

CANDIDATE BRIEF

DATE	10 March 2025
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](#) and associated [Board Charter Fact Sheets](#), [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 the 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 Chief Executive Women 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. She chairs the Remuneration Committee.

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

Michael Dundon, Director

Michael is a Consultant at CareSuper. 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 2024 in Class III - to 2027 AGM)

Terence Jeyaretnam

Terence joined the Board in 2022. He is an Associate Professor at Monash Business School and a climate and sustainability specialist.

(Last elected in 2022 in Class I - to 2025 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 2024 in Class III - to 2027 AGM)

CANDIDATES NOMINATING FOR ELECTION AS DIRECTORS AT THE ANNUAL GENERAL MEETING ON 5 JULY 2025

This year there are **three** directors to be elected in **Class I** for a term of three years to the 2028 AGM and one **director** to be elected in **Class II**, for a term of one year to the 2026 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:

- Amnesty International or Amnesty International Australia experience
- Expertise at senior level
- Financial performance
- Governance

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.

Before submitting an application, candidates should ensure they are familiar with the following information:

- Candidate Brief (this document)
- National Board Attributes Statement
- Board Charter and Board Charter Fact Sheets
- 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. The [National Board Attributes Statement](#) sets out the required leadership skills for the role of Board director. A candidate self-assessment of these skills is a requirement for nomination.

To nominate, please email nominations@amnesty.org.au:

1. The completed Nomination Documents, available on our [website](#)
2. Your resume

Candidates are assessed by the NAC in the terms set out in the [Procedures for the Nomination and Assessment Committee](#). The NAC's assessments will be provided to General Meeting Voters ahead of the Annual General Meeting on 5 July 2025.

Nominations open today for directors of the National Board and will remain open until **Friday 4 April, 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>. The deadline for a membership application will be **31 May, 11.59pm AEST**.

Candidates should ensure they are familiar with the following information:

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

If you have any questions please contact the NAC at nominations@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.