

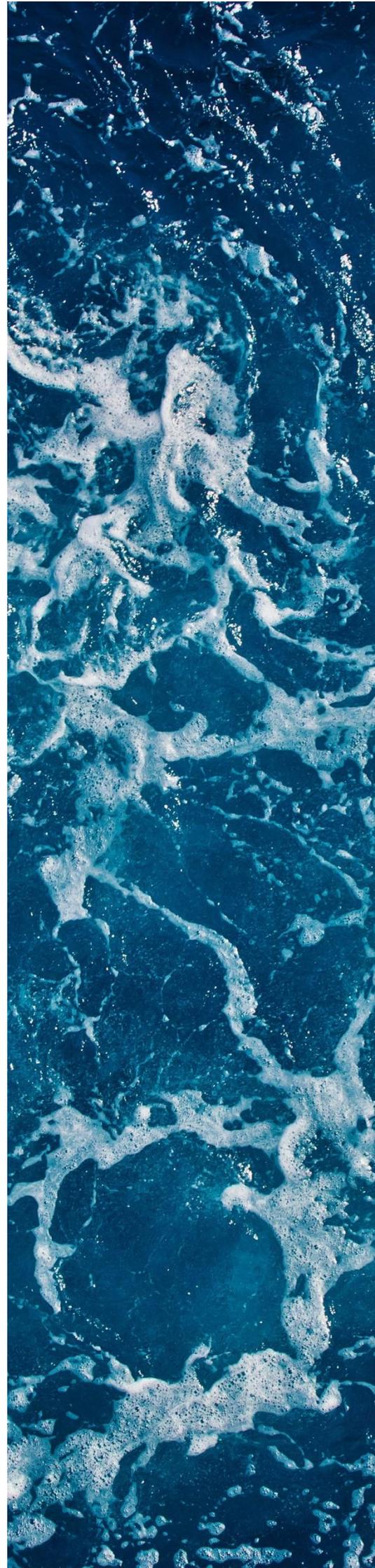


WATERMARK SEARCH INTERNATIONAL CANDIDATE BRIEF

Chief Executive Officer
Centacare New England North West
March 2026



Presented by Watermark Search International.
Trusted for over 40 years, focused on the future.





About the Organisation

Centacare New England North West (Centacare NENW) is the Social Services Agency of the Catholic Diocese of Armidale and has been part of the local community since 2001. We offer a variety of social services to support individuals, families, and our broader community. As a Catholic agency, we welcome everyone – regardless of religion, circumstance, ethnicity, economic situation, age, gender, or ability.

Our mission is simple yet profound: In response to the Gospel call to love thy neighbour, Centacare New England North West provides social services to accompany individuals, families and communities in the Catholic Diocese of Armidale to reach their potential and enjoy the fullness of life.

The Catholic Church teaches that we are all created in the image of God; Catholic Social Teachings are the basis of our values at Centacare NENW. They shape the way we consistently deliver our programs:

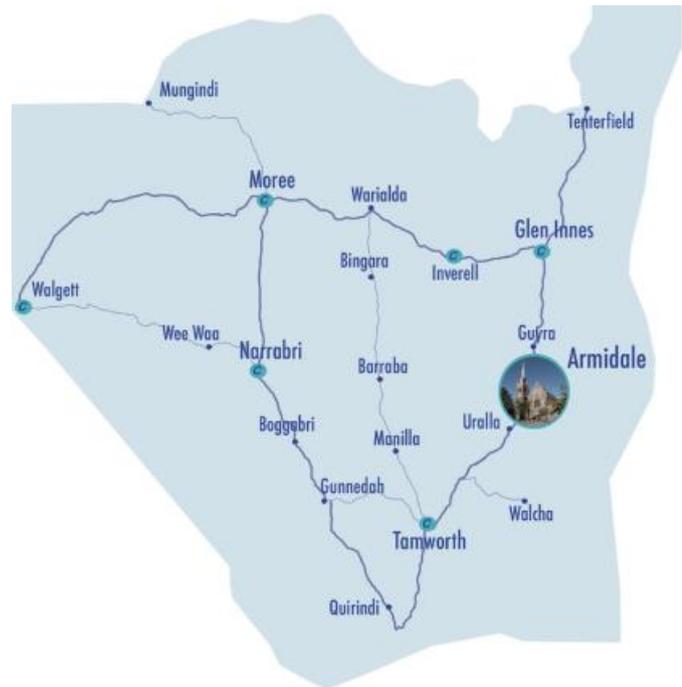
- **Dignity:** We treat everyone with respect and kindness, recognising that each person has unique value and deserves to be honoured.
- **Community:** We believe in the power of working together. By creating a welcoming and supportive environment, we help everyone feel part of our community, strengthening the connections that bring us together.
- **Cooperation:** We work hand-in-hand with various stakeholders, including local organisations, to ensure our services effectively meet the diverse needs of those we help.
- **Support:** Our commitment to support is about providing both emotional and practical assistance to empower individuals and families

For more information on Centacare NENW, please refer to centacarenenw.com.au

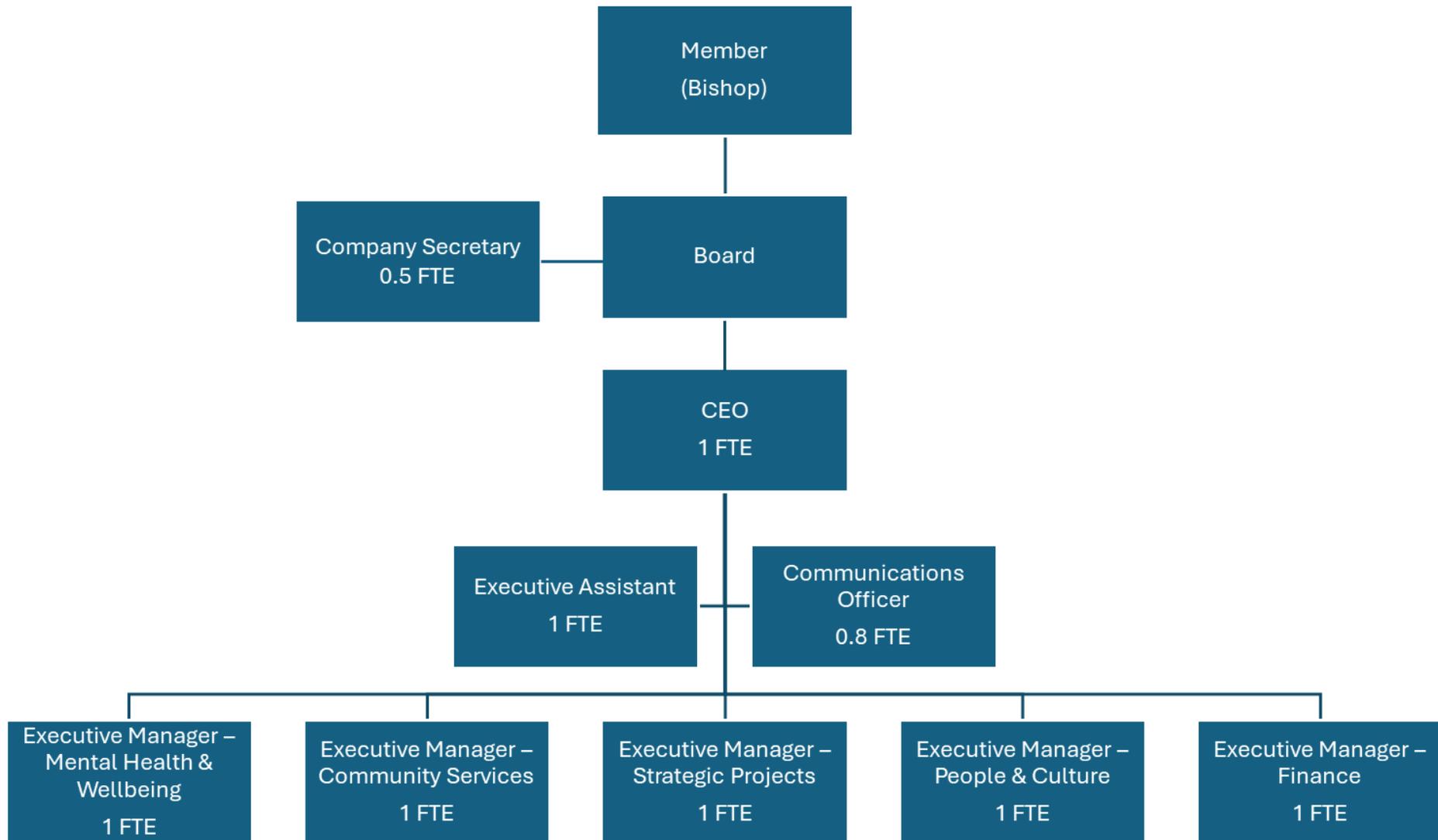
Locations

Centacare NENW has offices in:

- Moree
- Inverell
- Glen Innes
- Armidale
- Tamworth
- Narrabri
- Walgett



Organisation Chart – Office of the CEO





Job Title	Chief Executive Officer
Reports To	Chair of Board of Directors, Centacare New England North West
Direct Reports	Executive Leadership Team, Marketing Lead and Executive Assistant
Location	Tamworth, Armidale (or other suitable location within the Catholic Diocese of Armidale)
Type	Registered Non for Profit
Size	180 staff
Revenue	\$22m, predominately grant funded
Financials	Click here

The Role

The Chief Executive Officer (CEO) provides values led leadership to advance the organisation’s commitment to deliver positive social and community outcomes, in alignment with the mission of the Catholic Diocese of Armidale. Guided by Catholic Social Teaching principles of human dignity, solidarity, inclusion, and care for the common good, the CEO ensures the organisation is a respected community voice with a demonstrated commitment to cultural diversity and ethical practice.

The CEO is responsible for the execution of Centacare’s strategic direction, and ensuring organisational sustainability, positive impact, and good governance.

The CEO provides ethical leadership to drive organisational performance while fostering an inclusive culture that prioritises dignity, respect, and collaboration.

Key Accountabilities

Mission Leadership

- Lead and model Centacare’s values and mission across strategy, culture, and operations, ensuring that they are translated into actions that guides daily practice and operations.
- Foster an inclusive, respectful, and purpose-driven organisational culture.
- Ensure programs, partnerships, and advocacy activities align with Catholic Social Teachings, Centacare’s mission and social purpose.

Strategic Leadership

- Lead the development and implementation of Centacare’s strategic plan in partnership with the Board.
- Drive transformational initiatives to meet the objectives of the strategic plan.
- Identify emerging cultural, social, and policy trends to position the organisation as a forward-thinking sector leader.
- Balance mission alignment with innovation, growth, and long-term sustainability.

Advocacy & External Engagement

- Act as Centacare's principal public representative and advocate.
- Lead advocacy and policy initiatives that promote social justice, equity, and community wellbeing.
- Build and maintain strong and influential relationships with government, funding bodies, peak organisations, community leaders, and cultural stakeholders.
- Represent Centacare in public forums, consultations, and collaborative networks.

Organisational Leadership & Management

- Lead, develop, and support a high-performing senior leadership team.
- Provide transparent, values-led leadership to staff, fostering a collaborative, inclusive, and high-performing organisational culture.
- Promote staff wellbeing, capability development, and ethical practice.
- Oversee Centacare's performance, ensuring programs, projects, and initiatives deliver measurable impact.
- Ensure appropriate systems, policies, and frameworks are in place to support effective operations and compliance.

Governance & Financial Sustainability

- Work closely with the Board to support strong governance, accountability, and transparency.
- Oversee financial management, budgeting, and reporting to ensure long-term sustainability.
- Ensure that an effective risk management framework is in place and that operational, financial and reputational risks are proactively identified and mitigated.
- Support fundraising, partnerships, and revenue diversification streams that are consistent with organisational values.
- Ensure compliance with all legal, regulatory, and funding requirements.

Safeguarding and Compliance

- Ensure the highest standards of safeguarding, ethical conduct and compliance with Church, Diocesan and legal requirements.

Partnerships & Stakeholder Engagement

- Develop and maintain strategic partnerships across the cultural, government, philanthropic, corporate, and community sectors.
- Strengthen Centacare's profile, reputation, and influence through effective communications and relationship management.
- Engage meaningfully with diverse communities, ensuring the voice of the client is heard and informs service delivery.

Key Stakeholders

- Bishop of Diocese of Armidale;
- Diocesan Leadership Team;
- Government officials and funding bodies;
- Regulators;
- Consultants;
- Parishes, Church bodies;
- Partners, e.g. other Catholic Care Agencies and NFPs;
- Chancery staff.

Knowledge, Experience and Qualifications

Essential

- Demonstrated executive leadership experience (minimum of five years) in a large not-for-profit, cultural, advocacy, or purpose-driven organisation (with revenue of \$20m+).
- Proven experience working with Boards and governance structures at executive level in a large organisation (with revenue of \$20m+).
- Demonstrated experience in leading significant organisation change transformation projects, through building teams resulting in positive employee engagement.
- Proven experience (more than 5 years+) in managing budgets and diverse funding streams to achieve organisational sustainability.
- Proven experience in leading strategic planning processes that translate strategy into action.
- Excellent communication and stakeholder engagement skills.
- Demonstrate an understanding of, and personal connection to the mission, values and faith-based activities of Centacare as either a practicing Catholic or active member of a Christian Church.

Desirable

- Demonstrated understanding and experience in delivering social services in rural and remote communities, engaging with diverse and marginalised communities.
- Proven ability to work within and alongside faith-based and/or community partner organisations.
- Proven experience in advocacy, policy engagement, or sector leadership.
- Possess understanding and experience in leading fundraising, philanthropy, or revenue diversification opportunities.

Personal Attributes

- A lived personal commitment to the ethos, values and traditions of the Catholic Church including a desire to contribute to the local community.
- Purpose-driven and values-led.
- Credible and inclusive advocate.
- Resilient and adaptable in complex internal and external environments.
- Strategic thinker with strong execution capability.

Other Requirements

Applicants must possess the following:

- Current National Criminal Check
- Current Working with Children Check
- Valid NSW Driver's Licence

Online Ad

- Strong and experienced People Leader to lead a mission-driven Catholic social services organisation.
- Shape Centacare's strategic direction and future impact as demand for services continues to grow in the New England North West region.
- Represent and advocate for Centacare by building strong partnerships and ensuring long-term sustainability.

Centacare New England North West (Centacare NENW) has delivered high quality social services, including mental health, family and relationship support, youth programs and other community and cultural programs in the region since 2001. Centacare NENW operates from nine locations with a workforce of over 150 staff. Centacare NENW provides support that promotes the dignity, wellbeing and connectedness of individuals, families and communities.

The Role

We are seeking a Chief Executive Officer to provide values led leadership to advance the organisation's commitment to deliver social and community outcomes, in alignment with the mission of the Catholic Diocese of Armidale. Guided by Catholic Social Teaching principles of human dignity, solidarity, inclusion, and care for the common good, the Chief Executive ensures the organisation is a respected community voice with a demonstrated commitment to cultural diversity and ethical practice.

The Chief Executive will lead the development and implementation of Centacare's strategic plan in partnership with the Board, balancing mission alignment with long-term sustainability, growth, innovation, and transformational change projects. They will strengthen relationships across the Diocese, and with government funders (Federal, State, Local Mayors), key funders and local communities. They will drive long-term organisational planning, impact measurement and strategic growth in service capability, systems and infrastructure.

About You

The new Chief Executive will embody the mission, vision and values of the organisation, with the ability to empower their leaders and a dispersed rural and remote workforce, inspiring the "One Centacare NENW" way.

You will have a track record of success in a similar sized organisation as a Chief Executive, General Manager, or Senior Executive in another organisation or NFP, ideally with a focus on community care (social services, aged care, health care, disability services) and experience in working with and reporting to a Board.

We are seeking an engaged people leader with experience in leading significant organisation-wide transformational change projects, through building teams and positive employee engagement.

The new Chief Executive will also be able to manage budgeting and diverse funding streams to achieve long term organisational sustainability.

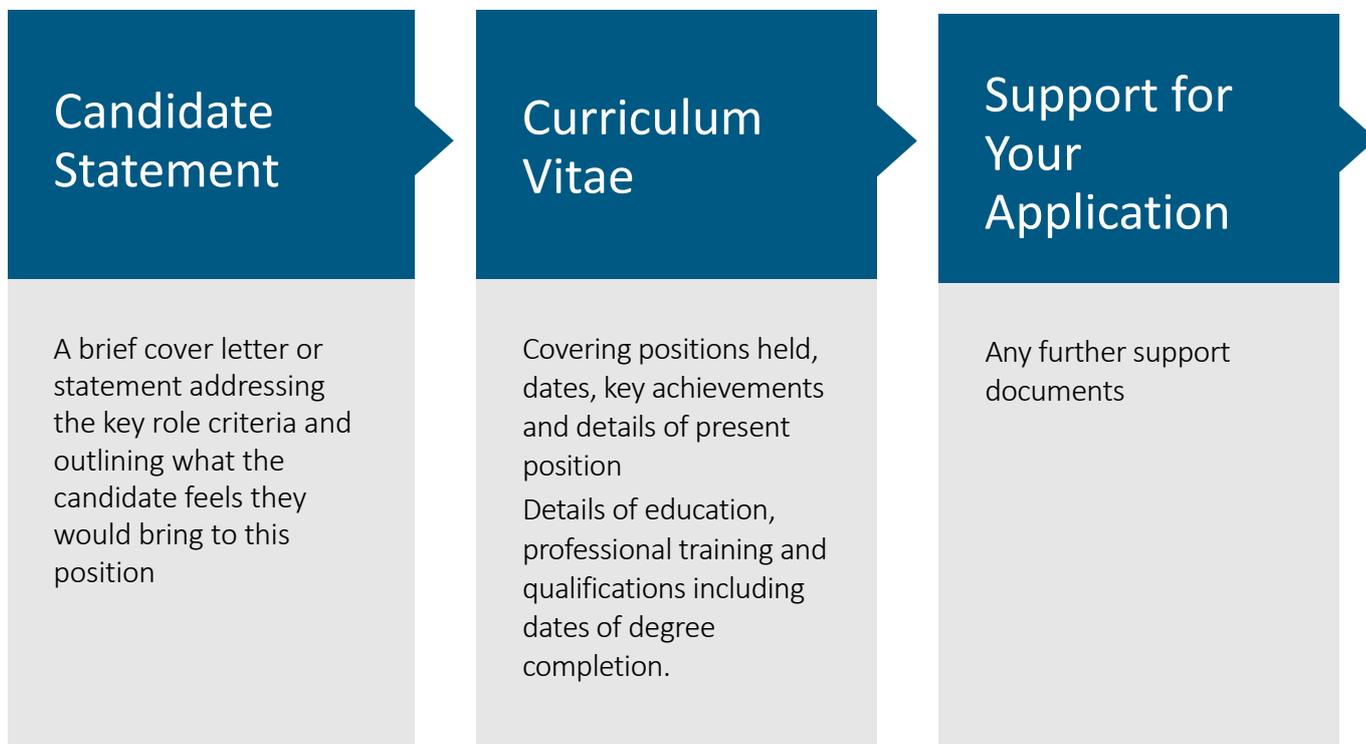
The successful candidate will demonstrate an understanding of, and personal connection to the mission, values and faith-based activities of Centacare NENW. This can be demonstrated as either a practising Catholic or an active member of a Christian church, with a reference from their parish priest and/or evidence of community involvement.

Centacare NENW is open to candidates moving to the region, and will provide initial temporary accommodation and reasonable relocation costs for the successful candidate and/or family.

How to Apply

An executive search is being undertaken by Watermark alongside the public advertisement.

Applications for the position will need to include the following:



For a confidential discussion please call Jocelyn Hinder, Dani White or Alison Myatt of Watermark Search International who are leading the search on behalf of Centacare NENW.

Jocelyn Hinder

Partner, Executive Search
02 9233 1200

Dani White

Partner, Executive Search
02 9233 1200

Alison Myatt

Head of Research
0412 630 817

Erin Gillan

Project Administrator
02 9239 1215

Please send your application quoting **Ref No A006235** to Watermark Search International at search@watermarksearch.com.au. We will reply to the email address used for your application.

Closing date: 11:59PM AEST on 26 April 2026

Our Capabilities



Executive Search

Founded in 1979, we are one of the longest established Australian executive search firms. Even though we are, above all else, an Australian based firm, we have an established track record in attracting and then securing, overseas candidates.

We have considerable expertise in senior executive appointments across a broad range of public and private sector organisations. Our firm has been built on a substantial body of work undertaken for publicly listed companies, private companies, professional services, state owned corporations, government agencies, departments and advisory boards.



Interim Executive

We provide immediate and high-level specialist executives with the experience to bring stability to and provide guardianship for a company during a period of change, executive absence or performance turnaround. We also assist with providing executives who deliver on projects, programs or specialist reviews. When clients are ready to appoint an executive, we normally complete the assignment within two weeks. Our latest survey shows that those executives remain in place for an average of 9 months.



Board Appointments

We believe that strong boards make for better organisations and improved business performance. In conducting searches we do not simply look for 'a name' but rather search for candidates with the relevant skills to add real value to a board. We often start our board search by working with the client to produce a Board Skills Matrix, which then informs the specific brief.

Our track record ensures familiarity with the specific, and often sensitive, challenges involved in appointing Non-Executive Directors and Chairs with the right skill, personal and cultural fit.



Thought Leadership

As thought leaders, we undertake various pieces of research and market analysis to form our Agile Leadership Lessons Podcast, Annual Interim Executive Survey and Board Diversity Index. To view our current reports please [click here](#).

Candidate Care



At Watermark, we recognise we have a duty of care to both our clients and the candidates. As an ambassador for Centacare NENW, we recognise how important our role is in representing your brand, we take this responsibility seriously and treat successful and unsuccessful applicants with the same level of respect:

- All candidates filtered out before an initial interview are advised in writing.
- Candidates sourced by Watermark are called and given feedback on their performance throughout the selection process; this includes feedback about their experience, knowledge, capabilities and fit for the organisation as well as feedback about their interviewing and presentation techniques.
- Candidates who proceed to client interviews are debriefed and receive feedback either face-to-face or over the phone; this includes feedback as outlined above, plus specific feedback from any notes taken during the interview. We also provide feedback on areas for development such as interview skills, professional development and career guidance.

Candidate Charter



We respect our candidates as individuals and value them as an integral asset to our business. Our focus is on understanding their talents and aspirations and matching them to the right role and organisation. Whether we approach you about a specific role or you contact us to explore opportunities, we want you to experience our commitment to providing a seamlessly professional, constructive, integrity driven service where we care about our engagement with you.

[Association of Executive Search Consultants](#) (AESC) members and their people are guided by a Code of Professional Conduct and Professional Practice Standards.

Please click [here](#) to view Watermark's membership certificate of good standing with AESC.

The AESC Code of Professional Conduct is summarised through these critical values:

- **Ethics & Integrity**
 - We put integrity above all else
- **Excellence**
 - Excellence guides the work we do
- **Objectivity**
 - We exercise independent, objective judgement
- **Diversity & Inclusion**
 - We know the power of diverse talent and inclusive cultures
- **Confidentiality**
 - We safeguard any confidential information entrusted to us

To read the full AESC Code of Professional Conduct, please [click here](#).

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If ever you feel we have not lived up to this Code of Professional Conduct, please tell us. We want to know. Email our Managing Partner at David.Evans@watermarksearch.com.au

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