



## JOIN THE BOARD OF ZOE BELLE GENDER COLLECTIVE (ZBGC)

Board Recruitment 2026

Chair | Treasurer | Up to 4 Non-Executive Directors | Voluntary positions  
Board meetings held primarily online

### ABOUT ZOE BELLE GENDER COLLECTIVE

Zoe Belle Gender Collective (ZBGC) is a trans and gender diverse-led organisation working across advocacy, prevention, systems change, education and community connection.

From its advocacy roots in 2007, to officially being registered as an Incorporated Association in 2012; ZBGC has played a critical role in elevating trans and gender diverse voices through community-led advocacy, partnerships, campaigns, leadership development and initiatives that contribute to safer and more inclusive communities. The organisation works to strengthen the health, wellbeing, safety and social inclusion of trans and gender diverse people while remaining grounded in lived experience leadership, collaboration and community accountability.

Over recent years and under the stewardship of ZBGC's Director, Starlady; ZBGC has continued to grow its impact through projects including [Transfemme](#), partnerships with organisations including [Women's Health in the North](#), [Respect Victoria](#) and [Safe and Equal](#), prevention initiatives, community education and sector advocacy.

ZBGC currently operates under the auspice of [Thorne Harbour Health](#) and is entering an exciting new phase focused on governance strengthening, strategic planning and long-term sustainability.

### BOARD RECRUITMENT

ZBGC is currently seeking expressions of interest for the following voluntary Board positions:

- Chair
- Treasurer; and
- Up to four (4) Non-Executive Directors.

These appointments come at an important time for the organisation as the Board works to strengthen governance structures, support organisational sustainability and help guide the next chapter of ZBGC's development.

Successful applicants will initially be appointed until the organisation's next Annual General Meeting, currently scheduled for November 2026, where all Board positions will be subject to election in accordance with the organisation's rules.



### ABOUT THE BOARD

The Board is currently a working and active Board as the organisation continues formalising and strengthening its governance structures. Directors are expected to contribute thoughtfully to governance discussions, prepare for meetings and participate in shaping the future direction of the organisation. As governance systems continue to mature, the intention is for the Board to progressively transition toward a more traditional governance-focused model over time.

Board meetings are generally held online every two months outside standard business hours, with additional working group discussions or out-of-session decisions occasionally required between meetings. Directors should anticipate an average commitment of approximately 4–6 hours per month, noting that this may fluctuate slightly during periods of governance reform or strategic planning.

While the Board takes its governance responsibilities seriously, ZBGC also recognises the importance of relational governance and community care. Meetings are grounded in respectful discussion, collaboration and shared accountability, while also creating space for reflection, learning and thoughtful conversation about the organisation's future direction.

### ABOUT THE ROLES

#### Chair

The Chair provides leadership to the Board and helps ensure governance remains focused, collaborative and effective.

The role will involve:

- chairing Board meetings and supporting strategic governance discussions
- working closely with the Secretary on agendas and Board priorities
- supporting accountability for Board decisions and actions
- helping foster a respectful, constructive and sustainable Board culture; and
- supporting the Director in governance leadership, advocacy and broader organisational engagements, including acting as ZBGC's media and spokesperson on strategic matters.

The Board is seeking someone with sound judgement, emotional maturity and the ability to support strong governance while remaining connected to the organisation's community-led values.

#### Treasurer

The Treasurer plays a critical role in supporting the financial stewardship and long-term sustainability of the organisation. As ZBGC operates under the auspice of Thorne Harbour Health, the Treasurer role is focused on financial governance, oversight and strategic support rather than day-to-day financial administration or bookkeeping.



The Board is seeking someone who can help strengthen financial visibility and support clearer strategic understanding of the organisation's financial position as ZBGC continues to grow and mature.

The role will include:

- reviewing and interpreting financial reports and updates
- supporting financial oversight and governance discussions
- helping identify financial considerations connected to organisational planning and sustainability
- supporting stronger long-term financial planning and financial literacy across the Board; and
- working collaboratively with the Director and Board to support informed strategic decision-making.

The Board is seeking a candidate with professional experience in finance, accounting, audit, business management or financial governance. Qualifications such as a bachelor's degree in commerce, finance or accounting, along with a professional certification such as CPA or CA, would be highly regarded.

#### Non-Executive Directors

General Directors are full members of the Board and hold equal governance responsibility alongside office bearers. The Board is particularly interested in hearing from people who bring experience or expertise in one or more areas including:

- governance and Board leadership
- finance, accounting and financial oversight
- fundraising, philanthropy and commercial partnerships
- marketing, communications and brand strategy
- strategic planning and organisational development; and
- prevention of violence and/or social change work.

Importantly, ZBGC also deeply values lived experience, community connection and thoughtful leadership. We acknowledge that technical expertise alone is not what makes a strong Board member.

We recognise lived experience as lived expertise and strongly encourage expressions of interest from trans and gender diverse people, including those who may not have previously considered Board governance roles. We value the unique perspectives, insight and community knowledge that lived experience brings to governance, leadership and organisational decision-making.



## WHO WE'RE LOOKING FOR

We welcome expressions of interest from people who:

- care deeply about trans and gender diverse communities
- value collaborative and community-led approaches
- are thoughtful, respectful and willing to contribute actively
- understand the importance of good governance and accountability
- are excited by the opportunity to help shape the organisation's future; and
- bring lived experience, community knowledge and/or strong connection to trans and gender diverse communities.

## GOVERNANCE RESPONSIBILITIES

Directors of ZBGC are expected to:

- uphold the legal and governance responsibilities of Board Directors
- act in ways that support the integrity, sustainability and reputation of the organisation
- maintain appropriate confidentiality and manage conflicts of interest responsibly
- contribute constructively and respectfully to Board discussions and decision-making; and
- support a governance culture grounded in accountability, collaboration and community care.

## HOW TO EXPRESS INTEREST

Please submit a short expression of interest (maximum, five pages, including CV and cover letter) outlining:

- which role you are interested in
- any relevant experience, skills or lived experience you would bring; and
- what draws you to the work of ZBGC.

Expressions of interest and questions can be submitted to:

Luke Butler (he/him)

Non-Executive Director and Secretary

[luke@zbgc.org.au](mailto:luke@zbgc.org.au)

Applications will be assessed as they are received.

Applications close 5.00pm (AEST) on Monday, 15 June 2026.