

CANDIDATE BRIEF

DATE	May 2020
POSITION TITLE	Non-Executive Director
COMPANY	Amnesty International Australia (AIA)
REMUNERATION	As per the AIA Constitution directors are not remunerated
MEMBERSHIP REQUIREMENT	All directors must be members of AIA

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](#) and its powers are detailed in the organisation's [Constitution](#).

The Committees of AIA are:

- The Activism and Membership Committee
- The Audit and Risk Committee
- The Governance Committee
- The International Issues Committee
- The Nominations and Assessment Committee

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](#).

Seven directors are elected by the members in General Meeting and up **two** additional directors can be appointed by the Board. The current composition of the Board is as follows:

Mario Santos, Chair

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 and became Chair in early 2020.

Gabe Kavanagh, Director

Gabe has been on the Board since 2011 and an Amnesty activist since 2004. Gabe formerly chaired the Board up until early 2020. Gabe works at United Voice and holds a Bachelor of International Studies, Political Economy and Government and a Juris Doctor.

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.

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 is 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. He chairs the Audit and Risk Committee.

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. He chairs the Activism and Membership Committee.

Ajoy Ghosh, Director

Ajoy is a Chief Information Security Officer and digital forensics expert and lecturer, advising on the governance of emerging technologies such as cyber security, cloud, big data and artificial intelligence. He was appointed to the Board in early 2020 as an additional director.

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.

CANDIDATES NOMINATING FOR ELECTION AS DIRECTORS AT THE ANNUAL GENERAL MEETING

This year there are **three** directors to be elected, **two** in Class II for a term of three years and **one** in Class III for a term of one year.

To ensure the right mix of knowledge and experience on the Board the Nomination and Assessment Committee (NAC) is seeking candidates who satisfy the capabilities, attributes and diversity of our Attributes Statement.

The primary capabilities we are seeking are **Activism** and **AI Australia / AI experience**. At the same time, we are also seeking to increase the diversity of the Board in the following ways:

- Gender
- Culturally and linguistically diverse
- Rights holder perspective particularly those of Aboriginal / Torres Strait Islander or refugee / asylum seeker background
- Geographic location from regional, rural and remote areas

Candidates will be of impeccable personal and professional reputation.

The nomination approach will involve:

1. Completion of the [online form](#) which includes a self-assessment against the attributes statement
2. Submission of a resume with the online form
3. Submission of a nomination form (available from our [website](#)) with the online form

Upon receipt of nominations the NAC's assessment of the suitability of candidates will involve:

- shortlisting
- video interviewing
- reference checking

Nominations for directors of the Board and will remain open until **Monday 1 June 2020**.

If you are not currently a member of AI Australia or your membership has lapsed you can still nominate as a director by applying for membership using the following link; <https://action.amnesty.org.au/membership>. Again, the deadline for membership application will be **Monday 1 June 2020**.

If you believe you have the skills, attributes and motivation to join the AI Australia Board and support the movement we encourage you to submit a nomination.

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

If you have any questions please contact the NAC Chair, Simon Rumore on 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 need 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.