



PERSON SPECIFICATION

Position Title:	Board Director
Remuneration:	\$25,000 per annum

About Cara

Cara was established in 1995 as a separately incorporated Association, however its history of service and support to people with severe and multiple disabilities, and their carers, began in 1950 with the formation of the Spastic Centres of South Australia.

Today, Cara is one of the largest disability service providers in South Australia, covering metropolitan and regional South Australia. With more than 1,100 staff, Cara work alongside people with disabilities, and their families, to provide support to empower people for greater independence through the provision of accommodation, respite and lifestyle support.

Rationale

Board and management have developed a new and ambitious 3-year strategy, and it's an opportune time to come on board to further enhance the Board's skills composition.

Applications are encouraged from appropriately qualified professionals, with a **genuine interest in people with disabilities and their families**. To be successful you will have had demonstrated Board experience, within large, complex and highly regulated organisations, particularly through periods of transformational change. Specifically, we are looking for experienced Directors with the following:

- **Strategic Financial and Commercial acumen**
- **Sales, Marketing & Communications**
- **People & culture**
- **Leadership & transformational change**

About the Board

Board of Directors undertake all governance responsibilities as stated in the Cara (Community Accommodation and Respite Agency Incorporated) Constitution and the Associations Incorporation Act 1985 as amended.

Under this Constitution, the Cara Board may have between 8-10 members including the President (Chair). Currently the Board meets on a monthly basis and there are two

committees of the Board: Finance & Audit, Governance & Risk and Directors are generally expected to each serve on a committee.

Details of the current board can be found on <https://cara.org.au/about-cara/our-people/our-board/>

For further information see <https://cara.org.au/about-cara/publications-annual-reports/>

Role of a Board Director

Skills and experience

Essential

- Previous board experience
- High integrity and ethics
- Collaborative and courageous with willingness to have robust and respectful conversations
- High degree of commercial judgement and instinct
- Advanced emotional intelligence and self-awareness
- Meaningful engagement - as an active contributor to the Board
- A genuine interest in people with disabilities and their families
- Strategic expertise and ability to respectfully challenge assumptions
- A strong affiliation with a not-for-profit culture and a values-led organisation
- Appropriate tertiary education and qualifications

Desirable

- Formal governance training (AICD qualifications preferred)
- CEO/Executive experience
- Understanding of social services sector e.g., aged care, health, disability sector
- Experience in sectors undergoing transformation and regulatory reform

Specific Skills

- Strategic Financial and Commercial acumen
- Sales, Marketing & Communications
- People & culture
- Leadership & transformational change

Mandatory

- NDIS screening clearance