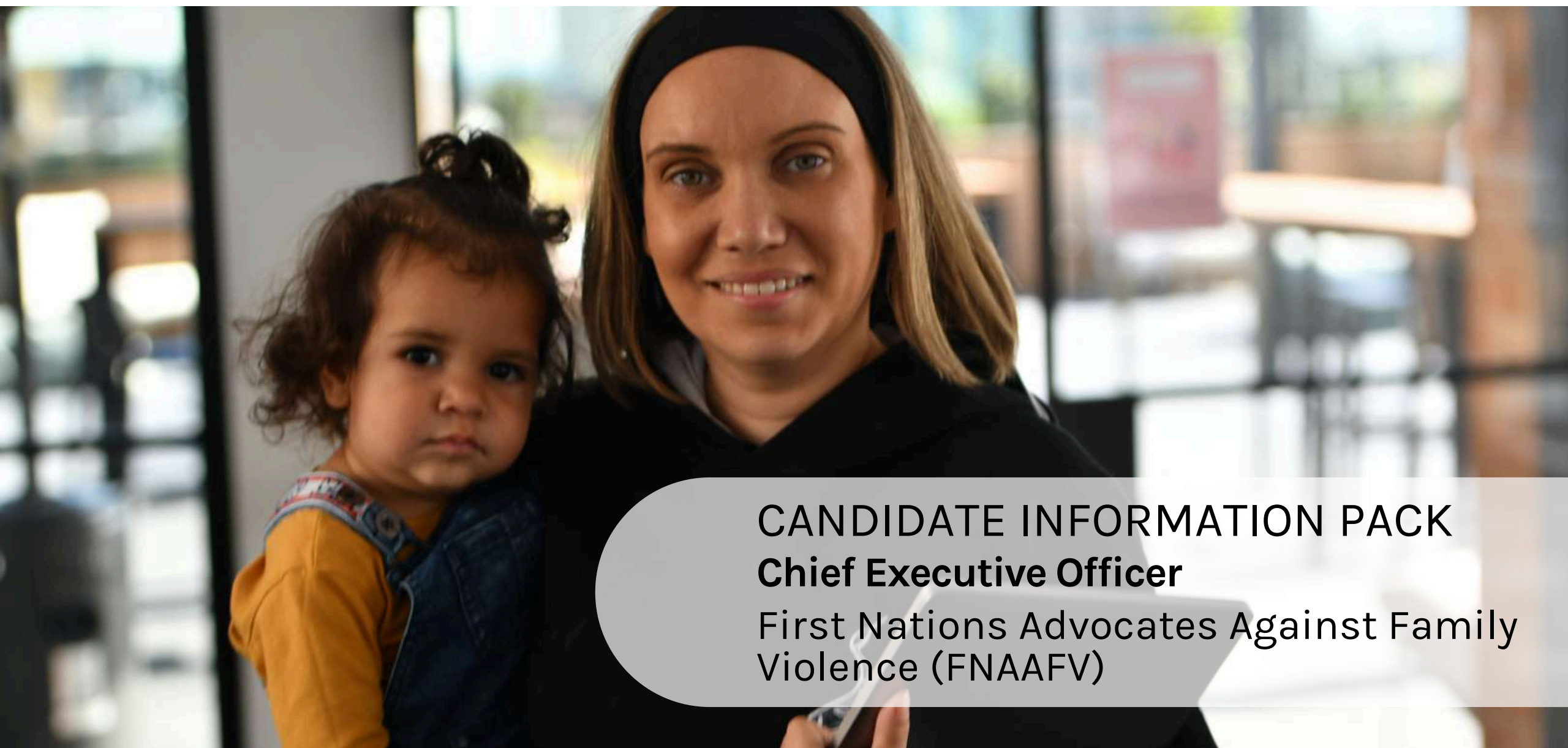




CANDIDATE INFORMATION PACK
Chief Executive Officer
First Nations Advocates Against Family
Violence (FNAAFV)

FNAAFV

Chief Executive Officer



Julie Perkins
Chair

Thank you for your interest in the role of Chief Executive Officer at First Nations Advocates Against Family Violence (FNAAFV).

As the national peak body for the Family Violence Prevention and Legal Services (FVPLS) sector, FNAAFV works alongside First Nations communities, member organisations, governments, and partners to advance justice, safety and healing for Aboriginal and Torres Strait Islander people affected by family violence.

Established on the principles of self-determination and community control, our organisation provides a strong national voice advocating for culturally safe, trauma-informed responses to domestic, family, and sexual violence as experienced by our women, children, and communities.

Welcome from the Chair

This role provides a unique opportunity to lead an organisation with a vital purpose and growing influence, at a time when First Nations leadership, cultural strength and community-led solutions are more important than ever.

We invite candidates who share our commitment to positive change to learn more about our vision and consider joining us in shaping a future free from family violence.

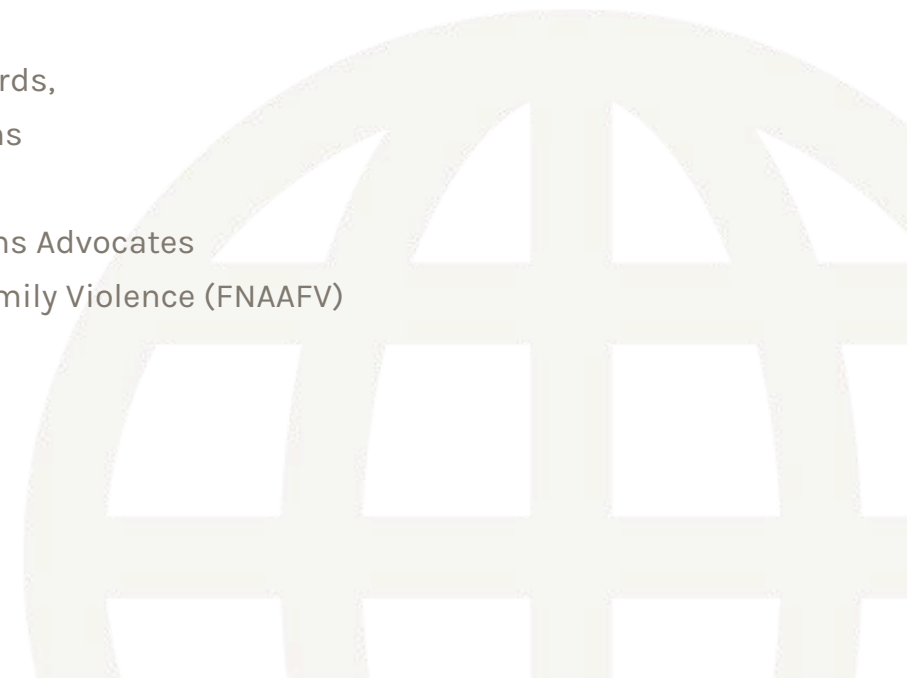
Warm regards,

Julie Perkins

Chair

First Nations Advocates

Against Family Violence (FNAAFV)



Acknowledgement of Country

FNAAFV acknowledges and respects the traditional custodians whose lands we are fortunate to live and work on and we pay our respects to all Elders past and present.

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Role Summary

Organisation:

First Nations Advocates Against
Family Violence (FNAAFV)

Job Title:

Chief Executive Officer

Reports to:

Board of Directors

Job Type:

Fixed term contract to 2030
Full-time

Location:

Australia-wide
Eastern seaboard location preferred

Direct Reports:

- Manager Policy and Sector Development
- Senior Communications Officer
- Executive Assistant

Expected Salary:

The remuneration of this role is \$230,000 - \$259,000 inclusive of superannuation + salary packaging benefits, depending on experience and qualifications of the successful candidate. If this range falls outside your salary expectations, but you are motivated by the opportunity to make a significant and lasting impact, we encourage you to apply.

[The full position description can be found here.](#)

Background Information

First Nations Advocates Against Family Violence (FNAAFV) is the national peak body for community-controlled Aboriginal and Torres Strait Islander organisations providing legal and other holistic, culturally safe services to predominantly Aboriginal and Torres Strait Islander women, children and their communities affected by domestic, family, and sexual violence.

FNAAFV supports and advocates for its members while providing a strong national voice on the issues affecting Aboriginal and Torres Strait Islander people and communities. They play an important role in influencing policy, strengthening the Family Violence Prevention and Legal Services (FVPLS) sector, and

working towards improved outcomes and a reduction in family violence affecting Aboriginal and Torres Strait Islander peoples.

Having established strong foundations since incorporation in 2024, FNAAFV is now seeking a Chief Executive Officer to lead its next phase of growth, strategic delivery and national impact.

Benefits & Culture:

- Flexible working arrangements and location, national impact and sector engagement
- Competitive salary package
- Generous salary packaging benefits, and five weeks annual leave



[Read more about FNAAFV on their website.](#)
[Access the FNAAFV recently created policy positions 2026.](#)

Board of Directors



Julie Perkins
Chair

Julie is a proud Gumbaynggirr woman from Corindi, Northern New South Wales, and CEO of Gurehlgam – Many Rivers, bringing almost 30 years of leadership across Aboriginal community-controlled organisations.



Corina Martin
Deputy Chair

Corina is a Mulgyin Jaru and Gooniyandi woman, lawyer and CEO of Aboriginal Family Legal Services WA since 2017, with extensive experience in family violence, legal advocacy and governance.



Cindy Torrens
Director

Cindy is a Warlmanpa/Wambaya woman and CEO of the North Australian Aboriginal Family Legal Service, recognised for strengthening Aboriginal-led services.



Tosha Sambo
Director

Tosha is a Gubrun woman and Deputy CEO of the Family Violence Legal Service Aboriginal Corporation (SA), working across Aboriginal organisations, wellbeing, governance and trauma-informed practice.



Jake Smith
Director

Jake is a proud Palawa man and CEO of the Tasmanian Aboriginal Legal Service, bringing extensive leadership experience across social services, First Nations programs and community development.



Antoinette Braybrook AM
Director

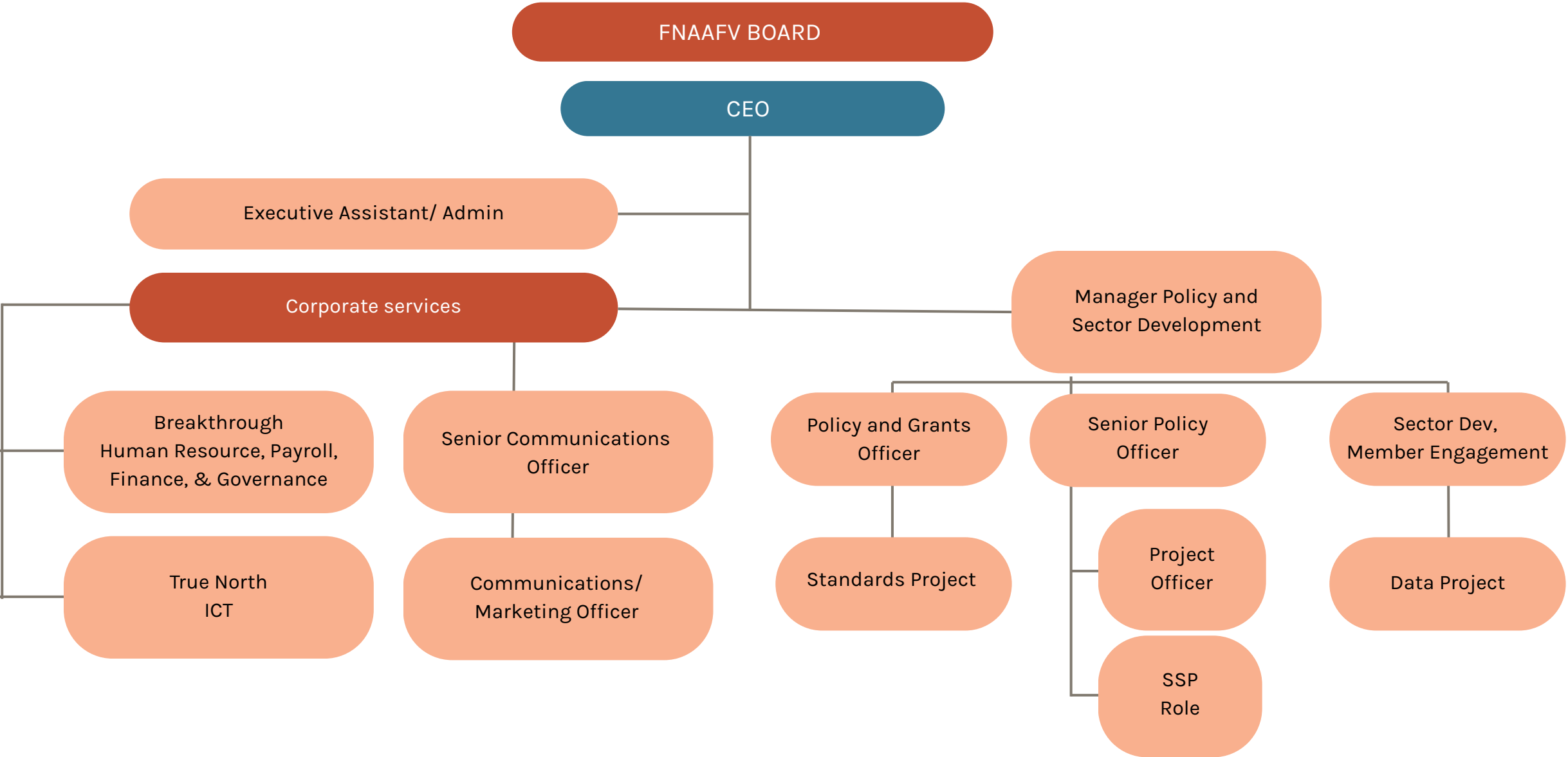
Antoinette is an Aboriginal woman with Kuku Yalanji family connections and the founding CEO of Djirra, bringing more than two decades of leadership and advocacy for Aboriginal women, community control and self-determination.



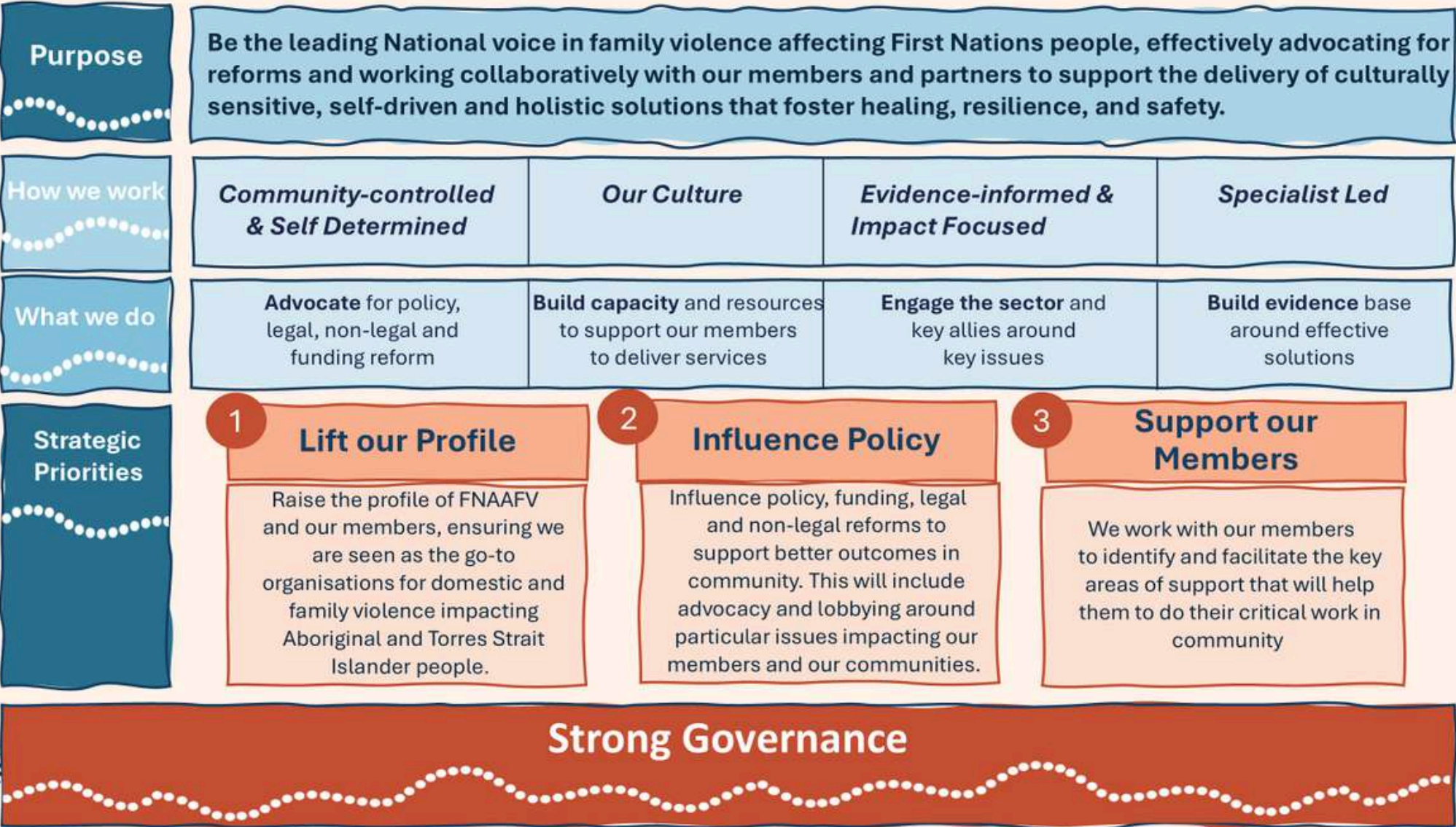
Dr Warren Mundy
Independent Director

Raised on Bidjigal and Gameygal lands in Narwee, NSW, Warren is FNAAFV's Independent Director and a leading expert in legal-assistance funding, having led the Productivity Commission's Access to Justice inquiry and the 2020-25 NLAP review.

Organisational Chart



Strategy on a Page





Key Responsibilities

Reporting to the Board, you will provide strategic, organisational and operational leadership and, as the national voice for member organisations, you will be a highly visible and influential advocate, building trusted relationships with sector stakeholders.

Specifically, you will:

- Lead the delivery of the strategic plan and organisational priorities
- Provide influential advocacy on issues affecting Aboriginal and Torres Strait Islander communities
- Liaise with Family Violence Prevention and Legal Service members and community organisations
- Represent FNAAFV with government, Ministers and parliamentarians
- Ensure member priorities inform organisational strategy and advocacy
- Provide strong leadership across governance, finance and operations



The Candidate

You are a senior executive with the strategic capability, advocacy skills and relationship-building ability to lead a national peak body. You may have developed your experience in policy, advocacy or law reform and you bring deep understanding of the systemic social and legal issues affecting Aboriginal and Torres Strait Islander communities, and justice systems nationally.

Importantly, you are a credible and authentic leader who can bring people together, listen to diverse perspectives and communicate with influence and cultural authority. You understand the importance of relationships and messaging within a small member-based organisation and are comfortable operating across complex political, policy and stakeholder environments.

You also bring:

- Experience working with boards and supporting effective governance
- Understanding of the legal services sector environment, and experience managing government funding and compliance
- Highly developed advocacy, influencing and stakeholder engagement skills
- A transparent and collaborative leadership style
- Knowledge, respect and support for Aboriginal and Torres Strait Islander cultural practices and deep understanding of the cultural, social and justice issues affecting their communities
- Willingness to travel nationally as required

[To apply please follow this link to the NGO Recruitment website.](#)

Next Steps

Your Application:

- Please [read the complete position description](#) and [follow this link to apply online](#).
- As we have a rolling model of recruitment there is no closing date for this role, and we recommend you apply as soon as possible.
- With your application, please include your CV and a cover letter that addresses the skills required section of the advertisement.
- Receipt of your application will be acknowledged and you will receive updates as you move through the process, including if you have been selected for interview.

FAQs

What is the close date for applications?

As we have a rolling model of recruitment, we assess applications as they are submitted; this means that we do not recruit to closing dates and recommend you apply to the opportunity as soon as you can to ensure you don't miss out. [Please apply here](#).

Is my background suitable for the role?

Our clients brief us extensively on their roles; when writing the advertisements, we take great care in outlining the brief and gaining our client's approval before publishing. When considering your experience and suitability for a role, we encourage having a close look at the "Key Responsibilities" page; if you identify with what's outlined, please submit your application.

We recommend addressing the "Candidate" page of the advertisement when writing your 1-2 page cover letter, as we have identified these as the essential competencies in a successful candidate.

Once candidates are shortlisted, the client or role may require a more detailed response to the selection criteria within the job description; we find this saves you time on the application process.

Can you tell me more about what the client is looking for?

The best way to self-assess your suitability for the role is to [read through the full position description](#), the "Key Responsibilities" and "The Role" sections of the advertisement.

We have in-depth discussions with any successful candidates and provide you with a full brief before any interviews you may have with our client.

Can you consider someone part-time?

No, this is a full-time role, part-time arrangements are not considered.

Can you tell me more about the client?

We encourage you to read more about [FNAAFV on their website](#), [their LinkedIn page](#) and explore relevant online publications.

When is the start date?

Recruitment has commenced for this role, which means our client is ready to select the right person; this should happen within the coming weeks as we move through the process. Clients prefer that the successful candidate starts as soon as they have worked out their notice period, however the start date is usually able to be negotiated.

Location/can you consider a remote worker?

This role can be performed from anywhere in Australia. The preferred location is eastern seaboard of Australia.

Salary guide

The remuneration of this role is \$230,000 - \$259,000 inclusive of superannuation + salary packaging benefits, depending on experience and qualifications of the successful candidate. If this range falls outside your salary expectations, but you are motivated by the opportunity to make a significant and lasting impact, we encourage you to apply.

What are the key objectives for the board/future direction of the organisation / key challenges in the role / is it a newly created role / why is the position available etc.

We will answer these sorts of questions as part of the discussion we have with the identified candidates of interest; however, we use the advertisement's tone to indicate if the client has a growth agenda or is looking for someone to bed down current programs. If it is a newly created role, we will state this within the advertisement or position description. Any research you may have done through the suggested channels above will also give you insight into the intentions for a role within their organisation.