



Chief Executive Officer

Somerville Community Services & Somerville Housing

About the Opportunity:

We are seeking a Chief Executive Officer (CEO) to lead our organisation, a leading provider of Supported Independent Living (SIL) and Specialist Disability Accommodation (SDA) under the National Disability Insurance Scheme (NDIS) within the Northern Territory across Darwin, Palmerston, Katherine and Alice Springs. The CEO, based in Darwin, will play a crucial role in leading a high performing team to advance our delivery of high-quality, sustainable, and person-centred support services that empower people with disabilities to live independently.

This role offers an exceptional opportunity to lead the Territory's largest NDIS provider and drive impactful initiatives in SIL and SDA service delivery, focusing on operational excellence, quality improvement, and financial sustainability. The CEO will continue to inspire a culture of innovation and best practice, ensuring our services align with NDIS practice standards and meet the evolving needs of participants.

Primary Responsibilities:

Reporting to the Board of Directors, the CEO will provide strategic and operational leadership across the organisation, with a primary focus on SIL services and a strong emphasis on SDA development. Key responsibilities include:

1. Strategic Leadership and Vision:

- Lead the development and execution of the organisation's strategic plan, prioritising the expansion and enhancement of SIL services to deliver high-quality, participant-focused outcomes.
- Drive a culture of excellence, compliance, and continuous improvement across all services, aligning organisational practices with NDIS requirements and participant needs.
- Shape and oversee the organisation's growth strategy, particularly in expanding SIL offerings and optimising SDA developments.

2. Financial Sustainability and Commercial Acumen:

- Ensure the organisation's financial health through strategic management of resources, funding, and revenue streams, including maximising opportunities within the NDIS funding landscape.
- Develop and implement business strategies consistent with the strategic plan and that enhance the financial viability of SIL and SDA services, balancing commercial objectives with social impact.
- Oversee financial planning, budgeting, and risk management, ensuring ethical and sustainable financial practices that support long-term organisational success.

3. Quality, Compliance, and NDIS Practice Standards:

- Lead the commitment to quality service delivery in line with NDIS practice standards, ensuring all SIL and SDA services meet regulatory and accreditation requirements.
- Promote a culture of continuous quality improvement, focusing on participant safety, rights, and outcomes in all aspects of service delivery.
- Implement governance and compliance frameworks to monitor, evaluate, and improve service quality and operational performance.

4. People and Culture:

- Foster a positive and inclusive workplace culture that supports individual and team growth, collaboration, and professional development.

- Lead workforce planning, staff training, and development initiatives to ensure the team is equipped to deliver high-quality SIL and SDA services.
- Champion employee engagement, promoting a safe, respectful, and empowering work environment that aligns with the organisation's values.

5. Supported Independent Living (SIL) Services:

- Provide leadership in the delivery of SIL services, ensuring they are tailored to meet individual needs, enhance independence, and align with NDIS plans and standards.
- Ensure that SIL services are delivered with a focus on quality, safety, and person-centred approaches, fostering environments where participants can thrive.
- Oversee service planning, participant engagement, and staff training to ensure best practices are embedded in the delivery of SIL supports.

6. Specialist Disability Accommodation (SDA):

- Support the development and management of SDA properties that complement SIL services, ensuring accessibility, safety, and compliance with NDIS standards.
- Drive the organisation's strategic approach to SDA, focusing on the design, construction, and operational management of high-quality accommodations that enhance participants' living experiences.
- Collaborate with developers, architects, and stakeholders to create innovative SDA solutions that meet market demands and regulatory requirements.

7. Stakeholder Engagement and Advocacy:

- Build and maintain strong relationships with NDIS participants, families, government bodies, developers, and community partners to ensure services meet expectations and needs.
- Advocate for the rights of people with disabilities, influencing policy and sector development related to SIL, SDA, and broader NDIS frameworks.

- Represent the organisation in industry forums, positioning it as a leader in SIL and SDA service provision.

8. Innovation and Digital Transformation:

- Drive the adoption of digital solutions that enhance service delivery, operational efficiency, and participant engagement.
- Integrate technology into service models, improving accessibility, quality, and participant satisfaction.

Skills and Capabilities:

- Proven experience as a CEO or senior executive within the NDIS, SIL, SDA, or broader human services sectors.
- Expertise in managing and scaling SIL services with a deep understanding of NDIS compliance, participant needs, and quality standards.
- Strong commercial acumen and experience managing complex budgets, funding strategies, and revenue models in a competitive NDIS environment.
- In-depth knowledge of SDA development and operation, including compliance with NDIS requirements and best practice design.
- Excellent stakeholder management skills, with the ability to advocate, influence, and negotiate at high levels.
- Demonstrated commitment to quality service delivery, participant outcomes, and adherence to NDIS practice standards.
- Exceptional leadership, strategic thinking, and change management skills.
- Relevant qualifications in business, management, or a related field.

Essential key traits for the CEO include:

- Passionate and progressive advocate of the NDIS and the people it serves.
- Foresight and the ability to use critical thinking and creative approaches for future planning and possibilities.
- Reliable, being reliable and honest about decisions made and what can and can't be delivered.

- Team Player, actively listening, asking the right questions, providing feedback and delegating.
- Adaptable, adapt to changing circumstances, anticipating possibilities.
- Decent and relatable, with the proven ability to build strong relationships with key stakeholders.

Additional Requirements:

- Must pass all relevant background checks, including working with children and NDIS worker screening.
- Commitment to safeguarding and promoting the rights and safety of all participants in accordance with NDIS standards.

This role offers a unique opportunity to lead a pioneering organisation in the NDIS sector, delivering high-impact SIL and SDA services that make a real difference in people's lives. If you are an experienced leader with a passion for driving positive change in the disability sector, we encourage you to apply.