

GOVERNANCE SKILLS

Governance	Priority	Description of Skills, Knowledge, Experience and Capabilities
Corporate Governance	High	Significant knowledge of and experience in best practice corporate governance structures, policies and processes, particularly in the not-for-profit context.
Strategic Planning	High	Demonstrated strategic planning skills and experience, particularly the ability to critically assess strategic organisational strengths, weaknesses, opportunities and threats and to respond with effective strategies to further the Company's strategic objectives.
Policy Development	Moderate	Ability to identify key organisational issues and advise on the development of appropriate policies that define the parameters within which the organisation should operate.
Executive Management	Moderate	Experience in people matters including workplace cultures, morale, management development, succession and remuneration as well as evaluating and managing CEO performance.
Strategic Financial Skills	High	Strategic financials skills and financial literacy to the level expected of a Director of an equivalent organisation. Finance (Accounting) skills and qualifications will be viewed favourably when responding to this category.
Risk and Compliance Oversight	High	Ability to identify key risks to the organisation in a wide range of areas including legal and regulatory compliance, the monitoring of risk and compliance management frameworks and systems and qualifications and experience in the law.
Business acumen	Moderate	Experience in commissioning services and contract management.

HEALTH INDUSTRY SKILLS

Health Industry Skills	Priority	Description of Skills, Knowledge, Experience and Capabilities
Implementing Health Policy	Moderate	Demonstrated high level knowledge of and experience in implementing health policy, informed by population health planning and a focus on building integration across the health and social service system.
Primary Health Care	High	Experience, knowledge and understanding of primary health care infrastructure, systems, networks, services and integrative approaches to care.
Workforce Development and Support	Moderate	Demonstrated leadership and related experience in developing and supporting health workforce, particularly in General Practice and Primary Health Care settings.
Aboriginal health	High	Demonstrated experience in working with Aboriginal peoples in the development and delivery of Primary Health Care Services including experience and knowledge of the Aboriginal Community Controlled Health sector
Population Health	High	Understanding of health and disease in community, and on improving health and well-being through priority health approaches addressing the disparities in health status between social groups.
Community and Stakeholder Engagement	Moderate	Evidence of a strong profile and networks in the community including with community members and organisations, local health professionals and health providers. Ability to effectively engage and communicate with those stakeholders.
Health-related research	High	Demonstrated understanding and support for the role and value of health and population research, including design, collation and review of data.
Clinical Governance	Moderate	Experience and understanding of the risks and responsibilities associated with commissioning and/or delivering clinical services
Health Economics	Moderate	High level analytical skills and ability to evaluate data. Able to investigate use and distribution of resources in health care to maintain optimal efficiency
IT/Technology	Moderate	An understanding of the application of technology in health, with particular reference to innovation, quality improvement and ability to advise on the organisation's digital health strategy.
Mental Health	High	Demonstrated understanding of the mental health system and key reforms in this area.

PERSONAL QUALITIES

Personal Qualities	Description of Skills, Knowledge, Experience and Capabilities
Decision making acumen	Demonstrates common sense and sound judgement
Integrity	Demonstrated integrity and highly ethical conduct, particularly as these relate to: <ul style="list-style-type: none"> • Discharging the duties and responsibilities of Director • According priority to the Company's interests. • Declaring any activities, interests and/or conduct that might comprise a conflict of interest. • Maintaining Board confidentiality
Commitment to Role	Evidence of commitment to the role of company director including available time and energy to devote to that task. Maintain knowledge and competency as a Director through ongoing professional development.
Communication	Demonstrated strong verbal communication skills including ability in active listening; constructively and appropriately debating diverse viewpoints; developing and delivering measured, cogent arguments.
Influence and negotiation	Capability to negotiate outcomes and garner agreement about common organisational goals and objectives, including the ability to engage stakeholder input and support for Board decisions
Critical and Innovative thinking	Ability to critically analyse complex and detailed information, distil key issues and develop innovative approaches and problem resolution.
Collaboration	Demonstrated commitment to teamwork, collaboration and integrative diversity to strengthen Board and organisational capacity
Interpersonal Relationships	Ability to develop and maintain strong interpersonal relations, supported by high emotional intelligence and cultural awareness

DIVERSITY CONSIDERATIONS

Diversity	Description of factors for consideration
Gender balance	Balanced gender representation among Directors
Geographical	Cross region representation on the Board reflective of the composition of the communities the Company serves
Age diversity	Some age diversity that harnesses a variety of generational perspectives
Cultural	A culturally diverse representation on the Board reflective of the composition of the communities the Company serves