

A photograph of two women standing outdoors, smiling. They are wearing blue polo shirts with 'Wellways' on the chest, purple caps with 'Wings on Wings' and a logo, and large, colorful rainbow feathered wings. They also have purple lanyards with ID badges. The woman on the left has white face paint on her cheek. The background shows trees and a building.

Candidate Information Pack Board Directors

Message from the Chair



Michael Gorton AM
Board Chair | Chair of
the Governance, Policy
and Advocacy
Committee

At Wellways Australia we are working to create an inclusive community where everyone can imagine and achieve their hopes and potential.

We are one of Australia's largest and most respected mental health, wellbeing and carer service providers. We have more than 40 years' experience working with individuals, families, carers and the community to identify their needs and goals and attain a great life in their community.

We were founded by families advocating to improve the services, information and support available to people with mental health issues and their carers. Making sure lived experience is at the heart of all we do remains key.

We seek positive change in laws, policies, social norms and behaviours through policy and advocacy which changes systems.

Uniquely, sitting at Board level, the Lived and Living Experience Authority (the Authority) ensures that the voice of Lived and Living Experience is central to all decision-making at Wellways. The Authority reviews our work, contributes to policy and advocates for those who we serve.

At Wellways, we're committed to walking alongside Aboriginal and Torres Strait Islander peoples as we work toward a more just and inclusive Australia.

Our partnerships extend to clinicians, GPs, hospitals, community health organisations, alcohol and other drug support organisations, and government, ensuring that our services and programs reach people in the communities in which they live.

All Wellways services focus on community inclusion. By community inclusion, we mean a commitment to ensuring all the people we serve have opportunities to fully participate in the community, without stigma and discrimination.

We are seeking like-minded Board members, who share our vision and can bring relevant skills and experience to our organisation.

Michael Gorton AM
Board Chair

Contents

Acknowledgement Of Country

Wellways acknowledges Aboriginal and Torres Strait Islander People as the traditional owners and custodians of the land on which we live, work and play and pays respect to their Elders past and present.

Cultural Inclusiveness and Safety	3
Roles Summary	4
About Wellways Australia	5
Wellways Believes	6
Organisational Chart	7
Wellways 4 goals	8
About the Roles	9
Required Commitment	10
Selection Criteria	11
How to Apply	12
FAQs	13





Cultural Inclusiveness and Safety

This recruitment process has been designed to be culturally safe and inclusive and trauma informed, in alignment with contemporary Diversity, Equity, Inclusion, and Belonging (DEIB) practices. We are committed to ensuring all candidates feel comfortable, respected and supported.

Wellways Australia are committed to child safety, inclusive communities, workplaces, policies and services for people of all backgrounds, genders, sexualities, cultures, bodies and abilities.

Roles Summary

**Organisation:**

Wellways Australia

Job Title:

- One Lived & Living Experience Board Director
- Two General Board Directors

Direct Reports:

Nil

Job Type:

Part-time

Location:

The lived & living experience board director can be based in any location across the east coast of Australia.

The general board directors can be based in New South Wales, Tasmania or Queensland, ideally from far north Queensland.

Expected Salary:

Both the lived & living experience board director and the general director roles are remunerated equally. The total remuneration is \$29,799 (inclusive of super) plus access to salary packaging.

The full position descriptions can be found here:

- [Lived & Living Experience Board Director](#)
- [General Board Directors](#)

About Wellways Australia

Wellways Australia (Wellways) is a leading not-for-profit organisation dedicated to ensuring all Australians lead active and fulfilling lives in their community. Wellways works with individuals, families and communities to help them imagine and achieve better lives, advocating for change to make sure people can access the best possible care and information when they need it.

Operating in Australia's eastern states and territories, Wellways provides a wide range of services and assistance for people with mental health issues, disabilities, young people, older Australians and those requiring community care. We are a values-led organisation. Wellways is committed to cultural safety and reconciliation with First Nations peoples.

The Wellways board works collaboratively with the Wellways Lived & Living Experience Authority. The Authority provides a lived experience governance voice partnering with the board to ensure that governance decisions reflect lived and living experience perspectives.

Useful Links

- [Services](#)
- [Annual reviews](#)
- [Reconciliation](#)
- [Advocacy and Policy](#)
- [Strategic Plan 2023-2027](#)
- [Locations and Contact Information](#)

Wellways Believes



An inclusive community where everyone can imagine and achieve their hopes and potential.



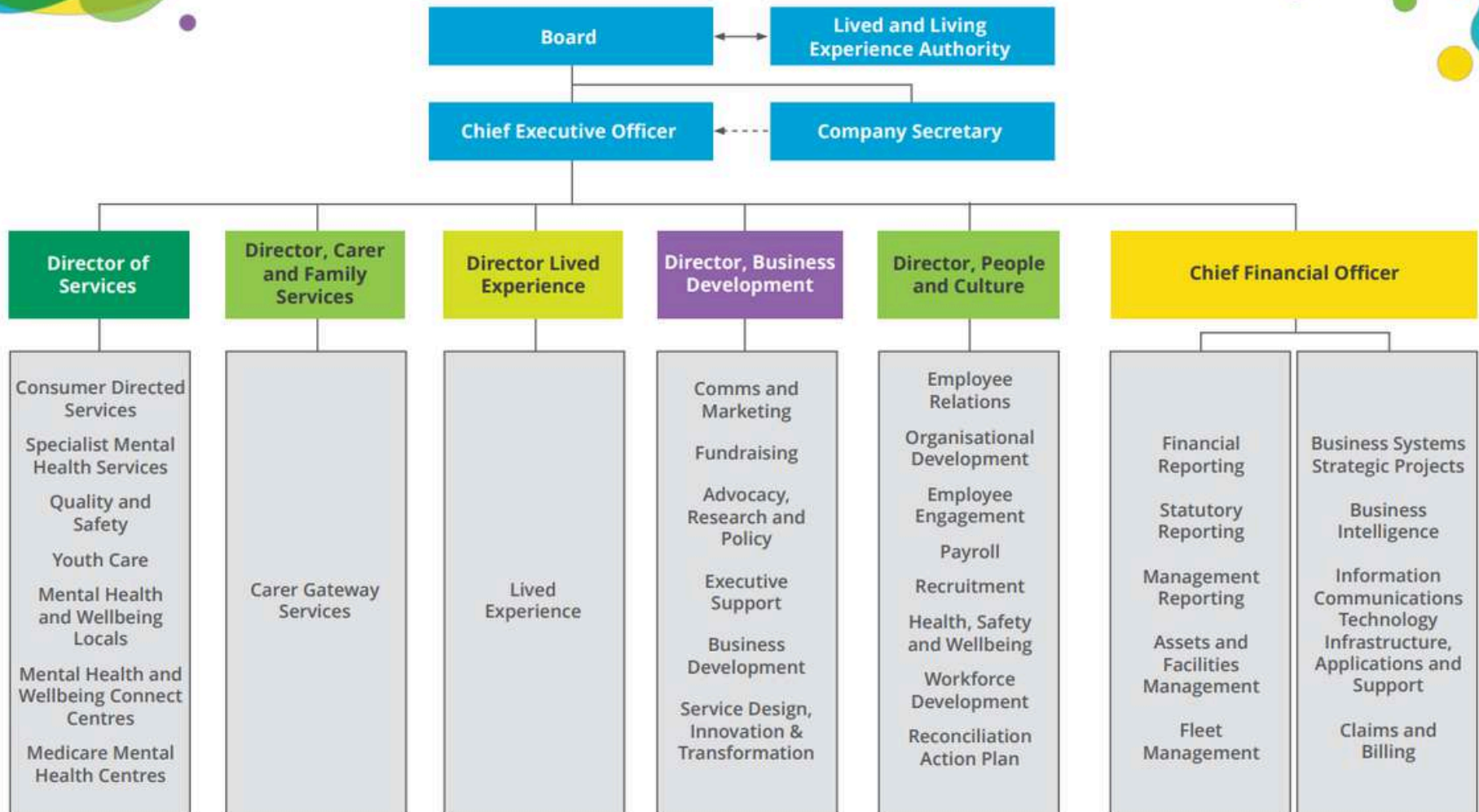
We work with individuals, families, and communities to build social, emotional, and physical wellbeing.



Values

Honesty, acceptance, fairness, commitment, and participation.

Wellways Organisational Chart



Wellways

4 Goals



Goal 1: A personal and valued service experience

We will deliver excellent services in every interaction we have. Our services are led by lived experience, follow our vision, driven by our purpose, and guided by our values.

[Find out more →](#)



Goal 2: A truly great place to work

Our people are dedicated to our vision, purpose, and values. Lived experience, inclusion, and our commitment to reconciliation are the foundation of our culture.

[Find out more →](#)



Goal 3: Standing up for what we believe in

We commit to shared futures and work hard to dismantle entrenched power. We shine a light on injustice, inequity, stigmas, and vulnerability.

[Find out more →](#)



Goal 4: Ethical and sustainable growth

Guided by our purpose, we continue to grow and become an even stronger organisation that delivers more services to more people.

[Find out more →](#)



About the Roles

The board is seeking to make three appointments to replace outgoing members.

The first vacancy is a lived experience-specific role, either with lived experience of mental health challenges or supporting/caring for a person with mental health challenges.

The lived & living experience board director will be based in any location across the east coast of Australia. This is an independent position separate from the Lived & Living Experience Authority.

The other two directors will be based in New South Wales, Tasmania or Queensland, ideally from far north Queensland.

Required Commitment

The required commitment is:

- A two-hour board meeting once per month.
- Directors sit on two of four committees which meet monthly, bimonthly or quarterly.
- While board and committee meetings are predominantly online via Teams, the board meets in person on three occasions during the year including attendance at the annual strategic issues day convened in Melbourne or another agreed location.
- Directors are invited to attend other organisational events throughout the year.

Wellways' director roles are remunerated with the remuneration reviewed annually.



Selection Criteria

You have a well-established network and connections through which you can provide intelligence and support for the work that Wellways undertakes.

You have a passion for the sector and are motivated to lend your skills and talents to a collegial and cohesive board working collaboratively with the Lived & Living Experience Authority, the CEO and the leadership team.

Ideally you have board, governance or committee experience, but it is not essential.

The full position descriptions can be found here:

- [Lived & Living Experience Board Director](#)
- [General Board Directors](#)



How to Apply

Your Application:

- Please read the complete position descriptions:
[Lived & Living Experience Board Director](#)
[General Board Directors](#)
- and [follow this link to apply online.](#)
- As we have a rolling model of recruitment there is no closing date for this role, and we recommend you apply as soon as possible.
- With your application, please include your CV and a cover letter that addresses the skills required section of the advertisement.
- Receipt of your application will be acknowledged and you will receive updates as you move through the process, including if you have been selected for interview.

We value the experiences, contributions, excellence, motivation and drive of individuals over formal education and qualifications, so even if you don't think you quite meet all the skills listed, you could be who we're looking for and we'd love for you to send us a resume and cover letter telling us about yourself.



Frequently Asked Questions

What is the close date for applications?

As we have a rolling model of recruitment, we assess applications as they are submitted; this means that we do not recruit to closing dates and recommend you apply to the opportunity as soon as you can to ensure you don't miss out. [Please use this link to apply.](#)

Is my background suitable for the role?

When considering your experience and suitability for a role, we encourage you to have a close look at the "Selection Criteria" page where we have included the key essential competencies of a successful candidate. We recommend you address the selection criteria when writing your 1-2 page cover letter, noting that we value the experiences, contributions, excellence, motivation and drive of individuals over formal education and qualifications, so even if you don't think you quite meet all the skills listed, you could be who we're looking for and we'd love for you to send us a resume and cover letter telling us about yourself.

Can you tell me more about what the client is looking for?

The best way to self-assess your suitability for the role is to read through the full position descriptions ([Lived & Living Experience Board Director](#) and [General Board Directors](#)), and the "About the Role" section of this document. We will have in-depth discussions with any successful candidates and provide you with a full brief before any interviews you may have with our client.

Location/can you consider a remote worker?

The lived & living experience board director can be based in any location across the east coast of Australia. The general board directors can be based in New South Wales, Tasmania or Queensland, ideally from far north Queensland.

Can you tell me more about the client?

To get to know the client a bit better, we encourage you to [visit Wellways Australia website](#) and [explore their LinkedIn page](#) and other links provided on page 5 of this candidate information pack.

When is the start date?

Recruitment has commenced for this role, which means our client is ready to select the right people; this should happen within the coming weeks as we move through the process.

Salary guide

Both the lived & living experience board director and the general director roles are remunerated equally. The total remuneration is \$29,799 (inclusive of super) plus access to salary packaging.

What are the key objectives for the board/future direction of the organisation / key challenges in the role / is it a newly created role / why is the position available etc.

We will answer these sorts of questions as part of the discussions we have with candidates identified as being of interest; any research you may have done through the suggested channels above will also give you insight into strategic directions and intentions of the organisation.