

23 December 2025

Candidate briefing

NO TO VIOLENCE

Board Member



BOARD MEMBERS, NO TO VIOLENCE (AUSTRALIA)

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| Title | Board Member (Board Director) |
| Reports to | Chair of the Board |
| Location | National – remote attendance. Once per year strategic planning in Melbourne |
| Headquarters | Melbourne Victoria, with offices in Sydney, NSW and Adelaide, SA |
| Remuneration | Reasonable expenses, as per policy (volunteer role) |

Background

No to Violence (NTV) is Australia's peak body for organisations and professionals committed to ending male family violence. For over 30 years, NTV has led national efforts to change men's behaviour through standards, programs, training, and policy development. It also operates a national telephone service providing counselling, information, and referrals for men who use violence.

Guided by a feminist approach, NTV places the safety and wellbeing of women and children at the centre of its work. Its vision is a world free from male violence, and its purpose is to lead the change to end male family violence in Australia.

The Board Directors (Board Members) are responsible for setting strategy and ensuring the organisation delivers on this critical mission.

For more information see:

- <https://ntv.org.au/about-us/>
- <https://ntv.org.au/about-us/vision-values-and-principles/>
- <https://ntv.org.au/about-us/annual-reports/>

The Board

- Timothy Lo Surdo (Chair)
- Sarah Rainbird (Deputy Chair)
- Debra Filippin
- Jilly Charlwood
- Kristin Haynes
- Luis Menezes
- Natasha Foster
- Troy Edwards

For more information, see <https://ntv.org.au/about-us/who-we-are/>

About the Board Member Roles

NTV is seeking to appoint new Board Members who will champion the purpose, vision, and strategic priorities of the organisation. You will embody the highest standards of professional and personal integrity and have a capacity for sound, ethical and collaborative decision making.

As a Board, you will be expected to actively participate in Board (5-6 per year) and Committee meetings (four to six per year), as well as strategic planning events and other activities as required.

We are currently seeking to fill two specific board positions:

Board Member/Director – Chair of Finance & Audit Committee: This position is becoming available due to the cyclical retirement of the current committee chair. The role is critical for ensuring the robust financial governance and strategic financial guidance of the organisation.

Board Member/Director – Member Organisation Focused: This is a newly identified position designed to address a skills gap on the board. The role will enhance the board's knowledge of men's behaviour change practice and ensure NTV is responsive to its membership base by bringing an authentic, practitioner, member and family violence sector perspectives to board deliberations.

Skills and Attributes

Common to All Board Directors

There are foundational requirements and attributes essential for any Director on the NTV Board.

Values Alignment (Non-Negotiable): You must demonstrate a deep understanding of and alignment with NTV's feminist theory of change. This includes a gendered analysis of the drivers of family violence and a clear understanding of the need to work with men to stop family violence at the source to ensure the safety of women and children.

Strategic Leadership and Governance: You will have a strong knowledge of the responsibilities of a Non-Executive Director, including legal, ethical, and financial duties. You must be able to contribute to strategy risk management and good governance through critical thinking, constructive questioning, and effective shared decision making.

Collaborative Contribution: You must be able to work collaboratively and respectfully with board colleagues, the executive team and management, contributing actively to discussions and helping others to contribute their best.

Specific Role Requirements

In addition to the common attributes, the following skills and experiences are sought:

Chair of Finance & Audit Committee

- A senior finance leader (such as a CFO or Finance Director) with significant experience in the not-for-profit sector
- Demonstrated experience serving on a Finance, Audit, and Risk Committee. Prior experience as a chair is not essential if the capability is clearly evident
- A commercial and forward-looking mindset, able to balance financial prudence with the need for strategic investment to support organisational impact and growth
- Critical experience with the complexities of government grant funding, including work across multiple jurisdictions
- The ability to act as a "technical translator," communicating complex financial information in plain English to provide clear, strategic advice to the board
- Experience with investment governance frameworks and managing relationships with investment managers
- A CA or CPA qualification is strongly preferred, but not mandatory for a candidate with a distinguished strategic profile.

Board Director (Member Organisation Focused)

- A respected professional from a specialist men's family violence service that is an NTV member organisation
- A deep, nuanced understanding of the men's behaviour change and broader family violence sectors, including its dynamics and politics, while being seen as a skilled and balanced contributor rather than a partisan player
- The ability to bring an authentic, practitioner-informed member voice to board deliberations. Your role is to provide insight as a director for the whole organisation, not to act as a delegate representing a specific member, group or jurisdiction
- Strong, credible relationships across the member network
- Deep programmatic and practice knowledge and understanding of clinical risk in the specialist men's intervention space.

Other roles

While there is commitment to appointing the two priority roles, the Board is also interested in hearing from candidates who may bring other valuable skills.

If you have experience in the following areas as secondary attributes, we are very interested to hear from you:

- **First Nations** : Candidates who identify as Aboriginal and/or Torres Strait Islander with experience in policy matters relating to this area and Indigenous peoples and communities are strongly encouraged to apply.

- **Fundraising and Business Development:** Commercial acumen with experience in revenue growth, philanthropy, or developing commercial partnerships.
- **Chair Succession:** We are always looking for individuals who show the potential and interest for future board leadership roles.

Remuneration and attendance

- These roles are currently unremunerated other than reimbursement of reasonable costs in accordance with company policy
- New Board members will be appointed initially till the October 2026 AGM with the expectation of appointment to a further term of three years
- Board and Committee meetings are held online, with an in-person 2-day Board Retreat held annually.
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How to express your interest

Expressions of interest (EOI) will be accepted via the **SHK website** as an application, go to www.shk.com.au/jobs to apply (scroll through to the advert for the details, application point and close date, noting this is subject to amendment).

Applicants are **required to submit the following documents** with their online application:

- A **current CV** (2 to 5-pages maximum is preferred) that outlines key board and committee experience, plus any senior professional roles
- A **concise cover letter** that broadly addresses motivation, key elements against the skills and experience sought and availability for the Board (no more than 2-pages/sides)

Selection processes will take some time and may include multiple interviews and selection stages. These may be conducted over the **next few months**, in late January and February 2026. Appointees will be likely announced in March to commence soon after. **All appointments are subject to probity checks.**

There may be delays in communications on this process due to decision making at each step and the summer break times. Candidates will be notified of their status at the appropriate stage, and you will be notified if you are short listed, or otherwise, once this decision has been reached.

For any further information post reviewing the brief and preferably after lodging your application, please contact Penny Wilson, Senior Partner, on penny.wilson@shk.com.au (preferred) or **text** +61 434 589 284.