**Selection criteria and how to apply for an Independent Directorship on AHPA’s Board (voluntary)**

**1.The Organisation**

[Allied Health Professions Australia (AHPA)](http://www.ahpa.com.au) is the recognised national voice for allied health professions in Australia, representing and advocating for the role of allied health professionals in health, aged care, disability, education and all systems where allied health services have a role. As the peak national organisation for allied health professions, AHPA has an important strategic leadership role and is the body that the Federal Government and other national organisations turn to when they seek a collective view of allied health.

AHPA is a company limited by guarantee originally established as the Health Professions Council Australia in 1997. In 2006 the name was changed to Allied Health Professions Australia. It consists of allied health profession peak bodies working collaboratively in areas of commonality. AHPA is managed by a small team in Melbourne led by a CEO. The organisation’s constant and prime source of funding has been membership income, with ad hoc grant funding for specific purposes. In 2016, AHPA secured recurrent funding from the Department of Health under its Peak Health Advisory Bodies funding. This positioned AHPA firmly as the overarching peak body for allied health and continues to provide additional financial resources to enhance our effectiveness and value.

Allied health professions provide crucial support for people experiencing disability, chronic illness and a wide range of other health issues. Allied health professionals represent a third of the country’s health care workforce and deliver over 200 million health services annually. However, access to allied health services still lags behind medical care. Only by ensuring that allied health services are fully integrated into our health system, and accessible across the country, will we ensure that we are delivering world class support for every Australian.

**2. Board Composition**

At a Special General Meeting in February 2019, members approved a new Constitution which transitioned AHPA to a skills-based board. The Constitution now provides for the appointment of Independent Directors. AHPA currently has 7 ‘member nominated and elected’ Directors and capacity at this time for up to 2 independent Directors. The Board will appoint the Independent Directors for an initial term of up to 2 years who may be re-appointed for subsequent terms not to exceed 6 years in total. The Board meets quarterly in Melbourne (or via teleconference) during the day usually for 90 minutes, with sub-Committees meeting as required.

The skills and attributes required of directors are included in a skills matrix and can be broadly categorised into 3 areas.

**Professional Director Skills** (Board Directors should have a balance of these skills and they should be held collectively by the Board as a whole.)

**Industry Specific Skills** (Allied Health and Membership organisations)

**Interpersonal Skills** (all board members should have these skills)

Whilst appointments to the Board are based upon merit, the Board as a whole should encompass diversity in experience, skills and perspectives.

**3. Criteria for specific skill sought at this time**

**Previous Experience of Directorship and / or formal governance training is essential**

The specific governance and professional skills and personal attributes sought in the new Independent Directors at this time and therefore highly valued are:

* **Business Development / Diversification and Income Generation:** Ability to identify opportunities to create long term value for the organisation, sustainability and growth, and to minimise reliance on any one source of income.
* **Internal Policy Development**: Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organisation should operate.
* **Political influence:** Strong understanding of the political environment with experience in exerting political influence and effective networking.

The following skills are also desirable:

* **Risk & Compliance**: Ability to identify key risks to the organisation related to each key area of operations, and to monitor risk and compliance and knowledge of legal and regulatory requirements.
* **Finance & Audit**: Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements.

The Governance Committee will review Applicants against AHPA’s skills matrix, giving high regard to the above skills, and the complement of the Applicant’s skill base against the current Board. NB: Allied health professionals are not eligible to apply. AHPA is specifically seeking external independent directors.

**4. How to apply for an Independent Director position**

Applications must be made on the attached Application Form along with an up to date Curriculum Vitae / Resume.

Applications must be received by 5:00pm AEST on Friday 16th August 2019 by emailing [office@ahpa.com.au](mailto:office@ahpa.com.au). Applicants who are shortlisted will be invited to attend an interview.

Enquiries: For further information about the role, please email through your contact information and one of our Directors will get back to you as soon as possible.