

Non-Executive Director

Department	Board
Function	Governance
Key Personnel Position	This is an identified Key Personnel position, you are required to meet the Fit and Proper person requirements.

About Us

Intereach is a not-for-profit community organisation committed to developing community infrastructure and supporting rural, regional and remote communities. For over 50 years, Intereach has been working throughout the Riverina-Murray region of NSW and more recently northern and central Victoria to strengthen and support communities and to improve the social and personal wellbeing of children, families, older people, carers and people with disability.

[Find out more about Intereach here.](#)

Our Values



Leadership

We use our social influence to motivate others to reach their full potential.



Partnership

We work collectively with others toward a common goal of positive social and cultural change.



Social Justice

We protect and promote human rights by recognising that all people are free and equal in dignity and rights.

Role Summary and context

This position is responsible for providing sound governance and dynamic leadership within a collaborative Board environment. Directors are required to fulfill their individual Director responsibilities and actively contribute to organisational compliance and innovation.

Directors contribute specialist insight and expertise across one or more priority capability areas and support the Board to govern a large and complex organisation delivering services across aged care, education and care, disability and community services.

This position plays a key role in stewarding Intereach's purpose of strengthening communities and ensuring the organisation remains sustainable, innovative and responsive to the changing needs of rural and regional communities.

Non-Executive Director

Board Capability and Appointments

Intereach is committed to maintaining a Board with a complementary mix of skills, experience, diversity and perspectives that collectively enable effective governance of a large and complex organisation.

Appointments will be made having regard to:

- the Board Skills Matrix;
- identified capability gaps;
- diversity of perspectives and lived experience;
- understanding of regional communities; and
- the future strategic needs of the organisation.

Directors are not expected to possess expertise across all capability areas but should demonstrate significant experience in one or more priority capability areas and contribute constructively across all aspects of governance.

Key Outcomes

Governance	• Set a culture of service excellence and achievement of planned outcomes • Maintain a working knowledge of Director's responsibilities including legal, ethical, fiduciary, and financial responsibilities • Review, approve and monitor strategy in collaboration with the Board and Management • Actively participate in the Board's strategic decision making, policy development and long-term planning while operating within statutory powers and policies • Provide oversight and support to Executive staff to ensure effective management of resources to achieve operational outcomes by promoting innovation, best practice and continuous improvement • Examine and scrutinise the organisational performance to monitor achievement against the organisation's purpose and strategic goals • Provide oversight of organisational sustainability, including financial resilience, long-term viability and the financial implications of strategic decisions. • Embed the Intereach values in the development of evidence-based decision-making processes • Work collaboratively with fellow Directors and Senior leadership to monitor and analyse the business environment to capitalise on emerging trends and changing opportunities • Build influence through active participation in networks with key stakeholders to further Intereach's purpose and interests
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Non-Executive Director

	• Critically analyse available information to inform sound decision making to progress Intereach's purpose, business goals and strategic direction • Foster a strength based and person-centred approach across the organisation • Advance the organisation's achievement against Environmental, Social and Governance objectives
Compliance and Quality Control	• Monitor compliance with laws and regulations, including relevant industry standards and regulations • Maintain a thorough understanding of and abide by • Intereach Code of Conduct, and relevant frameworks and policies • Contribute towards policy development and compliance • Ensure the robustness of frameworks and controls for assessing and regulating risks
People and Culture	• Commitment to continued learning and completion of identified training • Participate in ongoing Board capability development and governance education to ensure the Board maintains contemporary knowledge and capability. • Appointing, overseeing and evaluating the performance of the CEO. • Provide inspirational, dynamic leadership, informed by the Intereach values and underpinned by a human rights and person-and family-centred approach. • Lead a positive organisational culture by demonstrating and promoting the qualities and behaviours of the Intereach Fundamentals • Acting as a culture custodian of the organisation, which includes setting, promoting, and monitoring the tone of the organisation's culture Leading a culture that ensures a safe working environment and promotes health and well being • Modelling constructive and collaborative interactions with the Board, Management and staff
Financial	• Ensure the robustness of financial controls and risk management systems • Review and approve the organisational budget and financial performance • Ensure the soundness and sustainability of Intereach's financial position, including contributing to financial strategy and policy
Work Health and Safety	• Identify and mitigate organisational risk • Understand and comply with WH&S policies and procedures and legislative requirements • Contribute to the development and evaluation of risk management plans

Non-Executive Director

Selection Criteria

Governance Capability

Demonstrated understanding of:
the role and responsibilities of a Non-Executive Director;
directors' duties and fiduciary responsibilities;
governance principles and accountability frameworks;
the distinction between governance and management.

Strategic Capability

Demonstrated ability to:
think strategically;
critically analyse information;
contribute to long-term organisational sustainability;
participate constructively in strategic decision-making.

Financial Literacy

Demonstrated financial literacy, including the ability to:
read and interpret financial statements;
understand organisational financial performance and sustainability;
interpret budgets, cashflow and balance sheet information;
understand the financial implications of strategic decisions;
contribute to oversight of financial sustainability.

Essential

Leadership and Collaboration

Significant executive, governance or professional leadership experience within a complex organisation.
Demonstrated ability to:
exercise sound judgement;
contribute constructively within a collaborative Board environment;
respectfully challenge ideas and assumptions;
build consensus and maintain productive relationships.

Governance and Risk Oversight

Demonstrated understanding of:
enterprise risk management principles;
organisational assurance and compliance obligations;
governance systems and accountability frameworks.

Values and Culture

Demonstrated commitment to:
ethical leadership;
integrity;
human rights principles;
diversity and inclusion;
fostering psychologically safe and constructive organisational cultures.

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Applicants should demonstrate significant experience in one or more of the following:

Financial and Commercial Governance

Experience in:

- financial oversight;
- organisational sustainability;
- capital investment decisions;
- audit and finance functions;
- commercial strategy;
- mergers and acquisitions;
- long-term financial planning.

Clinical Governance and Quality

Experience in:

- quality and safety oversight;
- clinical governance frameworks;
- consumer outcomes;
- regulatory compliance;
- governance of health, aged care or community organisations.

*Priority Capability
Areas*

Education and Care Governance

Experience in:

- early childhood education and care;
- education and care regulation and compliance;
- child safety and safeguarding;
- quality frameworks and continuous improvement;
- service growth and sustainability;
- governance of education and care services.

Digital Transformation and Cyber Governance

Experience in:

- digital transformation;
- cyber security;
- information governance;
- privacy;
- data governance;
- emerging technologies, including artificial intelligence.

Desirable

- Tertiary qualifications relevant to the applicant's area of expertise.
- Experience within not-for-profit, government, health, education, community or commercial sectors.
- Completion of the Australian Institute of Company Directors Course or equivalent governance education.
- Understanding of the social, economic and demographic drivers affecting rural and regional communities.
- Understanding of Environmental, Social and Governance principles and sustainability.

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- Understanding of First Nations communities and experience engaging with Aboriginal and Torres Strait Islander peoples.
- Lived experience that enhances Board diversity and perspectives, including disability, caring responsibilities, mental health or cultural diversity.

Mandatory Qualifications, Licences and Accreditations

Directors are expected to participate in ongoing governance and professional development to maintain contemporary knowledge and capability relevant to the organisation's strategic priorities and governance responsibilities.

- Criminal Record Check is required (Intereach will organise and support with the completion of this, which will be facilitated by our chosen provider)
- Working with Children's Check or willingness to undergo check
- NDIS Workers Screening Check or willingness to undergo check
- NDIS Quality and Safeguards Commission's Banning Orders and other compliance and enforcement actions check
- Current clearance to work in aged care (must not be listed on Aged Care Register Banning Orders)
- Insolvency Clearance
- Banned & Disqualified Search
- Personal Name Extract
- Declaration of Fitness and Propriety
- Your ongoing appointment to this role is subject to, and conditional on, approval by the regulatory authority

Ability to meet fit and proper person requirements as defined by the organisation, relevant regulatory authorities and/or funding requirements, noting that these requirements may change from time to time. To meet these obligations, you will be required to complete a yearly declaration, and national police check to maintain suitability.

Other Features and Requirements

- The position holder will be required to travel as part of completing the required duties of the role.
- Working outside normal hours may be required from time to time.

Employee Name	
Employee Acceptance Signature	
Date	