VICTORIAN
PRIDE
CENTRE

Position	**Board director**
Reports to	Chair
Location	Hybrid meetings – virtual and in-person at the Victorian Pride Centre, 79 Fitzroy Street, St Kilda, Victoria
Direct reports	N/A
Date reviewed	20 August 2025
Approved	Chair
Remuneration	Voluntary
Meetings	The board holds eight meetings (including two strategy meetings) per year. Meetings alternate between being held virtually and in-person and are typically held after business hours. Directors are also members of board committees.

Position purpose
The non-executive board director position is a member of the Victorian Pride Centre Ltd governing board. The overarching purpose of the position is to oversee good governance of organisation and support the CEO in delivering the strategic plan. To achieve this purpose, the key responsibilities are:

1. Ensuring that the board fulfils its fiduciary duties, and the organisation is solvent.
2. Long term strategy is clear, and the organisation's resources are aligned accordingly.
3. Headline risks are maximised and managed to achieve long term impact and sustainability.

Board directors bring expertise, behavioural capabilities and lived experience, all of which are essential to the Centre's success.

Organisational overview
The Victorian Pride Centre was established as a company limited by guarantee in 2016. Led by a highly committed founding board of directors and a large community of support spanning government, corporates, philanthropic foundation, and individuals, the Pride Centre was opened in July 2021.

The Centre is Australia's first purpose-built LGBTIQA+ hub and the second largest in the world.
It is a state-of-the-art building that is home to 16 resident organisations, offering a range of social, health and cultural services. Sitting in the heart of St Kilda, the Pride Centre boasts magical views from our rooftop terrace, multi-use theatrette, gallery, café, bars and bookable workspaces and board rooms.

Strategic governance
From its inception, the Victorian Pride Centre established high standards in governance leadership, strategy and risk. The board strongly believes that good governance is foundational to an effective and successful organisation.

Supporting the board are multiple committees and project-based working groups. These consists of board directors and co-opted members with subject-matter expertise and lived experience. Committees and working groups play an important role supporting the CEO and management with strategic and operational advice.

Board committees include:

- Audit, Finance and Risk
- Communication and Engagement
- Venue, Facilities and Activation
- Governance, People and Culture

To ensure the organisation is responsive to the diversity across LGBTIQA+ communities, the board also appoints members to the Community Reference Group, who play a critical role in ensuring the voice and experiences of those with lived experience are embedded across the Pride Centre's operations.

Expertise, behavioural capabilities, and lived experience
To ensure its capacity to fulfil its current and future needs, the board aims to maintain the best possible balance of expertise, behavioural capabilities, and lived experience across the full board. These include:

- Governance qualifications (GAICD or equivalent is preferable).
- Senior leadership and/or governance experience in relevant position/s within complex organisation/s of similar scope and size.
- Sound financial experience and capabilities.
- Experience working effectively with a board and CEO.
- A variety of technical and professional competencies.

A demonstrated ability to lead with cultural intelligence, especially in pursuing equity and equality for LGBTIQA+ communities:

- Excellent judgment and strategic problem-solving skills.
- Strong adaptive leadership skills, including consensus-building, conflict transformation, and co-design with diverse stakeholders.
- Ability to build trust and foster inclusion.
- A track record of navigating contested or politically-sensitive environments with diplomacy and courage.
- Experience embedding equity and inclusion in governance or organisational leadership.

The organisation recognises the importance of lived experience and intersectional identities and therefore places additional importance on representation from the following communities:

  - Aboriginal and Torres Strait Islander communities
  - Culturally and racially marginalised communities
  - Trans, gender diverse and non-binary people
  - People with a lived experience of disability
  - People under the age of 30

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Key contacts

Craig Bell Board Chair 0477 995 118 Craig.Bell@pridecentre.org.au	Alan Wu Director and Chair of the Governance, People and Culture Committee 0433 125 469 Alan.Wu@pridecentre.org.au

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Areas of responsibility	Accountabilities
1. Governance	• Contributes to the effective functioning of the board such that strategic decisions are made based on sound data and risk analysis. • Carries out director responsibilities including legal, ethical, fiduciary and financial responsibilities of the organisation.
2. Strategy	• Ensures the organisation's performance is aligned to strategy and purpose. • Contributes to the board's effective decision making through constructive questioning, probing and suggestions. • As per the director's area of expertise, ensures the CEO and board is aware of and takes into account emerging strategic matters that are potential risks and opportunities.
3. Industry/ sector knowledge	• Brings relevant knowledge and expertise to help strengthen the board and CEO's strategic and operational capabilities. • Creates relevant networks and relationships to maximise the organisation's collaboration, strategic alliances and partnerships.
4. People and change	• Ensures the board monitors internal and external change management. • Oversees the CEO's people focus by ensuring that appropriate workforce data is identified to monitor engagement, capabilities, turnover etc. • Ensures that the CEO understands and applies contemporary people leadership and change management practice such as employee experience, adaptive leadership.
5. Accounting and finance	• Ensures that the organisation's financial health is closely monitored by analysing and understanding relevant reports relating to liquidity (cash flow), performance (profit and loss) and sustainability (balance sheet). • Supports the Treasurer and Finance, Risk and Audit Committee to undertake their duties by taking an active role in asking constructive questions and providing recommendations.
6. Risk management and legal	• Ensures the organisation's Enterprise Risk Management framework is updated and monitored. • Ensures headline risks are identified, raised and managed appropriately. • Ensures continuous improvement plans are in place to meet ACNC, ASIC, accreditation and other standards.