

Candidate Brief

commUnity+ Board Directors and Board Committee Members

Expressions of Interest | August 2026

Help Shape Stronger Communities Across Melbourne's Greater West and North

Comm Unity Plus Services (commUnity+) is seeking Expressions of Interest from values-driven leaders who are interested in contributing to the governance, sustainability and future impact of one of Melbourne's most established community organisations.

As part of our Board renewal and succession planning program, we are seeking individuals interested in appointment as:

- Board Directors
- Board leadership, including Board Chair succession
- Independent Board Committee Members

This is an opportunity to contribute your expertise, experience and community connections to an organisation that has supported, enabled and worked alongside diverse communities for more than 40 years, creating pathways to connection, learning, work and justice.

About commUnity+

commUnity+ is a purpose-driven organisation working across Melbourne's greater west and north.

Our Vision: *For all people, families and communities to thrive.*

Our Purpose: *We empower and support people by unlocking pathways to connection, learning, work and justice.*

Through our education, legal, family and community strengthening programs and services, we work alongside individuals, families and communities experiencing social, economic and systemic barriers.

commUnity+ is:

- A Company Limited by Guarantee
- A registered charity regulated by the ACNC and endorsed Deductible Gift Recipient (DGR)
- A Registered Training Organisation (RTO)
- An accredited Community Legal Centre
- An authorised Children's Contact Service, with membership to the Australian Children's Contact Services Association
- An accredited Neighbourhood House.

Working in partnership with local communities, governments, and community and sector partners, commUnity+ delivers services that strengthen communities and create lasting social impact.

Why Join the Board Now?

commUnity+ is entering an exciting period of strategic and organisational growth, delivery and impact. The Board is focused on:

- Delivering the Strategic Plan 2025-28
- Deepening community impact and participation
- Supporting innovation and service integration across education, legal, family and community services
- Strengthening organisational capability and sustainability
- Expanding partnerships and collaborations
- Ensuring strong governance, stewardship and risk management

The Board is seeking new perspectives, complementary skills and diverse lived experiences to strengthen its collective capability for the future.

The Role of the Board

The Board provides governance, stewardship and strategic leadership for commUnity+. The Board's key responsibilities include:

Strategic Performance

- Setting organisational vision, strategy and long-term direction
- Monitoring strategic performance and community impact
- Ensuring alignment with mission, purpose and values

Governance

- Maintaining effective governance frameworks
- Upholding ethical and accountable decision-making
- Ensuring compliance with statutory and regulatory obligations

Financial Performance

- Overseeing financial sustainability
- Approving budgets and significant financial decisions
- Monitoring organisational performance and resources

Safety, Risk and Assurance

- Overseeing organisational safety and risk frameworks and management
- Monitoring compliance and quality systems
- Ensuring effective controls and accountability frameworks

Performance and Oversight

- Appointing and supporting the Chief Executive Officer
- Monitoring CEO performance and CEO-Executive succession planning
- Maintaining an effective governance-management relationship
- Reviewing Board and governance effectiveness

Culture and Community

- Develop a culture that aligns with vision, purpose and values
- Acting as ambassadors for commUnity+

- Building relationships that strengthen community outcomes
- Promoting the organisation's reputation and purpose.

Specialist Expertise Sought

While all Directors are expected to contribute to the fulfilment of the Board's responsibilities, commUnity+ is particularly seeking individuals with expertise in one or more of the following areas.

Governance and Board Leadership

Board Chair or Deputy Chair experience or interest | Director mentoring and succession planning

Education and Learning

Vocational education and training | Registered Training Organisations | Adult and community education | Employment and workforce pathways

Finance, Audit and Risk

Finance and accounting | Audit and assurance | Enterprise safety and risk management | Regulatory compliance

Partnerships, Growth and Influence

Government relations | Strategic partnerships | Fundraising and philanthropy | Commercial and business growth | Advocacy

Community Services and Diverse Communities

Experience working with multicultural communities and/or people experiencing multiple barriers and forms of disadvantage | Experience leading, working with, and/or understanding of the challenges facing the community sector, charitable and for-purpose organisations.

Board Committees

The Board is supported by Committees that undertake oversight and advisory functions. Board Directors generally participate in at least one Committee. Current Committees include:

Finance, Audit and Risk Management Committee (FARM)

Oversight of Financial performance, Audit and assurance, Enterprise risk and safety, Compliance, Internal controls, Commercial and business growth

Governance Committee

Oversight of Governance effectiveness, Board performance, Director recruitment and succession, CEO performance and succession, Governance policy framework

Community Advisory Committee

Advising on Community priorities, Community engagement, Emerging issues and opportunities, Community impact

Education Subcommittee

Supporting oversight of RTO governance, Education quality and compliance, Workforce and learning pathways, Strategic opportunities in education

Independent Committee Member Opportunities

commUnity+ is also seeking Expressions of Interest from individuals interested in serving as Independent Committee members.

Committee membership provides an opportunity to contribute specialist expertise while supporting commUnity+'s governance, sustainability and impact.

While applicants with interest in any of the Committees are welcome, commUnity+ is particularly seeking individuals interested in the Finance, Audit and Risk Management Committee. Professional qualifications such as CA, CPA, GAICD or equivalent experience are highly regarded.

Governance Framework

commUnity+ operates within a robust governance framework, guided by its Constitution, Board Charter, Committee Terms of Reference, Child Safety Standards, policies and relevant legal and regulatory requirements, including the Corporations Act 2001 and ACNC Governance Standards. The Board provides governance, strategic oversight and stewardship, while operational responsibility is delegated to the Chief Executive Officer.

Key Governance Documents

Prospective candidates are encouraged to review:

- [Strategic Plan 2025-28](#)
- [Annual Reports](#)
- [Constitution](#)
- [Board Charter](#)
- [Committee Terms of Reference](#)

Who We Are Looking For

Attributes

We are seeking people who:

- Demonstrate integrity and sound judgement
- Think strategically and constructively
- Are willing to ask thoughtful questions and provide healthy challenge
- Work collaboratively and respectfully
- Bring curiosity, insight and accountability
- Are committed to community impact and social justice
- Align with commUnity+'s values of Empowerment, Compassion, Collaboration, Responsiveness and Accountability

Previous Board experience is valued but is not essential.

Diversity, Representation and Lived Experience

commUnity+ believes stronger governance comes from diverse perspectives and lived experiences. We particularly encourage applications from:

- Aboriginal and Torres Strait Islander peoples
- People with strong connections to Melbourne's greater west and north
- People from culturally and linguistically diverse communities
- People with lived experience of disadvantage or marginalisation
- Individuals with experience accessing community services
- Refugee and asylum seeker communities

- People with disability
- LGBTQIA+ communities.

Board and Committee Commitment

Board Director and Committee Member roles are voluntary positions. While these appointments are unpaid, they provide an opportunity to contribute to meaningful community outcomes and long-term impact.

Reasonable expenses associated with Board or Committee participation, including overcoming barriers to participation, will be reimbursed in accordance with organisational policy.

commUnity+ supports the ongoing governance development of Directors and Committee Members through induction, governance education and professional development opportunities.

Expected Time Commitment

Board Directors

- Approximately 6-8 Board meetings per year
- Participation in at least one Committee
- Preparation and review of Board materials
- Attendance at strategic sessions, the AGM and key organisational events as appropriate

Committee Members (Board and Independent members)

- Attendance at scheduled Committee meetings
- Preparation and review of papers
- Participation in Committee discussions and recommendations to the Board

Governance Eligibility Requirements

Prior to appointment, successful candidates may be required to:

- Hold or obtain a valid Working with Children Check
- Complete a National Police Check
- Meet Director eligibility requirements under the Corporations Act 2001 (Cth)
- Disclose actual, perceived or potential conflicts of interest
- Participate in governance induction activities

commUnity+ commits to the safety of children and young people in all that we do. It is the responsibility of all members of our team.

We understand that we have a responsibility to uphold the safety and wellbeing of children and young people who come in contact with us, our team and services. Their safety and wellbeing will always be our first priority. We will always act when we learn that a child is at risk.

Recruitment Process and Timeline

This recruitment process forms part of commUnity+'s planned Board renewal and succession strategy.

Stage 1: Expression of Interest

Submit a brief Candidate Statement and current resume/professional profile.

Stage 2: Assessment and Shortlisting

Applications will be assessed against the relevant Board or Committee capability requirements, specialist expertise, lived experience, and alignment with commUnity+'s purpose and values.

The Board-appointed selection panel will develop a shortlist of preferred candidates.

Stage 3: Interviews and Due Diligence

Shortlisted candidates may be invited to participate in an interview and governance/role suitability discussion, provide referees and complete relevant eligibility and due diligence checks.

Stage 4: Nominations and Appointments

Suitable candidates may be endorsed for nomination as Board Directors, recommended for appointment as Independent Committee Members, or considered for appointment to fill a casual Board vacancy or vacancies, in accordance with the commUnity+ Constitution.

Board Director nominations will be considered ahead of the commUnity+ Annual General Meeting in November 2026, where eligible candidates may be presented for election in accordance with the Constitution.

How to Express Your Interest

Please submit your EOI via commUnity+ [online platform](#) including:

- A brief Candidate Statement outlining the position/s you are applying for, and demonstrating how you meet the Board and/or Committee capability requirements including any specialist expertise, attributes and relevant lived experience (maximum 2 pages)
- A current resume or professional profile (maximum 3 pages)

Alternatively, you can forward your EOI via email to: Jobs@comm-unityplus.org.au using the subject line: **EOI – Board Directors and Board Committee Members.**

Applications close: 11.59 pm Sunday 13 September 2026.

Nb. Applications submitted after this date may be considered as future opportunities arise.

Further Information and Confidential Enquiries

For confidential enquiries about the Board opportunities, please contact:

Jackie Mead, Chair, commUnity+ Board | ceo@comm-unityplus.org.au | 0417349254

Tracey Gaudry, Chief Executive Officer | tgaudry@comm-unityplus.org.au | 0402892681

or recruitment process or governance enquiries:

Deepika Sharma, Interim Company Secretary | ceo@comm-unityplus.org.au
