

CANDIDATE BRIEF

DATE	29 February 2024
POSITION TITLE	Non-Executive Director
COMPANY	Amnesty International Australia (AIA)
REMUNERATION	Directors are not remunerated
MEMBERSHIP REQUIREMENT	All directors must be members of AIA

AMNESTY INTERNATIONAL AUSTRALIA (AIA)

Amnesty International is an independent global movement campaigning for the human rights of all people, as set out in the Universal Declaration of Human Rights (UDHR) and related conventions and declarations.

As part of this global movement, Amnesty International Australia is committed to campaigning for an end to grave abuses of human rights and to raising awareness that respect for human rights improves people's lives.

We are one of the largest not-for-profit organisations in the social justice sector in Australia. Our organisation comprises people who work alongside and on behalf of individuals and communities whose rights to justice, freedom, human dignity and equality are threatened, abused or at risk.

We are independent of any government, political ideology, economic interest or religion. This ensures that we can speak out on human rights abuses wherever they occur, and promote, defend and protect human rights for all.

THE NATIONAL BOARD

The Board of Amnesty International Australia is responsible for the leadership and governance of our organisation. The Board's main functions are to:

- promote and ensure the effective performance of the organisation
- ensure effective stewardship of AIA's governance standards: [Board Charter](#), [Values and Behaviours Charter](#), [Code of Conduct](#), and [Member Undertaking](#)
- set and evaluate strategic priorities and objectives
- monitor the organisation's financial, ethical, legal and regulatory performance
- appoint the National Director and hold them accountable for the organisation's performance
- liaise and provide leadership within the global 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 International Nominations Committee
- The Nomination and Assessment Committee

BOARD COMPOSITION

The Board can have a maximum of **nine** directors who are identified and elected according to a set of capabilities, attributes and diversity as detailed in the [AIA National Board Attributes Statement](#).

Seven directors are elected by the members at a General Meeting and up to **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 Masters 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.

(Last elected in 2022 in Class I - to 2025 AGM)

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.

(Last elected in 2022 in Class I - to 2025 AGM)

Michael Dundon, Director

Michael is Executive Consultant at Aware Super. He is a qualified Chartered Accountant with extensive experience in governance, finance and risk management. He chairs the Audit and Risk Committee.

(Last elected in 2023 in Class II - to 2026 AGM)

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.

(Last elected in 2021 in Class III - to 2024 AGM)

Terence Jeyaretnam

Terence joined the Board in 2022. He is a Climate Change and Sustainability Services Leader and Partner at Ernst & Young.

(Last elected in 2022 in Class I - to 2025 AGM)

Belinda Neal

Belinda is a Lawyer and Consultant at Discourse Consulting Pty Ltd. Belinda was a member of the NSW Activism Leadership Committee from 2019 - 2023.

(Last elected in 2023 in Class II - to 2026 AGM)

Anne Wright

Anne joined the Board in 2023. She is Company Secretary at Vanguard Super and an experienced governance professional. She chairs the Governance Committee, of which she has been a member since 2016.

(Last elected in 2023 in Class III - to 2024 AGM)

CANDIDATES NOMINATING FOR ELECTION AS DIRECTORS AT THE ANNUAL GENERAL MEETING ON 1 JUNE 2024

This year there are **two** directors to be elected, both in Class III for a term of three years to 2027 AGM.

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

The National Board has indicated that it particularly needs directors with the following skills and experience - in no particular order:

- Cyber / Digital and Data Analytics
- Legal
- Governance
- AI or AIA Experience
- Fundraising.

Candidates are encouraged to identify in their application any lived experience that they consider relevant to the role of director of the National Board of Amnesty International Australia.

To nominate:

1. Please email company.secretary@amnesty.org.au your completed self-assessment against the attributes statement, available on our [website](#)
2. Please email company.secretary@amnesty.org.au your resume - see the resume guide available on our [website](#)
3. Please submit your nomination online form, also available on our [website](#). This will go to the Company Secretary.

Important - Please note:

- *After the close of nominations, we will publish your name on our website.*
- *Your self-assessment will be shared with General Meeting Voters prior to the AGM.*
- *Your contact details will not be shared with anyone.*
- *We are required to release the voting counts available to any member who asks after the AGM.*

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

- video interviewing
- reference checking.

An assessment of nominations by the NAC will be conducted and put to General Meeting Voters ahead of the Annual General Meeting on 1 June 2024.

Nominations open today for directors of the National Board and will remain open until **Sunday 17 March 2024, 11.59pm AEDT**.

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 a membership application will be **Sunday 17 March 2024, 11.59pm AEDT**.

Candidates should ensure they are familiar with the following information:

- Candidate Brief (this document)
- [National Board Attributes Statement](#)
- [Board Charter](#)
- [Values and Behaviours Charter](#) and [Code of Conduct](#)
- [Member Undertaking](#), which anyone engaging with AI Australia must adhere to.

As Amnesty International Australia meets existing and new human rights challenges, it is critical for the directors of the National Board to provide skilled leadership in meeting the movement's strategic goals. If you believe you have the skills, attributes and motivation to join the AI Australia National Board and support the movement we encourage you to submit a nomination.

If you have any questions please email the Nomination and Assessment Committee (NAC) Chair, Kate Cooper at kate.cooper@amnesty.org.au .

TIME COMMITMENT

The National Board meets eight times a year via videoconference as a mix of five evening and three all-day Saturday meetings, in addition to *ad hoc* meetings when necessary. Some weekend meetings may be held face-to-face when possible. In addition to this is the time spent engaging with papers tabled at each meeting.

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 committee chair where so appointed. Committees typically hold at least five meetings each year.