

# CANDIDATE BRIEF

<b>DATE</b>	January 2020
<b>POSITION TITLE</b>	Non-Executive Directors
<b>COMPANY</b>	Amnesty International Australia (AIA)
<b>REMUNERATION</b>	As per the AIA Constitution individuals receive no remuneration for being a director.
<b>MEMBERSHIP REQUIREMENT</b>	All directors must be members of AIA. If you are not currently a member but wish to complete an expression of interest as a director you will need to apply for membership by Wednesday 29 January; <a href="https://action.amnesty.org.au/membership">https://action.amnesty.org.au/membership</a> .

## AMNESTY INTERNATIONAL AUSTRALIA

Amnesty International is an independent global movement that campaigns courageously for human rights for everyone.

In Australia, AIA is one of the largest not for profit organisations in the social justice sector. It comprises ordinary people from all walks of life, standing together for justice, freedom, human dignity and equality. The organisation uses passion and commitment to bring torturers to justice, change oppressive laws and free people imprisoned just for voicing their opinion.

AIA is independent of any government, political ideology, economic interest or religion and this ensures that the organisation can speak out on human rights abuses wherever they occur. Every day, AIA helps to move the world closer to a point where human rights are enjoyed by all.

## THE NATIONAL BOARD

The Board provides leadership and governance for AIA. The Board's main functions are to:

- Ensure effective leadership and stewardship of the organisation;
- Promote and ensure the effective performance of the organisation;
- Set and assess the objectives and standards by which the organisation is governed;
- Monitor the financial, ethical, legal and regulatory performance of the organisation;
- Appoint the National Director and hold them accountable for the organisation's performance;
- Provide links and leadership within the Amnesty International movement.

The Board is governed by a Board Charter (<https://www.amnesty.org.au/wp-content/uploads/2019/08/Board-Charter-June-2019.pdf>) and its powers are detailed in the organisation's Constitution (<https://www.amnesty.org.au/wp-content/uploads/2018/11/amnesty-international-australia-constitution-october-2018.pdf>).

The Committees of AIA are:

- The Activism and Membership Committee (AMC)
- The Audit and Risk Committee (ARC)

- The Governance Committee (GC)
- The International Issues Committee (IIC)
- The Nominations and Assessment Committee (NAC)

## 2019 BOARD RENEWAL

In 2018 AIA undertook a governance review process which resulted in an agreement to reform the AIA Board. The Board is now comprised of a maximum of **nine** directors who are identified and elected according to a set of capabilities, attributes and diversity as detailed in the AIA Attributes Statement (<https://www.amnesty.org.au/wp-content/uploads/2019/12/National-Board-Attributes-Statement.pdf>).

**Seven** directors are elected by the members and up **two** additional directors can be appointed by the Board.

Following the AGM in October 2019, the following directors that most closely matched the Attributes Statement were elected to the Board:

### **Gabe Kavanagh, Chair**

Gabe has been on the Board since 2011 and an Amnesty activist since 2004. Gabe works at United Voice and holds a Bachelor of International Studies, Political Economy and Government and a Juris Doctor.

### **Ian Gibson, Director**

Ian has held numerous positions in Amnesty since 1983, including as an office-bearer of the Victorian Branch. Ian is a lawyer, working in the Victorian Public Service and the Anglican Church.

### **Vicki Jacobs, Director**

Vicki has been a member of Amnesty for over two decades and has previously served as Branch President and Regional Representative. Vicki works as a public servant in the health sector.

### **Mario Santos, Director**

Mario has been an Amnesty activist since 2000. He holds a Master of Human Rights Law and has 20 years of commercial and senior management experience. He joined the Board in 2018.

### **Lisa Annese, Director**

Lisa is the CEO of Diversity Council Australia and was named by AFR as one of Australia's 100 Women of Influence. She's also the recipient of a public centenary medal for her work on gender equality.

### **Michael Dundon, Director**

Michael is the CEO of VicSuper, a public offer Profit to Member Super fund since 2011. He is a qualified Chartered Accountant with extensive experience in governance, finance and risk management.

### **Paul O'Neill, Director**

Paul joined the Board in October 2019. He has extensive skills and experience working in remote Indigenous communities, advocating for the rights of disadvantaged Aboriginal people.

Additionally, in 2019, AIA appointed a new National Director, **Sam Klintworth**. Sam brings over 30 years of experience working in the not-for-profit sector supporting vulnerable and disadvantaged individuals and communities, locally, nationally and internationally. The National Director is not a member of the Board.

## ADDITIONAL DIRECTORS

The Board has identified capability and diversity gaps that they seek to address by co-opting two additional directors for a period of up to **2 years**.

These appointments present candidates with the opportunity to join a newly populated Board working with a newly appointed National Director to help the organisation shape strategy, capitalize on opportunities and navigate challenges for the future.

In addition to satisfying the requirements of the Attributes Statement, candidates will bring specific and in-depth capabilities in either of two areas, they being:

- **Technology / Digital and Data Analytics:** Experience and understanding of technology risk and security, in particular cybersecurity, data security and privacy, or
- **Fundraising:** Expertise in fundraising, especially and understanding of the opportunities and trends in philanthropy and the ability to engage with high-net-worth individuals.

They will also need to contribute to the diversity of the Board, including:

- Identifying as an Aboriginal or Torres Strait Islander;
- A refugee or asylum seeker;
- Culturally and linguistically diverse; and
- Gender, location and age.

Candidates will be of impeccable personal and professional reputation.

Candidates need not be an experienced non-executive director as development will be provided by AIA.

If you wish to be considered for appointment as an additional director, you will need to complete the Candidate Form and provide a brief CV (maximum 4 pages) by **Wednesday 29 January 2020**. The NAC expects to interview in the week beginning 3 February 2020.

If you have any questions regarding this process or about serving on the Board please contact Simon Rumore, Chair NAC at [simon.rumore@amnesty.org.au](mailto:simon.rumore@amnesty.org.au) or 0450 459 059.

## TIME COMMITMENT

The Board meets monthly with seven meetings being of two hours duration in the evening via videoconference while four meetings will be for one day, face-to-face, in Melbourne.

The Board's primary form of communication between meetings is via telephone and email. To participate fully and effectively as a director, candidates needs to be able to read and respond to calls and emails at least once in every 48 hours.

It is also expected that directors engage fully in the work of committees including undertaking the role of chair. Committees typically hold three to five meetings each year.