



Chief Executive Officer

Candidate brochure



October 2026



Our history

Ninti One began in 2003 as a not-for-profit, independent national company with a mission to build opportunities for people in remote Australia through applied research, innovation and community development. Over the last two decades the organisation has established itself as one of Australia's largest Indigenous-owned and led professional services firms, registered with Supply Nation and delivering hundreds of projects for government, community and sector partners that translate evidence into practical outcomes for Aboriginal and Torres Strait Islander peoples.

Story continued on our website: [Our History](#)

Our logo

Our logo is based on the painting 'Two Women Learning' by Aboriginal Artist, Dr Kwementyaye Wallace (decd. 2024).

Our logo is based on the painting 'Two Women Learning', created by late Aboriginal artist Dr Kwementyaye Wallace (decd.2024). Dr Wallace was born and raised at Uyetye, on the Todd River – her father's homeland. Her mother was from Therirrerte. Her grandfather taught her stories of her culture and land from an early age.



Here, she tells us a traditional story of 'Two Women Learning', which illustrates how different people hold different knowledge, different parts of the story, and how they are responsible for keeping that story safe and passing on the knowledge.

Link to our logo story and video: [Ninti One Logo Story](#)

Our Board

Ninti One is led by a dedicated Board, whose collective expertise drives the organisation's work across Australia.



Prof Tom Calma AO



Glenise Coulthard AM



Alison Page



Rod Reeve



Our vision

Ninti One's vision is to build opportunities with Aboriginal and Torres Strait Islander peoples, through research, innovation and community engagement.

Our mission

Ninti One is a group of professional services firms that work collaboratively with communities and clients to achieve positive social and economic development outcomes for Aboriginal and Torres Strait Islander peoples. Ninti draws on its long history of working with Aboriginal and Torres Strait Islander communities and has developed the capacity to translate learning from this experience to a range of development contexts.

Our values

We are very proud of our connection to and respect for traditional culture. Our name 'Ninti' means 'clever' in Pitjantjatjara, which reflects our desire to be a capacity builder and knowledge broker.



Our services

Research and data collection

We undertake ethical research and data collection with Aboriginal and Torres Strait Islander people and communities.

Participatory evaluation

We work with clients to develop culturally appropriate evaluation approaches and tools, applying a cultural lens to the interpretation of results.

Project management

With an intricate understanding of project & risk management in urban, rural and remote contexts, we provide tailored, certified project management services.

Stakeholder and community engagement

With links to community and diverse networks in Australia and overseas, we offer facilitation services across settings other businesses may find challenging.

Job Title	Chief Executive Officer of Ninti One Limited (Identified)
Reports to	The Chair of the Ninti One Limited Board
Direct reports	Chief Financial Officer; Chief Operating Officer; Executive Program Lead, NBPU TIS; Business Development Manager, Human Resources Manager, Personal Assistant
Employment	Full time, ongoing
Location	Adelaide preferred, or open to working remotely Australia-wide for the right candidate

About Ninti One Limited

Ninti One is an Indigenous, Supply Nation registered, not-for-profit organisation. Our vision is to build opportunities with and for Aboriginal and Torres Strait Islander peoples, through research, innovation and community engagement. We are very proud of our connection to and respect for traditional culture. Our name 'Ninti' means 'clever' in Pitjantjatjara, which reflects our desire to be a capacity builder and knowledge broker.

We deliver a range of professional services that work collaboratively with communities and clients to achieve positive social and economic development outcomes for Aboriginal and Torres Strait Islander peoples. Ninti draws on its long history of working with Aboriginal and Torres Strait Islander communities and has developed the capacity to translate learning from this experience to a range of development contexts, including internationally.

Further information is available on [Ninti's website](#) and Ninti One's [ACNC documentation](#) and [Ninti One's Enterprise Agreement 2024](#) and Ninti One's [Impact Strategy 2024-27](#), Reconciliation Action Plan [Ninti's RAP](#) and [Ninti's Values](#).

Position summary

The CEO works in partnership with the Board and is responsible for providing strategic, cultural, operational leadership and day to day management of Ninti One Limited.

The CEO plays a key role in developing the capability of Ninti One in line with Ninti's vision, mission and strategic direction, while ensuring that projects, programs, services, and workforce practices are culturally safe, First Nations-led, and responsive to address the social and economic disadvantage of Aboriginal and Torres Strait Islander peoples.



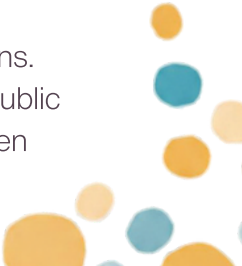
Key responsibilities

- undertaking representational and relationship-building responsibilities with business leaders, senior government decision-makers and philanthropists, so that Ninti One remains a leader in building opportunities with and for Aboriginal and Torres Strait Islander peoples, through research, innovation and community engagement.
- lead and represent Ninti One with Indigenous cultural authority and community credibility
- develop and implement the organisation strategy, governance and business models for Ninti One in collaboration with the Board
- generating income through business development, tendering, collaborations, relationships, philanthropy and other initiatives, which will provide financial security and stability to Ninti One over the longer term
- ensuring that Ninti One's portfolio of projects reflects the needs of and builds the capability of First Nations Australians and people living in remote Australia.
- developing annual budgets and ensuring that Ninti One operates within budget
- oversee maintaining Ninti One's ISO9001 Quality Management Systems to deliver organisational strategy
- ensuring that First Nations Australians' IP, ethics, equity, confidentiality and collaboration are managed according to best practice as reflected in Ninti's values
- ensuring that all staff have leadership support and a safe working environment
- through support and collaboration, using Ninti One's strengths to build the impact of Ninti Training Limited and the Ninti One Foundation
- carrying out other duties as required by the Board

Qualifications and experience

- tertiary qualifications or extensive experience in business, commerce, economics or other relevant field
- demonstrated success as an executive leader of a First Nations organisation
- demonstrated management of successful inter-company operations
- demonstrated experience in living and displaying Ninti One's values
- demonstrated experience working cross-culturally with people from diverse cultural backgrounds, including adapting practice to meet different cultural needs

Skills and abilities

- Cultural Leadership and Management: Proven capacity to lead and manage teams, fostering a high-performing, values driven organisational culture and ensuring accountability for outcomes.
 - Stakeholder Engagement & Relationship Management: Building and maintaining strategic relationships and partnerships across government, non-government and community sectors, with the ability to influence outcomes.
 - Financial & Commercial Acumen: Strong financial and organisational management capability, including business development, budgeting, resource allocation, and ensuring sustainability and operational efficiency.
 - Governance & Risk Management: In depth understanding of governance frameworks, including experience working with Boards, and managing risk and compliance obligations.
 - Communication: Highly developed communication and representation skills, including public advocacy, stakeholder engagement, negotiation, and the preparation of high-level written materials.
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Special requirements

To be eligible for employment with Ninti One applicants must:

- identify and be recognised in community as an Aboriginal and Torres Strait Islander
- demonstrated lived experience as an Aboriginal and Torres Strait Islander person
- be an Australian citizen
- obtain and satisfy a national police history check and declare that they have never been convicted of fraud.
- obtain a Working with Children and Vulnerable People check
- travel intra/interstate, or to remote and/or very remote locations when required.

Equal opportunity employer: Ninti is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Ninti considers that being an Aboriginal or Torres Strait Islander person is a genuine occupational requirement for this position under sub-section 35(1)(b)(ii) of the *Anti-Discrimination Act 1996* (NT), sub-section 56(2) of the *Equal Opportunity Act 1984* (SA). 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 [select appropriate jurisdiction/s from: s57 of the *Anti-Discrimination Act 1996* (NT), s65 of the *Equal Opportunity Act 1984* (SA)].

This position is therefore only open to Aboriginal and/or Torres Strait Islander applicants.

