

Watermark Search International

CANDIDATE BRIEF

NON-EXECUTIVE DIRECTORS

NEAMI NATIONAL

DECEMBER 2021



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Non-Executive Director/s Neami National

Overview

Neami is a specialist mental health provider that provides support and hope to Australians experiencing mental health issues. With an annual revenue of approximately \$120m and over 1,000 staff, Neami provides services in five states delivering on more than 80 contracts with State Governments, local Health Districts/Hospitals, Primary Health Networks and other funders.

Neami's Strategic Directions 2020-2023 emphasise a change in direction to more outward facing engagement, advocacy, partnership and thought leadership on sector reform. This is underpinned by increased emphasis on research, monitoring, evaluation and understanding of the impact of services on consumers, carers, the community and the sector more broadly.

Neami is committed to having greater national reach and diverse array of experience on its Board from across all parts of Australia where they have a presence, particularly NSW, NT, and SA. There is a strong focus on increasing the diversity on the Board to include Aboriginal and Torres Strait Islander groups and other communities that often don't have a significant voice in the governance of organisations.

Position

These are paid positions with generous salary packaging also available.

About you

Directors are expected to be passionate, collegial, respectful and independent.

On behalf of Neami, we are now seeking multiple candidates who can augment the existing Directors' skills in the following areas:

- Sound and prudent skills in overseeing/understanding the financial, risk and compliance requirements at a national \$100m+ organisation;
- Professional and/or governance skills in one or more of: strategy, accounting/finance, marketing, human resources, quality, safety and clinical governance, advocacy, risk management, digital transformation or cyber security;
- Strategic and innovative thinking and approaches;
- A good understanding of the Australian health system and its interaction with related mental health care and support systems;
- Achieving consumer outcomes in the community services, health or mental health sectors, particularly using data analytics, digital engagement or practitioner or lived experience;
- Experience in NFP/Government and commercial sector with an emphasis on the health care, mental health and wellbeing.

Neami is receptive to considering emerging directors who bring other experiences and skills.

Location: NSW, SA, NT, WA, VIC, QLD

More information about Neami can be found by clicking here: neaminational.org.au

Watermark Search has been retained exclusively to assist Neami. Applications are invited from persons interested in being considered for appointment to the Neami Board. Your applications should include a covering letter and a current resume that details your professional expertise, qualifications, experience, and capabilities in relation to this appointment.

For a confidential discussion please call Jen D'Arcy-Smith, Partner M: 0449 967 781 – **available from 10 January 2022**. Please send your application **quoting Ref No 69536** to Watermark Search International. Email: search@watermarksearch.com.au. We will reply to the email address used for your application. **Watermark offices are closed from 23 December 2021, reopening 10 January 2022.**

Closing date: 11:59pm, Sunday 23 January 2022.

POSITION DESCRIPTION

NON-EXECUTIVE DIRECTORS

LOCATION

NSW, SA, NT, WA, VIC (Sydney, South Australia and Northern Territory are of notable interest)

REPORTS TO

Chair and Board

Neami National is a specialist mental health provider – with an annual revenue in 2020/2021 of over \$100m. With over 1000 staff we provide support and hope to more than 27,000 Australians experiencing mental health issues. Neami is dedicated to our mission of achieving full citizenship for all people living with mental health issues in Australian society. A copy of the Annual Report and Financial Statement for 2020/2021 is [linked here](#).

Neami National has over 80 contracts with multiple State Governments, Local Health Districts/Hospitals, Primary Health Networks and other funders around Australia. We provide services in five States and the Northern Territory.

We believe that recovery is an individual process and that with the right kind of support everyone can live a life based on their own strengths, values and goals for the future. Neami is committed to demonstrating the highest standards of safety and quality across all services. Quality, safety, and clinical governance activities are key responsibilities of all staff and an essential process in the provision of safe and high-quality support services. Neami acknowledges and values diversity and inclusion – we know that it makes our teams, services and organisation stronger and more effective.

Overall Neami maintains a positive culture and there is high engagement by staff with the Vision and Purpose of the organisation and the work which we do. The Neami Strategic Directions for 2020-2023 ([linked here](#)) has Neami taking a change in direction to more external facing activity, including engagement, partnership, advocacy and sector reform and also greater focus on research, monitoring, evaluation and understanding the impact of our services on consumers, the community and the sector more broadly.

THE POSITIONS

Neami is seeking to recruit at least two new directors in the short term. The Board comprises a diverse complement of Directors with a variety of technical, commercial and experiential backgrounds. It is envisaged that future appointments to the Board will help step-change the board's contribution to the evolution of the organisation in the next three to five year horizon and provide strong incumbency for Board and Committee succession.

KEY REQUIREMENTS

Directors are expected to be passionate, collegial, respectful and independent.

The successful applicant is expected to have at least one of the following backgrounds:

- proven ability to think strategically and innovatively;
- proven success in achieving consumer outcomes particularly using data analytics, digital engagement and practitioner or lived experience;
- sound and prudent responsibility for overseeing/understanding the financial, risk and compliance requirements at a \$100m+ organisation; or
- have broad health sector Board or executive management experience.

The successful applicant should possess the following personal qualities and characteristics:

- good listeners, are good critical thinkers, intuitive and decisive;
- pragmatic and common sense;
- hard working and get things done;
- understand the difference between governance and management;
- have good personal, professional and corporate connections and networks;
- have been through cycles and can deal with disruption and sensitivities;
- are resilient, measured, considered and a calming influence;
- personable with good EQ, care about people and are comfortable in their own skin;
- can coach, nurture and elevate executives and help get the most out of people; and
- help bring out the best in their fellow directors.

The successful applicant will also generally bring to the board (in addition to any subject matter expertise or experience):

- corporate oversight experience, business acumen and commerciality;
- strong board and governance experience;
- experience working within the profit-for-purpose like community service model; and
- experience working as, and with, Committee Chairs.

The successful applicant will ideally also bring:

- geographical diversity (Sydney, South Australia and Northern Territory are of notable interest);
- Cultural and Linguistically Diverse (CALD) perspectives; and/or
- Indigenous perspectives; and/or or
- age diversity; and/or
- lived experience.

TIME COMMITMENT

At least 10 Board meetings per year for both Neami plus committee work, with at least four committee meetings per year, other attendance and functions as determined from time to time. There is also an annual Board Retreat, held face to face, of at least two days. As a guideline, the time commitment is an average of 20 hours per month.

LOCATION

It is expected that there will be at least five 'face to face' meetings per year - generally held in Preston, Victoria. Directors from interstate will have reasonable travel expenses met. Committees and some Board meetings are run through Zoom.

CHAIR

Tony Nippard. Tony was elected to the Neami Board in 2014 and appointed Chair of the Neami Board in October 2019. He is an experienced company director in the not-for-profit and public sectors and has previously occupied senior positions in the Victorian public service.

BOARD DIRECTORS

Details of the current Board members are available at:

neaminational.org.au/about-us/leadership-and-governance/the-board-of-directors/

NATIONAL LEADERSHIP TEAM

Details of Neami's senior executives are available at:

neaminational.org.au/about-us/leadership-and-governance/national-leadership-team/

REMUNERATION

This is a paid position - \$20,485pa. Generous salary packaging is also available. Reasonable travel expenses will also be met.

TERM OF APPOINTMENT

Three year appointment, or as agreed by the Members of Neami.

HOW TO APPLY

AN EXECUTIVE SEARCH IS BEING UNDERTAKEN BY WATERMARK ALONGSIDE THE PUBLIC ADVERTISEMENT

This position is subject to a Police Records Check and Qualification Check, Misconduct Screening, Conflict of Interest declaration and other probity checks.

CANDIDATE STATEMENT

A Cover Letter outlining what the candidate feels he/she would bring to this position.

CURRICULUM VITAE

- Covering positions held, dates, key achievements and details of present position
- Details of education, professional training and qualifications including dates of degree completion
- Any other relevant information

REFEREES

Name and title details of three referees whom the Consultant may contact. Referees will only be contacted after prior consultation with the candidate.

SUPPORT FOR YOUR APPLICATION

For a confidential discussion please call Jen D’Arcy-Smith of Watermark Search International (available from 10 January 2022) who is leading the search on behalf of Neami National.

Jen D’Arcy-Smith

Partner, Executive Search

0449 967 781

Please send your CV along with a 1-2 page cover letter explaining your claim for the role, quoting Ref No **69536** to Watermark Search International at search@watermarksearch.com.au

We will reply to the email address used for your application.

Closing date: 11:59pm, Sunday 23 January 2022

WHO WE ARE

WATERMARK SEARCH INTERNATIONAL (WATERMARK) WAS FIRST ESTABLISHED AS WARD HOWELL INTERNATIONAL IN AUSTRALIA IN 1979. THE FIRM HAS BEEN ENGAGED IN EXECUTIVE SEARCH FOR SENIOR POSITIONS SINCE THAT TIME AND HAS CEMENTED ITS POSITION AS ONE OF AUSTRALIA'S MAJOR EXECUTIVE SEARCH FIRMS.

Watermark has 40 years' experience providing Executive Search assistance to some of the world's most successful companies, NGO's, State and Federal Government departments.

EXECUTIVE SEARCH

Founded in 1979, we are one of the longest established Australian executive search firms. Despite the fact that we are, above all else, an Australian based firm, we have an established track record in attracting and securing overseas candidates. We have considerable expertise in senior executive appointments across a broad range of public and private sector organisations.

Our firm has been built on a substantial body of work undertaken for publicly listed companies, private companies, state owned corporations, government agencies, departments and advisory boards.

INTERIM EXECUTIVE MANAGEMENT

We provide immediate and high-level specialist executives, including senior managers, with the experience to bring stability to and provide guardianship for a company during a period of change, executive absence or performance turnaround.

We also assist with providing executives who deliver on projects, programmes or specialist reviews. When clients are ready to appoint an executive, we normally complete the assignment in two to three weeks. Our latest survey shows that those executives remain in place for an average of 7½ months.

BOARD SEARCH

We believe that strong boards make for better organisations and improved business performance. In conducting searches, we do not simply look for 'a name' but rather search for candidates with the relevant skills to add real value to a board. We often start our board search by working with the client to

produce a Board Skills Matrix, which then informs the specific brief.

DIVERSITY

We pride ourselves on delivering the best candidates in the marketplace for consideration by our clients. We go further than most executive search organisations in ensuring that our clients have a gender diverse range of candidates as part of the process. Over the past three years, nearly 50% of all successful candidates introduced by Watermark were female.

In addition to our focus on gender diversity we have also had the opportunity to assist a number of Indigenous organisations secure high-quality candidates through well targeted executive search.

THE WATERMARK PROMISE

COMMUNICATION

We work closely with clients and candidates at every stage of an executive search assignment; this includes both regular updates of progress and ongoing feedback about market issues and other relevant industry developments.

CONFIDENTIALITY

Watermark is experienced in dealing with the unique challenges of recruiting senior executive roles. Our processes are confidential, robust, well-documented and stand up to external scrutiny.

CANDIDATE CARE

At Watermark, we have a duty of care to all candidates and we treat successful and unsuccessful applicants with the same level of respect.

We update candidates on each stage of the process and offer specific feedback regarding candidate capabilities and experience.

We offer best practice candidate care throughout the selection process. Our detailed understanding of the challenges and opportunities facing organisations and our developed knowledge of structure, culture, strength, strategies and values allow us to act as your representative openly and with integrity.

CANDIDATE CHARTER

We respect our candidates as individuals and value them as an integral asset to our business. Our focus is on understanding their talents and aspirations and matching them to the right role and organisation. Whether we approach you about a specific role or you contact us to explore opportunities, we want you to experience our commitment to providing a seamlessly professional, constructive, integrity driven service where we care about our engagement with you.

OUR CODE OF ETHICS

Members of the [Association of Executive Search Consultants](#) (AESC) are guided by the following ethical principles, which reflect fundamental values of the retained executive search consulting profession. The AESC is committed to educating its members about the application of these principles.

AESC MEMBERS WILL:

- **Professionalism** conduct their activities in a manner that reflects favourably on the profession
- **Integrity** conduct their business activities with integrity and avoid conduct that is deceptive or misleading
- **Competence** perform all consulting assignments competently, and with an appropriate degree of knowledge, thoroughness and urgency
- **Objectivity** exercise objective and impartial judgment in each consulting assignment, giving due consideration to all relevant facts
- **Accuracy** strive to be accurate in all communications with appropriate parties to the assignment, and encourage them to exchange relevant and accurate information
- **Conflicts of Interest** avoid, or resolve through disclosure and waiver, conflicts of interest
- **Confidentiality** respect confidential information entrusted to them by appropriate parties to the assignment
- **Loyalty** serve their clients loyally and protect client interests when performing assignments
- **Equal Opportunity** support equal opportunity in employment
- **Public Interest** conduct their activities with respect for the public interest

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If ever you feel we have not lived up to this code of ethics, please tell us. We want to know.

Email our Managing Partner at David.Evans@watermarksearch.com.au.

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