

# Expression of Interest

## EAAA Board Director

**Elder Abuse Action Australia (EAAA) is looking for a passionate and skilled volunteer director to join with us to end the abuse of older people in Australia.**

EAAA is a national, membership based, not for profit organisation founded in 2018. EAAA is a specialist organisation acting to eliminate the abuse and neglect of older people. Our vision is a society that respects and values older people and is free from abuse.

Older people are among the most vulnerable of all Australians. As people age, they rely on family, friends, and carers for additional support. But, for many, the experience of ageing is soured by discrimination, ageism, exclusion, and abuse. The National Elder Abuse Prevalence Study<sup>1</sup> found that as many as one in six older Australians experience abuse, with the perpetrators more likely to be someone the older person knows. Whether the abuse be financial, legal, emotional, physical or neglect, much of it remains hidden in families where victims do not know how to seek help.

Older people have the right to be treated fairly, feel safe in their home, and live with dignity and self-determination. EAAA exists to give voice to those older Australians whose safety, rights, dignity and autonomy are diminished by people close to them or in positions of trust.

### UPCOMING VACANCIES

EAAA has an opportunity to invest in leadership, improve the board's skills and experience as well as build gender and cultural diversity on the board with two Appointed Director positions available in this Expression of Interest.

Appointed Directors are chosen by the Elected Directors of the EAAA Board for a term of up to three years.

These positions will form part of EAAA's succession planning and the board is seeking individuals who believe in human rights and social justice, are highly skilled in their area of expertise and can contribute to the organisation's strategic priorities.

---

<sup>1</sup> Qu, L., Kaspiew, R., Carson, R., Roopani, D., De Maio, J., Harvey, J., Horsfall, B. (2021). National Elder Abuse Prevalence Study: Final Report. (Research Report). Melbourne: Australian Institute of Family Studies.

In particular, and as a priority, the Board recognises the need to increase cultural diversity within the Board (and EAAA more generally) and encourages people from First Nations and cultural and linguistically diverse backgrounds to submit an expression of interest.

The Board seeks applications from people who meet the following criteria, skills, and experience in any of the following areas:

- Government relations and/or public relations to build awareness of EAAA and elder abuse within government (both Federal and State / Territory) key stakeholders, and in other spheres of influence.
- Communications and marketing and/or content creation across multiple channels to engage diverse audiences and amplify the reach and impact of EAAA's work.
- Business transformation to develop opportunities for reputational growth and funding diversity.
- Extensive experience and skills related to corporate governance including finance.
- Knowledge and understanding of the abuse and mistreatment of older people is highly desirable.

## EXPRESSION OF INTEREST

EAAA is seeking expressions of interest from people interested in joining the EAAA Board to fill a current vacancy as noted above. You will offer, on a voluntary basis, a variety of leadership skills and experience that will support EAAA to continue to grow.

Applicants will be able to demonstrate the ability to contribute to sound governance expertise and have a desire and commitment to improving outcomes and strategic business practices as the organisation develops.

If you are committed to eliminating the abuse of older Australians and your values align with those of EAAA, we welcome your expression of interest. Please submit a 1-page cover letter outlining your competencies and how your skills and experience would contribute to the mission of EAAA, along with an up-to-date CV.

Should you require further information please contact Co-chair Rebecca Edwards ([rebecca@eaaa.org.au](mailto:rebecca@eaaa.org.au)).

## KEY DATES

- Expressions of Interest submitted by 3 July
- Applicants shortlisted by 10 July
- Interviews held by 20 July
- Appointments and notifications to unsuccessful candidates by 24 July



# ABOUT EAAA

## CONTEXT

Australia is currently experiencing a significant demographic shift as its population ages, much like many other countries around the world. According to the Australian Bureau of Statistics, the number of Australians aged 65 and over is set to double in the next 25 years, reaching a staggering nine million people. While this presents numerous challenges that we as a nation must address, one of the most pressing issues that often goes unmentioned is the abuse and mistreatment of older people, internationally recognised as elder abuse.

Unfortunately, elder abuse is already prevalent in Australia, as shown in the National Elder Abuse Prevalence Study conducted by the Australian Institute of Family Studies (AIFS). The study surveyed 7,000 individuals aged over 65 who were not living in residential care homes and found that 14.8% had experienced abuse in the previous 12 months, with 61 percent of them not seeking any help. It is disheartening to know that family and friends are the most common perpetrators of elder abuse, which can take various forms, including physical, psychological, financial, sexual, or neglect.

## OUR STRATEGIC PRIORITIES

- 1. Create an enabling environment for policy and greater financial investment**  
At present, there are vast inequities in the prevention of and response to the abuse of older people across Australia.  
As a result, older people at risk of, or experiencing elder abuse, have variable access to information and support services, and varying levels of protection depending on which jurisdiction they call home.
- 2. Communities united against elder abuse**  
Elder abuse remains poorly understood in Australia, amongst both older people and the general community.  
This lack of understanding hampers an effective response, because it limits people's ability to recognise elder abuse and to either act on their own behalf or offer support to someone affected. As such, increasing awareness across the Australian community is a priority for the coming four years.
- 3. A strong and effective coalition united against elder abuse**  
There are many remarkable organisations and individuals working to prevent and respond to elder abuse across Australia. This includes senior rights organisations, legal organisations, academics, and service providers.  
Over the coming four years, EAAA will work to strengthen the relationships and collective action across these diverse groups, to increase our impact.
- 4. A strong and effective peak body**  
EAAA has now transitioned from a start-up in 2018 to an established national peak body. Over the coming four years, we will look to consolidate our existing strengths



and grow our capacity and reach. This will include growing our membership and income streams, continuing to support the learning and development of our staff, and continuing to build the organisation's profile and reputation.

Our primary projects are:

- [Compass.info](#) is a national website raising awareness of elder abuse in Australia. Compass aims to create a national focus on abuse of older people by raising awareness of this growing social issue and simplify the process of connecting people to services and information tackling elder abuse.
- EAAA hosts biennial Australian Elder Abuse conferences.

## **PARTICIPATION ON OUR BOARD**

The Board's role is to govern EAAA (ABN 58 625 915 835) rather than manage it. In governing EAAA, Directors must act in the best interests of the organisation at all times and ensure that EAAA complies with all its contractual, statutory and any other legal obligations, including the requirements of any regulatory bodies.

Together, the Board and Management work to establish an appropriate strategic framework which will include the management of EAAA's risk appetite to allow it to achieve its Objects and Vision, to manage risks and to ensure optimal use of available resources in meeting its goals.

The principal functions and responsibilities of the Board include:

- provide leadership
- guide strategy
- ensure effective management of the organisation
- guide risk management and compliance

Directors are professionals who bring a wealth of experience regarding elder abuse, policy reform, financial management, strategic direction, and government relations.

The EAAA Board meets bi-monthly through a schedule of video meetings (3-4 per year) and full-day in person Board meetings (3 per year). Directors commit to a 3-year term and are expected to:

- undertake reasonable preparatory work for board and committee meetings
- participate in some Committee work
  - Finance Risk and Audit Committee (monthly)
  - Advisory Group (quarterly)
  - Compass Content Committee (quarterly)
  - other Committees as determined by the Board
- undertake prescribed work outside of meetings such as providing comments on documents.



## KEY RELATIONSHIPS

- Reporting to the Board Co-Chairs
- Liaison with the Board of Directors
- Liaison with the Executive Officer (EO) regarding organisational governance and compliance
- Liaison and advice to the Treasurer regarding organisational compliance



# POSITION DESCRIPTION – Board directors

## Summary of Position

The key responsibilities of the Board are to set the directions and plan activities in accordance with EAAA objects, ensure funds are used for the agreed purposes and monitor its performance.

## Duties

- Attend meetings as required.
- Actively participate and contribute constructively to the productivity and outcomes of meetings.
- Declare any personal interest that might conflict with the interests of the organisation or your duty as a Board member.
- Act in accordance with the Constitution and Code of Conduct.
- Keep informed about the organisation's business.
- Act as a spokesperson for the organisation when requested by the Board.
- Be a member and/or chair of sub-committees/working groups as required.
- Sign letters or documents on behalf of the Company as per the Delegations Policy.
- Exercise delegation of authority and expenditure as determined by the Board and the Delegations Policy.

With other members of the Board:

- Provide a clear and viable direction for the organisation, agree on priorities, and oversee the development of an organisational plan.
- Oversee the development of an annual budget.
- Ensure the solvency and financial viability of the organisation.
- Establish clear expectations for the performance of all Board members, staff, and volunteers.
- Make informed decisions on key issues.
- Establish accountability and reporting processes for Board members and staff.
- Ensure that appropriate systems are in place for recruitment and the performance appraisal and management of staff.
- Monitor the implementation of plans, budgets, policies, and decisions and be able to recognise and act when these are not implemented in an agreed way.
- Ensure sound risk management is in place by establishing and monitoring a risk management plan, including appropriate insurance cover.
- Ensure compliance by the organisation with legislation, contracts, and any other legal obligations.
- Ensure the organisation meets the requirements specified in its Constitution and Corporations Law.



- Ensure that the policies and procedures as set down in Employer and Employee Manuals are followed.
- Oversee the signing of contracts.
- Monitor the performance of the Board.
- Monitor the performance of the organisation and take action to ensure the organisation performs to its capacity and meets its contractual obligations.
- Ensure that the Board is sustainable over time and that succession is well planned.
- Address any conflicts of interest within the Board and across the organisation.
- Ensure that membership and community support is maintained.

