

RAV Board Position Description

Position	Board Member
Organisation	Relationships Australia Victoria (RAV)
Reporting to	Board Chair
Location	Camberwell
Date	July 2026
Remuneration	Remuneration is provided in line with Board policy. Remuneration varies according to Board role.
Time commitment	• Board meetings, 6-8 meetings annually usually face to face. • Board Committee meetings, four meetings annually usually online. • Participate in strategic planning sessions, board training, and annual AGM
Enquiries	abickerdike@rav.org.au

Organisation Overview

Relationships Australia Victoria (RAV) is a not-for-profit organisation and a valued provider of specialist family and relationship services. Our vision is for positive, safe and fulfilling relationships all Australians. We aim to provide high-quality, effective and accessible services for people with complex relationship issues and delivering prevention services that lead to system-wide change that reduces the incidence of relationship problems. A core purpose is to strengthen and advance the voice, leadership and expertise of people with lived experience of relationship and emotional trauma issues. We achieve our aims through effective therapeutic services, advocacy, education and training, peer support and consultation. Our funding primarily comes from the Commonwealth and State Governments.

Additional information on RAV (including Annual Report and Constitution) can be obtained via our website: www.relationshipsvictoria.com.au or by contacting RAV CEO, Dr. Andrew Bickerdike on (03) 8573-2222 or email: abickerdike@rav.org.au

Position summary: Board Director

As a member of the RAV Board, each Director shares collective responsibility for the governance and strategic direction of the organisation and for supporting the CEO to deliver on RAV's mission and goals.

Board members contribute to setting strategic priorities, overseeing financial sustainability, ensuring effective risk management, and monitoring organisational performance in line with RAV's mission, vision, and values.

Each Director also brings their own professional experience and perspectives to enhance the Board's collective expertise across governance, strategy, finance, risk, practice quality, and community engagement.

Key responsibilities and expectations

Leadership and governance

- Actively contribute to effective Board meetings, ensuring productive, well-informed decision-making.
- Maintain focus on RAV's mission, vision, values, and strategic objectives.
- Ensure the organisation meets its legal, ethical, and fiduciary obligations.
- Foster a culture of integrity, accountability, and transparency.
- Promote strong Board–management relationships.

Executive management

- Collectively oversee the recruitment, employment and performance of the CEO, including succession planning.

Strategic leadership

- Contribute to developing, implementing and monitoring the progress of the organisation's strategic plan, ensuring alignment with goals and purpose.
- Identify and consider emerging trends, risks, and opportunities relevant to RAV's work.
- Support innovation and responsible growth consistent with RAV's purpose and values.

Financial oversight and risk

- Monitor financial performance, sustainability, and compliance with regulatory requirements.
- Support fundraising, business development, and strategic growth initiatives.
- Oversee the effectiveness of RAV's Risk Management Framework.
- Ensure key risks, strategic, financial, operational, reputational, are identified and managed appropriately.

Board and Committee meetings

- Serve on Board Committees as assigned, contributing expertise and leadership.
- Contribute to informed and timely decision making both at board meetings and in response to out-of-session decision request circulars.

Sector knowledge, engagement and advocacy

- Represent RAV to members, stakeholders, government, funders, and the community, as appropriate.
- Advocate for RAV's mission, values, and for improved understanding and support for RAV client groups
- Foster partnerships and networks to advance organisational goals.

People and culture

- Support the Board's oversight of organisational culture, workforce wellbeing, and leadership.
- Monitor key people and culture indicators such as engagement, capability, and turnover.

Continuous learning

- Participate in Board development activities to strengthen governance capability and sector knowledge.

Qualifications, experience and competencies

RAV welcomes people of diverse backgrounds, abilities, and lived experiences.

Desirable skills and experience include:

- Governance or leadership experience in the not-for-profit, health, or community sector.
- Financial, legal, clinical, risk, or strategic expertise relevant to Board governance.
- Understanding of clinical, legal, or community services.
- Experience in stakeholder engagement, advocacy, or partnership development.
- Governance qualifications. For example, GAICD or equivalent.
- Excellent communication and interpersonal skills.
- Commitment to RAV's mission, values, and Code of Conduct.
- Willingness to undergo a national police check, Director ID, working with children check.

Term

As per RAV's Constitution:

- Three-year terms and up to three terms (up to nine years in total).

Position summary: Board Director – Practice Specialist

The RAV Board is seeking a Board Director with relevant practice experience in RAV services (e.g. Couple, family and child counselling, family dispute resolution, mental health, family violence). The successful candidate is expected to sit on the RAV Clinical Governance Committee which meets at least 4 times per year. The Clinical Governance Committee plays a critical role in providing strategic oversight and clinical governance across the organization - overseeing the delivery of safe, high-quality, culturally responsive, and person-centred care aligned with Relationships Australia Victoria (RAV) values and relevant standards

Key Selection Criteria – Practice Specialist

Essential

- Minimum 10–15 years of senior leadership experience in clinical, legal, or welfare services, in one or more of the following settings:
 - Child, family and couple therapy, family violence prevention and treatment, child protection, family law dispute resolution, mental health.
- Understanding of clinical governance, quality systems, and risk management frameworks.

Desirable

- Postgraduate qualification in a relevant discipline:
 - Psychology, Psychiatry, Social Work, Family Law, Family Dispute Resolution, Public Health, Family Therapy, or Nursing
- Registration or accreditation with a relevant professional body
- Experience in working with community-based or not-for-profit health services.
- Additional qualifications in:
 - Clinical governance, ethics, systems leadership, risk management, or non-profit governance (e.g. AICD)

Time Commitment

- Clinical Governance Committee meetings (at least 4 meetings annually).
- Plus RAV Board member requirements as described above (Board meetings, Strategic Planning Day, Professional Development)

Remuneration

Remuneration is provided in line with Board policy. Remuneration varies according to Board role. A Clinical Governance Committee member receives \$32,000 plus superannuation