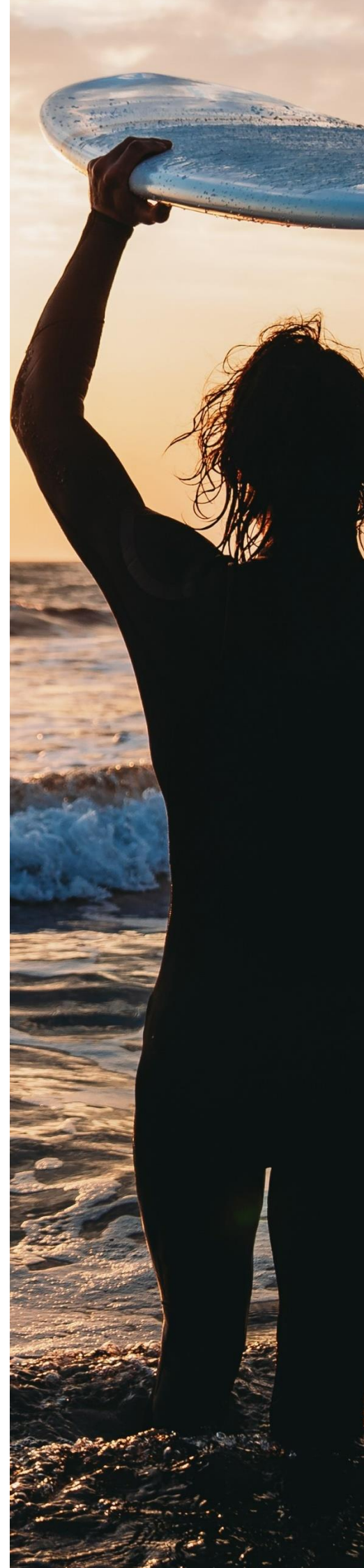


# **WATERMARK SEARCH INTERNATIONAL CANDIDATE BRIEF**

**Chief Executive Officer  
Australian Dental Association**  
June 2024



Presented by Watermark Search International.  
Trusted for over 40 years, focused on the future.



# About the ADA

The Australian Dental Association Inc (ADA Inc) is the national body of the federated peak dental association in Australia, supporting a membership base of over 17,000 Dentists, Specialists and Dental Students.

The ADA is a voluntary member organisation with branches in every state and territory. The ADA maintains an active presence in every state and territory, providing education and face-to-face assistance to members, delivering public oral health advisory services, and advocating on key issues affecting the profession. The three main objectives are:

- To support members by enhancing their ability to provide safe, high quality professional oral health care
- To encourage the improvement of the oral and general health of the public
- Promotion of the ethics, art and science of dentistry

The ADA is a not-for-profit organisation. Its members include the great majority of practicing dentists, nearly all students of dentistry and a committed cohort of retired dentists. As a professional association and an incorporated entity, the true 'owners' of the ADA are its members. In order to provide more formal leadership and direction, the ADA adopted a Constitution in 1928 that empowered elected members to govern the organisation.

At a national level, the ADA is governed by a Board, which is responsible for the strategic direction, vision, and high-level operation of the Association. The Board comprises 5 elected ADA member directors and up to 2 appointed directors.

## Board Members

### Dr Scott Davis, Chair/President & Board Director



With experience in remote dental practice, academia and private practice, Dr Scott Davis has worked as a consultant prosthodontist, with a primary interest in implant rehabilitation and full mouth reconstruction. Scott has been involved with the ADA for many years, including as a NSW Branch Executive Council member, a Federal Council member, and a Federal Executive member. He is a member of several Federal ADA Committees including the DIME and Constitution and Policy Committees, plus Chair of the Specialist Working Group.

### Dr Chris Sanzaro, Deputy Chair/Vice-President & Board Director



Elected to Federal Executive in 2020, Dr Chris Sanzaro has been a Federal Councillor since 2014. Chris served as ADATas Branch President in 2014-15 and has been elected to the ADATas Council since 2010. He is currently a member of the Constitution and Policy committee, and Chairs the Recent Graduates Advisory Panel and Employed Dentists Working Panel for the ADA. Chris is a Graduate of the AICD, and Fellow of the ADI, PFA and ICD. Chris was previously a member of the Audit and Risk committee, and currently runs a private dental practice in Launceston, Tasmania.

#### **Dr Angie Nilsson, Board Director**



Nominated to the then-Federal Council by Queensland and NSW, Dr Angie Nilsson served in Tasmania as Branch President. The Clinical Director of Oral Health for Northern NSW, Angie is currently Chair of the Constitution and Policy Committee as well as serving on the Audit and Risk committee and several committees and working groups. She is a fellow of the International College of Dentists and the Pierre Fauchard Academy, and a graduate of the Australian Institute of Company Directors.

#### **Dr Andrew Gikas, Board Director**



A dentist in private and public practice in Melbourne, Dr Andrew Gikas holds a clinical teaching position at the University of Melbourne, in addition to being a VMO at the Alfred Hospital. After various regional group and committee roles, Andrew was elected to the ADA Victorian Branch Council in 2012, serving as Branch President in 2016-17. A member of the Dental Education and Training Committee, and the Nominations and Remunerations Committee, Andrew was elected to Federal Council in 2020 and Federal Executive in 2022.

#### **A/Prof. Sharon Liberali AO, Board Director**



The Director and Senior Consultant of the Special Needs Unit, Adelaide Dental Hospital, Associate Professor Sharon Liberali is the Program Convenor for Geriatric and Special Needs Dentistry at the Adelaide Dental School, and Principal Dentist at Health Partners Dental. In 2019, Sharon received a Distinguished Service Award from the Federal ADA and in 2020 from the SA Branch of the ADA. In 2023, she was recognised in the King's Birthday Honours receiving an Officer of the Order of Australia and listed on the COVID-19 Honour Roll.

#### **Mr Peter Day, Board Director**

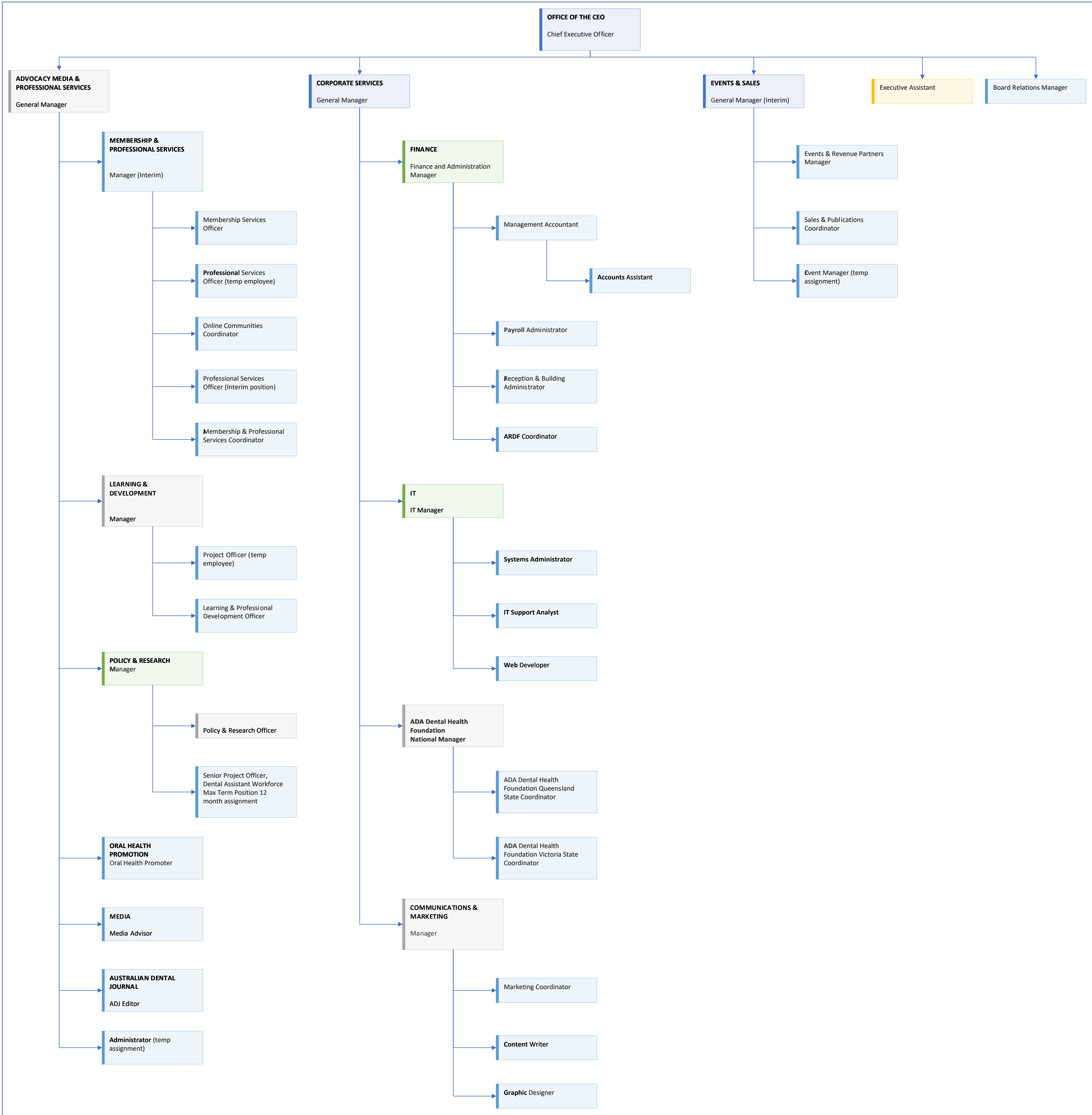


The first independent member of the then-ADA Federal Council, Mr Peter Day has held numerous governance and management positions in mining, manufacturing, food, and financial and regulatory services industries across Australia and internationally. Peter's career has included board positions on significant ASX-listed companies such as Alumina, Centro and Ansell Limited, as the Deputy Chairman of ASIC, the regulator for companies in Australia and a position on the Takeovers Panel, the independent body that considers takeover disputes in Australian public companies.

#### **Mrs Susan Petrellis, Board Director**



Managing Director of innovation strategy firm Bounce Partners, Mrs Susan Petrellis BSc. MBA GAICD is a non-executive director in public and private organisations operating in the STEM environment. Her international career has operated in the pharmaceutical, dental, medical, biotechnology and food sectors, with governance interests lying in corporate development and transformation, innovation, ESG and digital.



## The Strategic Pillars of the ADA



For more information, please visit the [ADA website](#).

The ADA's Strategic Plan 2023-2026 can be viewed [here](#).

# Role Summary

The Australian Dental Association provides policy leadership, advocacy, and policy in relation to oral health in Australia, offers extensive member services, including online continuing professional development, a broad range of publications and a biennial national conference. The organisation has a reputation for high-profile and collaborative stakeholder leadership whilst also supporting two charitable foundations as part of its philanthropic and community engagement.

The Chief Executive Officer (CEO) leads the management of the national Australian Dental Association and reports to the Board of Directors.

The CEO is the critical link between board and operations and is responsible for managing a small but dedicated team with five direct reports, including three General Managers and a small office of the CEO. The leadership function includes oversight of the organisational culture, the development and execution of organisational and operational strategy, financial management, reputation and relationship management, while undertaking a strong risk and governance role.

In recent years, ADA Inc has focussed on the development of an engaged, innovative, influential and collaborative culture. You will be able to demonstrate a commitment to continuing to build that culture while empowering those around you. While the federal Australian Dental Association currently enjoys a strong position, in today's economic climate professional associations face a number of challenges, in particular around membership, necessitating an emotionally intelligent, forward thinking and resilient leader to continue to build the organisation. The Board will be looking for a CEO who is both strategic and innovative, and able to articulate their vision and goals while coaching the team. You will have experience in a professional or industry -based membership organisation, ideally a Certified Association Executive, with runs on the board. You will be able to demonstrate that you are member focussed and can act as an advocate to members and on behalf of members with a broad range of stakeholders, while remaining committed to the getting the best outcome for members today and into the future.

## Key challenges

- Continue to develop and build robust and effective internal risk management and governance processes appropriate for the size of the organisation.
- Working collaboratively with state and territory branches, to build upon the advocacy strategy, capability and reach on issues critical to the dental profession.
- Ensure sound financial management of all service lines.
- Develop and build a stable working relationship with the new board, reflecting the culture and values of the organisation.
- Continue to grow and diversify the revenue streams and manage risks to the organisation.
- Adapt and strengthen the membership proposition to ensure it remains compelling to the changing member demographics.



## Key capabilities

- An experienced CEO with strong leadership qualities, accustomed to working with a board, who strives for excellence and thrives on challenge.
- A visionary strategist to navigate the needs of a federated professional membership body.
- An innovative business and people builder to drive the business forward.
- A coach and communicator to effectively lead change management initiatives whilst supporting and motivating the staff team.
- High levels of resilience and emotional intelligence.

## Key qualifications

- Relevant management qualifications.
- Demonstrated understanding of management systems in order to progress within the ADAs through the confederated structure.
- A Certified Association Executive (CAE) from the Australasian Society of Association Executives (AuSAE) would be highly regarded.

## Key skills

- High level skills in leadership, organisation and prioritisation.
- Change Management and coaching skills.
- High level strategy and risk management skills, whilst offering an innovative, growth-oriented mindset
- High level advocacy, external and internal communication skills, including media.
- Ability to promptly establish effective working relationships with board, staff, members and other key stakeholders via well-developed interpersonal skills and a high level of emotional intelligence.
- High level governance skills.
- High level financial management skills.
- An understanding of organisational transformation and project management principles.

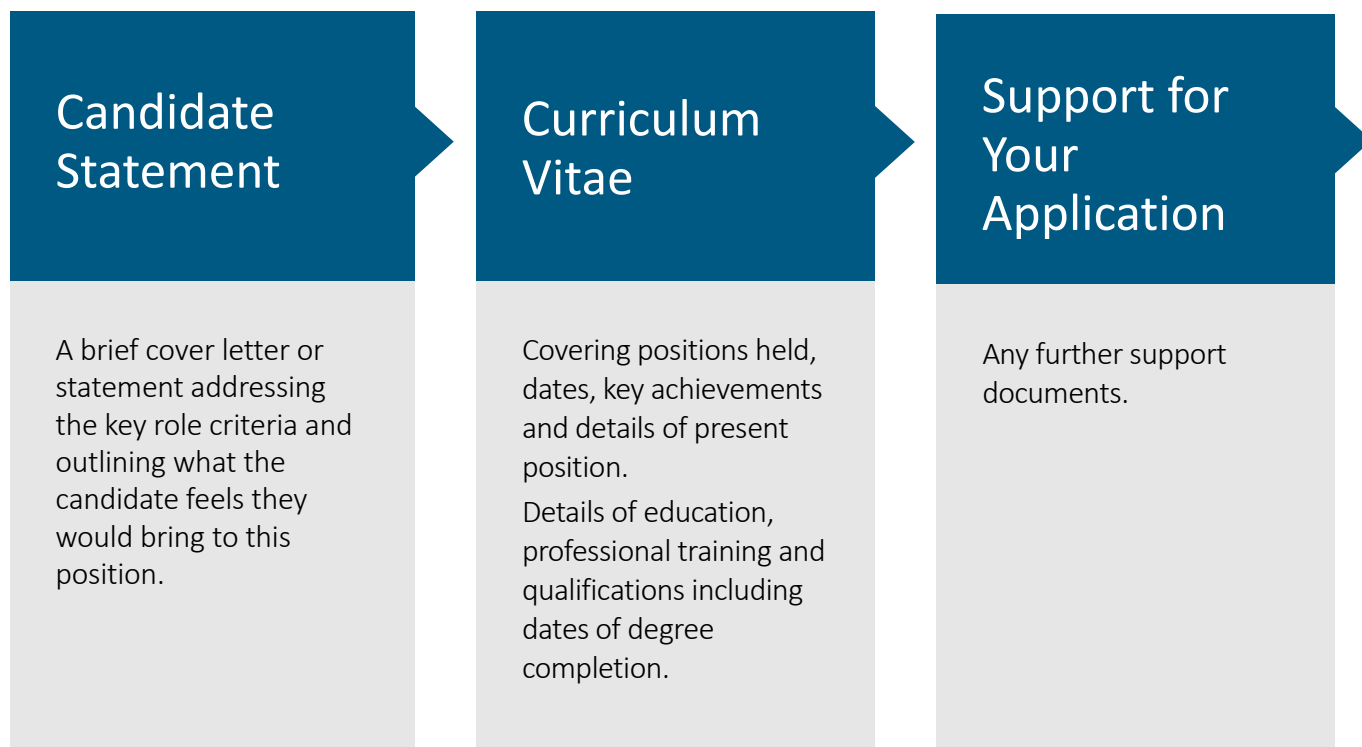
## Further attributes

- High levels of resilience
- An ability to effectively work with strong and diverse perspectives
- Media management experience
- Project management qualifications
- Governance qualifications (AICD or equivalent)

## How to Apply

An executive search is being undertaken by Watermark alongside the public advertisement.

Applications for the position will need to include the following:



For a confidential discussion please call Daniel Nicholls or Bronwen Kerr of Watermark Search International who are leading the search on behalf of the ADA.

**Daniel Nicholls**  
Partner, Executive Search  
0450 948 868

**Bronwen Kerr**  
Engagement Manager  
02 9233 1200

**Georgina Southwell**  
Project Administrator  
02 9233 1200

Please send your application quoting **Ref No A005544** to Watermark Search International at [search@watermarksearch.com.au](mailto:search@watermarksearch.com.au). We will reply to the email address used for your application.

**Closing date:** Sunday 30<sup>th</sup> June 2024 at 11.59pm AEST



## Contact Us

### Sydney

Level 32, 200 George Street

Sydney NSW 2000

+61 2 9233 1200

### Melbourne

Level 11, 385 Bourke Street

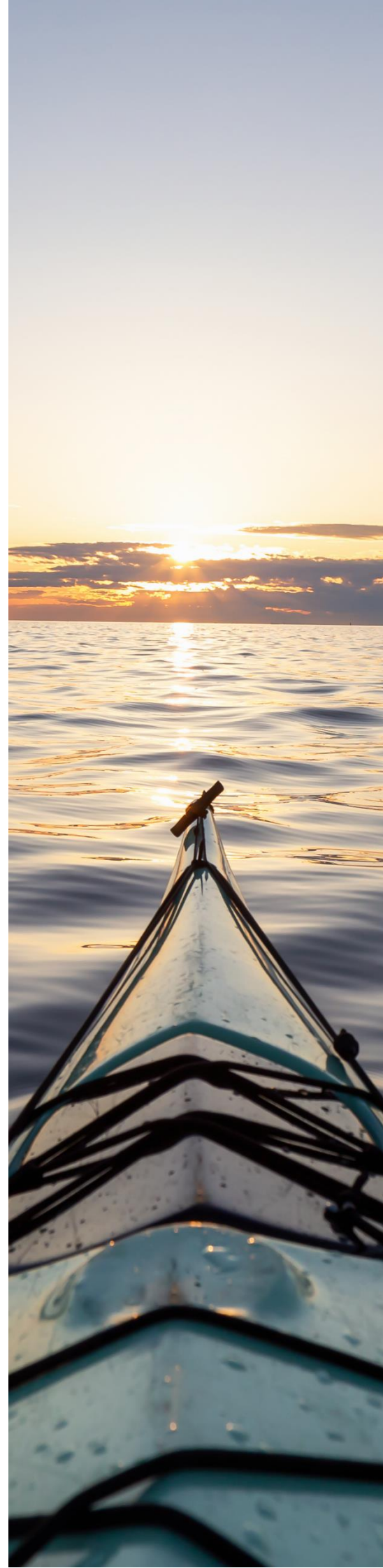
Melbourne VIC 3000

+61 3 8629 1333

[watermarksearch.com.au](http://watermarksearch.com.au)



**Watermark**  
SEARCH INTERNATIONAL





Watermark  
SEARCH INTERNATIONAL