



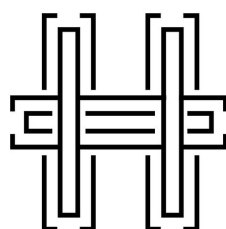
Chief Executive Officer

Candidate Briefing Pack

Victoria | New South Wales

September 2026

Prepared by:



HAZEL
EXECUTIVE & BOARDS
SEARCH • SUCCESSION • ADVISORY

Organisational Overview

Established in 1990, arbias Ltd is a not-for-profit organisation and recognised industry leader in Acquired Brain Injury (ABI) and complex needs, delivering specialist services across metropolitan, rural and regional communities in Victoria and New South Wales.

Acquired Brain Injury occurs after birth and can result from causes including accident, stroke, illness, or alcohol and other drug-related harm. Often described as an "invisible injury", ABI can affect how a person thinks, feels, moves and connects with others, with every person's experience being different. arbias is committed to increasing awareness and understanding of ABI while providing compassionate, evidence-based and person-centred support.

arbias supports people living with suspected or diagnosed ABI and people with multiple and complex needs, which may include physical disability, mental health challenges, alcohol and other drug-related issues and involvement with the criminal justice system. Its multidisciplinary team works with individuals to regain independence, reconnect with their communities, build life skills and navigate daily life, supported by evidence-based approaches and clinical oversight.

With more than 100 employees, arbias provides services through a range of pathways including the NDIS, TAC, WorkSafe and other funding arrangements. The organisation combines direct service delivery with specialist clinical expertise, community programs, training, research and advocacy to strengthen outcomes for people with ABI and contribute to greater awareness and understanding across the broader community.



Purpose & Impact

arbias supports people with ABI and complex needs to build independence, participate in their communities and direct their own goals, aspirations and lives. Its work extends beyond individual service delivery, with arbias contributing to ABI awareness, research, advocacy and policy, supporting a more informed and inclusive community.

Specialist Services

arbias delivers a broad range of specialist supports, including:

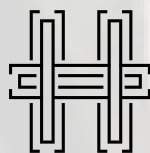
- NDIS Services
- TAC Services
- WorkSafe Services
- Neuropsychological Services
- Community Programs
- Initial Transition Support
- ABI Training & Facilities
- Research

In NSW, arbias' Initial Transition Support (ITS) assists people with complex needs transitioning from the justice system into the community, with services delivered across 18 sites.

Reach & Governance

arbias operates across Victoria and New South Wales, with services extending across metropolitan, rural and regional locations and a workforce of 100+ employees. The organisation is overseen by a Board of Directors with expertise spanning Clinical Neuropsychology, Law, Accountancy, Business, Government and Justice. arbias also actively promotes workforce diversity, with benchmarked representation targets across its workforce.

[arbias Website](#)





Strategic Context

arbias has evolved considerably since its establishment in 1990. While retaining its specialist expertise in acquired brain injury, the organisation has expanded and diversified its services to support people with increasingly complex and intersecting needs, including justice involvement, physical disability, mental health challenges and homelessness.

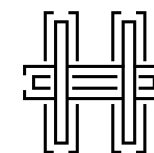
Its strategic direction has been anchored in a clear purpose: driving continuous improvement and leading the field of ABI through evidence-based practice. This extends beyond service delivery to prevention, early intervention, awareness raising, education, community safety and research that informs future services and policy development.

Looking ahead, arbias' continued success will depend on its ability to:

- Invest in its people and leadership capability, strengthening organisational culture and workforce versatility.
- Build strategic partnerships that strengthen prevention, early intervention and community impact.
- Use resources effectively to maximise the impact and quality of its programs and initiatives.
- Continue evolving its services while maintaining the specialist, person-centred and evidence-based approach that has defined arbias for more than three decades.

The appointment of the next Chief Executive Officer therefore represents an opportunity to build on this strong foundation—preserving arbias' specialist expertise and values while shaping its future direction, strengthening organisational capability and positioning arbias for sustainable impact and continued sector leadership.

[arbias News & Information](#)



Diversity, Equity and Inclusivity

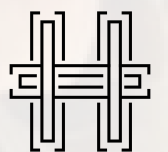
At arbias, diversity, fairness and inclusion are at the core of the organisation's approach to its workplace and community. arbias believes that every person deserves to be valued, respected and provided with equal opportunities, and takes meaningful steps to ensure these principles are reflected in its culture, its teams and the way it supports others.

arbias' leaders practise compassionate and inclusive leadership, fostering a workplace where different backgrounds, experiences and perspectives are welcomed and recognised as essential to the organisation's growth and impact. arbias recognises that ethnicity, gender, ability, culture, language and lived experiences shape each individual and embraces these differences as strengths.



This commitment extends beyond the organisation. arbias seeks to work with partners and suppliers who uphold the same values, ensuring that equity and inclusion guide every aspect of its work. For arbias, inclusion is not simply a principle, but a responsibility the organisation takes seriously.

arbias also proactively recruits to support workplace diversity, with benchmarked targets for women, Aboriginal and/or Torres Strait Islander people, and people from culturally and linguistically diverse backgrounds.





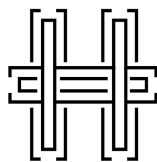
Chief Executive Officer

Position Description

Role	Chief Executive Officer
Organisation	arbias Ltd
Employment Type	Full Time
Position reports to	Board of Directors
Work Location	27 Hope Street, Brunswick, VIC 3056

Purpose

The Chief Executive Officer (CEO) reports directly to the Board of Directors and is responsible for the strategic, financial and operational direction of the organisation. The CEO will ensure sustainable funding, advocate for ABI issues and maintain compliance with NDIS and funder requirements.



Key Accountabilities

1. Strategic Leadership & Vision

- Collaborate with the Board to develop and execute the organisation's strategic plan and mission.
- Lead the organisation in advocating for disability/ABI rights and inclusion.
- Position arbias as a trusted specialist service provider, thought leader, and advocate with government bodies, media, and the public.

2. Financial Management & Fundraising

- Oversee financial health, ensuring budget allocations align with strategic priorities and long-term sustainability.
- Diversify revenue streams by identifying grant opportunities, philanthropic donations, and potential social enterprise ventures.
- Ensure strict financial compliance, accountability, and transparent reporting to the Board and funding bodies.

3. Service Delivery & Compliance

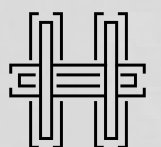
- Ensure services are person-centred, culturally competent, and of high-quality.
- Maintain deep knowledge of sector landscapes, including NDIS Quality and Safeguards, pricing guides, and relevant legislation.
- Manage clinical and operational risks to guarantee the safety and wellbeing of clients and staff.

4. Stakeholder Engagement & Advocacy

- Foster strong, collaborative relationships with clients, families, community groups, and other peak bodies.
- Represent arbias to relevant government agencies and industry groups to influence public policy.
- Embed a community led approach, amplifying the lived experiences of people with ABI.

5. Culture & Team Leadership

- Lead, mentor, and build a high-performing and inclusive executive team.
- Foster a workplace culture of empowerment, equity, and continuous professional development.





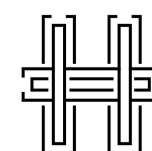
Essential Experience and Skills

As CEO, you will be expected to combine strategic leadership, sector expertise, stakeholder engagement, and, ideally, a lived experience of disability.

1. **Leadership and Management:** Proven senior leadership experience in the not-for-profit, disability, education, or related sectors is essential. Candidates should demonstrate the ability to lead high-performing teams, foster inclusive workplace cultures, and implement operational systems that enhance program delivery and organisational sustainability.
2. **Strategic Planning and Execution:** Experience in developing and executing strategic plans, achieving measurable outcomes, and aligning organisational goals with broader disability or community objectives is critical. This includes financial management, risk oversight, and revenue diversification.
3. **Sector Knowledge:** A deep understanding of disability/ABI policy and NDIS-funded programs is highly valued. Familiarity with evidence-based programs, advocacy for systemic change, and knowledge of the research landscape strengthens a candidate's suitability.
4. **Stakeholder Engagement:** Exceptional skills in building partnerships with government, community organisations, corporate entities, and the research sector are required. The CEO must be able to represent the organisation publicly and influence policy and practice.
5. **Innovation and Entrepreneurship:** The role often requires an entrepreneurial approach to identify alternative funding sources, secure philanthropic contributions, and establish new systems or organisations effectively.

Personal Attributes and Values

1. **Empathy and Inclusion:** A strong commitment to human rights, equity, and inclusion, particularly for people with disability, is essential. Candidates with lived experience of disability to ensure authentic representation would be an advantage.
2. **Communication and Advocacy:** Ability to communicate effectively with diverse audiences, advocate for systemic change, and elevate organisational visibility is crucial.
3. **Resilience and Adaptability:** CEOs must navigate complex regulatory, political, and social environments while maintaining organisational focus and morale.





Mandatory Requirements

- Commitment to the arbias vision, mission and objectives and alignment with organisational values.
- Eligibility to work in Australia
- Current National Police Check
- Current Victorian Drivers Licence
- NDIS worker screening
- Willingness and ability to travel by air to interstate and rural locations.
- Flexibility to work after hours





Application Process

Hazel Executive is pleased to be partnering with arbias to lead the search and selection process for the appointment of Chief Executive Officer.

This appointment is being conducted through a confidential executive search process, supported by targeted market engagement and advertising activities.

Interested applicants are invited to submit:

- A current curriculum vitae
- A brief cover letter outlining their interest in the role

Applications should be lodged via the Hazel Executive & Boards website:

 www.hazelexecutive.com.au

For a confidential discussion, please contact:

Jarrod McLauchlan

Founder & Managing Partner

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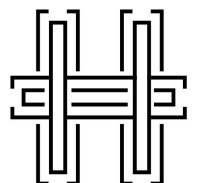
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Jodi Heath

Executive Search Partner

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Purpose-led Executive Search

Hazel Executive & Boards is an Australian-owned executive search and advisory firm specialising in CEO, executive leadership and board appointments across the public sector, government departments, statutory authorities and for-purpose organisations. We specialise in partnering with government leaders, Boards and senior executives in senior executive recruitment, CEO and Board appointments, interim executive placements, succession planning, market mapping, and advisory services.

Our objective is to connect purpose-driven organisations such as the Department of Government Services with exceptional leaders, ensuring each engagement contributes to stronger public services and better outcomes for the communities they serve.



Jarrod McLauchlan
Founder & Managing Partner

With extensive experience in executive search and leadership development, Jarrod brings deep sector expertise and commitment to finding leaders who can drive meaningful change in purpose-driven organisations. He is recognised for his consultative approach, national networks and trusted advisory capability across government, statutory authorities and for-purpose sectors.

Jodi Heath
Partner

With extensive executive public sector leadership and Non-Executive Director experience, Jodi brings deep expertise in governance, organisational performance and leadership capability. She is recognised for her authentic and considered approach, with a strong ability to engage stakeholders, navigate complexity and support organisations to appoint leaders who deliver meaningful outcomes.

