

JOB DESCRIPTION

Position Title:	Chief Executive Officer (CEO)
Organisation:	First Nations Media Australia (FNMA)
Reports To:	FNMA Board of Directors
Location:	Flexible (within Australia)
Employment Type:	Full Time, Ongoing
Classification:	Negotiable

ABOUT FIRST NATIONS MEDIA AUSTRALIA

First Nations Media Australia (FNMA) is the national peak body for the Aboriginal and Torres Strait Islander media and communications sector. We represent over 240 community-owned and operated media organisations and individuals, working across radio, television, print, film, online and digital platforms. Our mission is to strengthen and support First Nations voices, build sector capacity, and promote media sovereignty.

JOB SUMMARY

The purpose of the Chief Executive Officer role is to provide strategic, cultural, and operational leadership to FNMA, driving the organisation's vision, sustainability, and impact. The CEO is accountable to the Board for ensuring FNMA's programs, advocacy, and services meet the needs of members while building national recognition of the First Nations media sector.

KEY RESPONSIBILITIES

Strategic Leadership & Advocacy

- Lead the development and implementation of FNMA's strategic plan.
- Represent FNMA as a national advocate with government, funding bodies, industry, and community stakeholders.
- Advance policy positions and initiatives that strengthen First Nations media and digital inclusion.
- Build the profile and influence of FNMA as a trusted, respected peak body.

Organisational Management & Governance

- Provide high-level advice and reports to the FNMA Board.
- Ensure strong governance, compliance, and risk management frameworks.
- Oversee financial sustainability, budget management, and reporting obligations.
- Drive organisational performance through clear planning, monitoring, and evaluation.

Stakeholder & Community Engagement

- Build and maintain strong relationships with members, communities, and sector partners.
- Foster partnerships with industry, philanthropy, and government to expand resources and opportunities.
- Ensure FNMA's work reflects cultural values, self-determination, and respect for diverse First Nations voices.

Team Leadership

- Lead, mentor, and support a high-performing, culturally safe, and collaborative team.
- Promote professional development and wellbeing for FNMA staff.
- Foster a culture that reflects FNMA's values of respect, community, and media sovereignty.

SELECTION CRITERIA

Essential

- Identified position: Aboriginal and/or Torres Strait Islander heritage.
- Proven executive or senior leadership experience in community, not-for-profit, government, or media-related organisations.
- Strong track record of advocacy, stakeholder engagement, and policy influence at national levels.
- High-level skills in financial management, governance, and organisational development.
- Demonstrated cultural leadership and commitment to advancing Aboriginal and Torres Strait Islander rights and voices.
- Excellent communication, negotiation, and public representation skills.
- Ability to travel interstate and to remote and regional communities, as required.

Desirable

- Experience in the media, broadcasting, or digital industries.
- Understanding of current issues facing First Nations media and digital inclusion.
- Existing relationships with government, industry, and community networks relevant to FNMA's work.

Other

The successful candidate will be required to:

- hold a current registration issued under the State based Working with Vulnerable People (Background Checking).
- hold a current Drivers Licence.
- undergo a National Police Check.

WHAT WE OFFER

- Five weeks annual leave
- 17.5% Leave Loading
- Salary sacrificing options to reduce your tax payable and increase your net income
- Exposure to high-profile and exciting projects
- Employee Assistance Program (EAP)
- Networking opportunities across the organisation and within the not-for-profit First Nations broadcasting, media and communications industry
- Flexible Work Arrangements