



Sydney Swans Head of First Nations Academy & Projects

WHY CHOOSE THE SWANS?

- A club with a proud history, strong momentum and a commitment to meaningful First Nations engagement.
- Work that matters: lead pathways and projects that support young people, communities and the future of our game.
- A high-performance culture with clear standards, genuine collaboration and impact.
- Flexible, inclusive ways of working and professional development tailored to your goals.
- Based at our state-of-the-art Sydney headquarters, with travel to program locations.

Born from hard work, grit and a relentless drive to win, the Sydney Swans have 151 years behind us, and we are building what comes next. Guided by Respect, Courage and Curiosity, we share the journey, support one another and keep finding the extra 1%.

We are committed to a supportive and inclusive workplace where people feel connected to our Club and to each other.

THE PERKS

- Wellbeing support to keep you at your best – including gym access
- Perks and discounts via our Corporate Partners
- Professional development support tailored to your goals
- Club memberships to share match days with friends and family

THE OPPORTUNITY

The Head of First Nations Academy & Projects will lead the Sydney Swans' ARA First Nations Academy, First Nations strategy and Reconciliation Action Plan, while overseeing a portfolio of culturally significant Club projects.

You will shape safe, culturally strong and high-quality programs that create opportunity for young athletes, strengthen community connection and deliver lasting impact. From coordinating Academy hubs, camps, coaches and athlete pathways to guiding projects such as Maningrida, Marn Grook and past-player engagement, this is a broad leadership role combining strategy, relationships and hands-on delivery.

Working in genuine partnership with Aboriginal and Torres Strait Islander communities, players, families, staff, past players and external partners, you will provide cultural and program leadership across the Club. You will collaborate closely with Football, Community, Operations, People, Commercial and Communications teams to turn commitments into measurable outcomes.

SYDNEY SWANS LIMITED

ROYAL HALL OF INDUSTRIES, 1 DRIVER AVENUE, MOORE PARK, NSW 2021
T: 02 9157 5020 | SYDNEYSWANS.COM.AU



PRINCIPAL PARTNER

WHAT WE'RE LOOKING FOR

- Demonstrated experience leading First Nations, community, sport, talent pathway or youth development programs.
- A strong understanding of Aboriginal and Torres Strait Islander cultures, histories and contemporary community contexts.
- Proven ability to build trusted, respectful relationships with Elders, families, communities and partner organisations.
- Strong program and project leadership skills, including planning, budgeting, governance, risk and evaluation.
- Experience turning strategy into clear actions, accountabilities and measurable outcomes.
- Confident leadership, facilitation, communication and stakeholder management skills.
- Sound judgement and discretion when working with culturally sensitive or confidential matters.
- Relevant tertiary qualifications will be highly regarded.

Aboriginal and/or Torres Strait Islander candidates are strongly encouraged to apply.

Due to the nature of the role, flexibility is required for travel, extended hours and occasional weekend work. The successful candidate must hold, or be able to obtain, a Working with Children Check and National Police Check.

TO APPLY

To be considered for this opportunity, please submit a cover letter and CV combined into **one PDF document** as a single attachment. Applications must be no more than four pages in total and less than 5MB in size.

Please email your application to hr@sydneyswans.com.au with the role title in the subject line.

Applications close Sunday, 1 November 2026

Only shortlisted applicants will be contacted. The Sydney Swans do not accept applications from recruitment agencies.

The Sydney Swans are an equal opportunity employer and child-safe organisation committed to the safety, wellbeing and inclusion of all children and young people. Applicants must be legally entitled to work in Australia.