Director Candidates, please note the following important information:

* After the close of nominations, all candidates’ names (names only) will become public information on our website.
* As resolved at the 2021 Annual General Meeting, voting counts have to be made available to any member who asks after the AGM.
* All candidates are required to obtain a Director Identification Number prior to the Annual General Meeting, if they do not have one already. For more information and to apply, please go to the [Australian Business Registry Service](https://www.abrs.gov.au/director-identification-number).

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| **Part 1: Personal Details**  *Other than your name, your personal details will not be made public and are for the sole use by the Nomination & Assessment Committee.*  Name:  Telephone number:  Email address:  Are you currently a member of Amnesty International Australia? Y/N  Gender (female/male/other):  Current residential postcode:  Age (please bold age range): under 30 years 30 to 44 years   45 to 59 years 60 years or over |

**Part 2: Self-assessment against key capabilities**

*Your answers will be made available to General Meeting Voters (GMVs) by 21 days before the Annual General Meeting. What you write will be shared with GMVs unredacted. Please respect the word limit.*

Rating Scale used for Key Capabilities

* Low - I have limited experience in this area, am not yet at ease here and have much room to develop my ability and skill.
* Moderate - I have some experience and am moderately at ease with this competency area.
* Good - I am experienced in this area and feel comfortable with my ability and skill in this competency area.
* Advanced - I am very experienced and am very comfortable with my ability and skill in this competency area.

**Please rate yourself and provide evidence against each capability area**:

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| **Capability Area** | **Rating** | **Please provide evidence or relevant skills and experience (up to 150 words)** |
| Activism |  |  |
| Strategy, Planning & Evaluation |  |  |
| Governance |  |  |
| Risk and Compliance |  |  |
| Legal |  |  |
| Financial literacy |  |  |
| Financial Performance |  |  |
| Marketing & Communications |  |  |
| Human Resource Management |  |  |
| Technology / Digital and Data Analytics |  |  |
| Human Rights and International Law |  |  |
| Expertise at a senior level |  |  |
| Membership |  |  |
| AIA or AI experience |  |  |
| Fundraising |  |  |

**Part 3: Personal attributes**

*Your answers will be made available to General Meeting Voters (GMVs) by 21 days before the Annual General Meeting. What you write will be shared with GMVs unredacted. Please respect the word limit.*

* Human Rights advocate
* Integrity (ethics)
* Effective communicator
* Contributor and committed team player
* Influencer and negotiator
* Critical and innovative thinker
* Leader
* Personal commitment to diversity and inclusion
* Demonstrated commitment to [AIA’s Values and Behaviours Charter](https://www.amnesty.org.au/wp-content/uploads/2022/01/Values-and-Behaviour-Charter-2.pdf)

Please provide evidence of your strengths and relevant skills and experience in the nine personal attributes (up to 250 words):

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**Part 4: Diversity and lived experience**

*Your answers will be made available to General Meeting Voters (GMVs) by 21 days before the Annual General Meeting. What you write will be shared with GMVs unredacted. Please respect the word limit.*

AI Australia is committed to a culture that values and embraces diversity and inclusion throughout all levels of the organisation.

**Diversity** refers to the unique differences, capabilities and experiences that individuals bring to the workplace and the Board. These differences are broad and include, but are not limited to, sex and gender identity, race or cultural identity , age, sexual orientation, religion, disability status, rights holders and regions (metro, regional, rural and remote), education, socio-economic status, thinking style, and relationship or caring status.

**Inclusion** refers to creating an environment where people feel respected, connected to one another, do meaningful work and where they have opportunities for development. It’s an environment that actively seeks and values the richness that different identities, ideas and perspectives can bring to an organisation. AI Australia’s commitment is to build a fair, equitable, healthy and engaging culture where differences are embraced and leveraged and where there is alignment between words and actions.

Diversity and inclusion are recognised as being essential to a high performing organisation which also aims to represent a diverse membership.

Diverse thinking and differing perspectives are recognised as:

* Contributing to improved decision-making
* Resisting groupthink
* Broadening the talent pool
* Reducing risk
* Contributing to leading governance practice
* Correlating with better financial performance
* Fostering a closer connection with, and understanding of, AIA’s members, activists and volunteers.

Diversity and Lived Experience is considered and set out below:

* Age
* Gender (if disclosed)
* Geography
* Aboriginal and Torres Strait Islander
* Culturally and Linguistically Diverse
* Refugee/Asylum-seeker
* Person of colour
* Anything you believe will bring diversity to the board

Please provide evidence of how you meet the diversity and inclusion criteria (up to 250 words):

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**Part 6: Required capabilities prior to commencement (through pre-appointment induction or external training if necessary)**

*Your answers will be made available to General Meeting Voters (GMVs) by 21 days before the Annual General Meeting. What you write will be shared with GMVs unredacted. Please respect the word limit.*

1. Understanding of directors' duties and responsibilities under the Corporations Act specifically loyalty & good faith, care & diligence, prevent insolvent trading and duty to disclose directors interest.

2. Knowledge of Amnesty International Australia’s obligations under the Australian Charities and Not-for-profits Commission Act and their 5 Governance Standards.

3. Ability to apply the Amnesty International Core Standards in the governance and management of Amnesty International entities, subject to applicable local law.

4. Understanding of the internal and external risk and opportunities as it applies to Amnesty International Australia and its operations

5. Financial literacy with the ability to be able to perform the requirements of a director of a public company in relation to the finances of the company

6. Understanding of the legal environment in which Amnesty International Australia operates

7. Demonstrated understanding and implementation of equal opportunities principles, and knowledge of relevant legislation

8. Awareness of areas where additional technical, professional or expert advice should be sought and the ability to make informed decisions on such advice.

Please provide evidence of your ability to meet these eight capabilities (up to 250 words):

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Why do you wish to be on the National Board of Amnesty International Australia and what will you contribute? (up to 250 words):

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Please outline your capacity to balance being a non-executive director of Amnesty International Australia with your work and personal commitments over the next three years (250 word limit):

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Please complete and return with your resume (refer to resume guide) to [company.secretary@amnesty.org.au](mailto:company.secretary@amnesty.org.au) by 18 March 2022.

Remember to also fill out the electronic nomination form available [here](https://www.amnesty.org.au/how-it-works/our-people/#Board).

END.