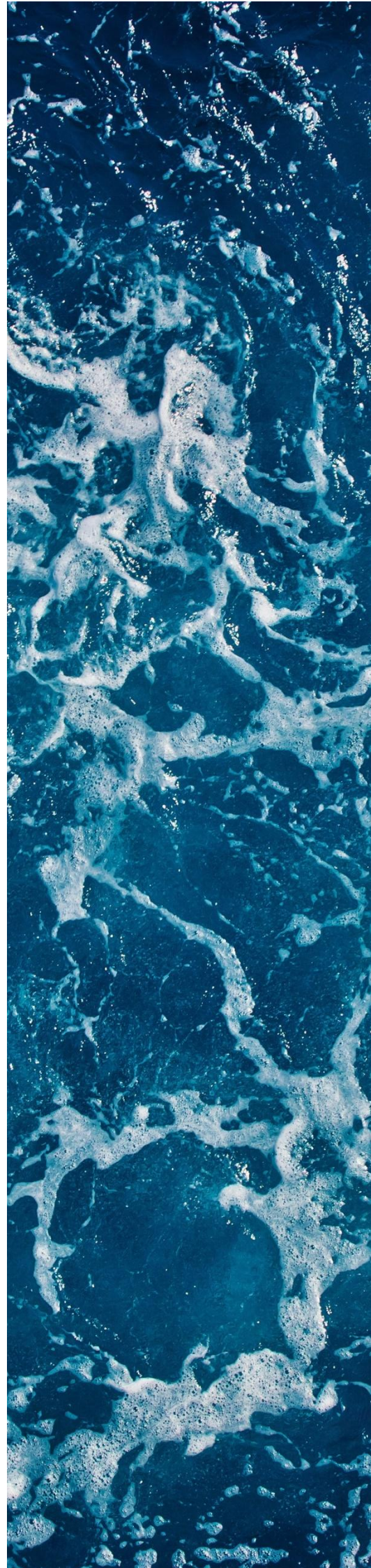


# **WATERMARK SEARCH INTERNATIONAL CANDIDATE BRIEF**

**Non-Executive Director  
Architecture Media Ltd**  
November 2025



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



## Position Description

<b>Title</b>	Director
<b>Reports to</b>	Chairperson / Board
<b>Employment type</b>	Independent Non-Executive Director

## Non-Executive Director Position Description

### About Architecture Media Ltd (AM)

Architecture Media Pty Ltd (AM) is an online and print publisher and events company focused on the built environment. Since establishment in 1987, we have been the most trusted voice on architecture and design. We are an independently operated wholly owned subsidiary of the Australian Institute of Architects (RAIA). Our focus is on – practitioners, clients, suppliers and the wider design-interested community.

Design adds immeasurable value to our environment, contributing to a sustainable future, economic success, health, wellbeing and enjoyment. AM celebrates these achievements through websites, print and digital publications, awards programs, podcasts and speaker events.

Our products are variously endorsed by the Australian Institute of Architects, the Australian Institute of Landscape Architects, the Design Institute of Australia and the Planning Institute of Australia.

AM's portfolio includes the highly regarded digital and print publications – *Architecture Australia*, *Houses*, *Landscape Architecture Australia*. websites and widely circulated newsletters such as ArchitectureAu, and InteriorsAu.

Beyond publishing, we foster professional excellence and community through our industry-leading podcasts, awards, and events programs. These include the Houses Awards, the Eat Drink Design Awards the Australian Interior Design Awards and the Architecture Symposium.

### About the Board:

AM is governed by a five-member Board of Directors, is responsible for employing and supporting the CEO, setting the company's strategic direction, overseeing its performance, and ensuring its long-term financial sustainability.

The Board composition is:

- Two or three independent non-executive directors
- One or two RAIA Member non-executive directors
- One Shareholder representative

As part of fulfilling its responsibilities, each year the AM Board meets at least five times, with Board meetings held face to face in South Melbourne and online. Board Working Groups might be formed from time to time.

A Director will hold office for three years and may be reappointed for up to two consecutive three-year terms up to a maximum of nine years.

## **BOARD RESPONSIBILITIES**

The primary role of the Board of Directors of AM is to enhance long-term viability by

- (i) selecting and supporting the position of Chief Executive Officer,
- (ii) establishing and reviewing the strategies and goals of AM, and
- (iii) overseeing the business and affairs of AM considering emerging risks and opportunities.

The Board establishes the strategic direction, supports the CEO, assesses its own effectiveness and is ultimately responsible for ensuring the organisation remains viable and effective in the present and for the future.

Board members have a responsibility to act honestly, exercise reasonable care and skill and understand their fiduciary duties whilst performing their necessary tasks on behalf of the organisation.

## **Independent Director Vacancy**

### **Position Description:**

AM is seeking two experienced and committed non-executive directors with relevant senior leadership experience to help guide the company through its next phase of growth and digital transformation.

The candidate will have demonstrable experience in a director role, will contribute to the future direction of the company and have a strong understanding of corporate governance, as well as a track record in ethical leadership and strategic plan implementation. etc

### **Specialist Requirements**

Essential:

- Ideally an experienced NED
- Built Environment experience alongside a strong commercial awareness of the economic, social, environmental and technological forces shaping the environment.
- The ability to anticipate the future industry
- MAICD or GAICD

## BROAD KNOWLEDGE AND SKILLS

In addition to the specialist skills and experience mentioned above, it is expected that applicants will have knowledge and skills in many of the following areas:

Digital Media and Transformation	Demonstrated ability to guide and govern digital transformation initiatives — including modernising publishing platforms, integrating digital tools, and managing digital product portfolios. Experience in user experience (UX), online audience engagement, or leveraging emerging technologies to drive performance. (AI)
Data governance and Analytics	Knowledge of data management frameworks, analytics, and insights for decision-making. Understanding of privacy, consent, and ethical use of data, particularly first-party data collection and analysis for digital performance dashboards and audience research.
Business model innovation & Diversification	Ability to identify, test and scale new commercial opportunities beyond traditional advertising and print. Experience with new media monetisation models such as digital subscriptions, partnerships, sponsorships, CPD products, and licensing.
People, Culture & Change Leadership	Experience developing high-performance cultures, leading organisational change, and building workforce agility. Ability to oversee people capability strategies that align with transformation and innovation goals.
Strategic Thinking	Ability to envision AM's future, translate the Strategic Plan into actionable steps, and adapt to evolving industry landscapes.
Financial Acumen	Expertise in interpreting financial statements, budgets, and forecasts. Ability to guide sound, long-term financial decision-making for organisational sustainability.
Governance	Deep understanding of governance best practices, legal and ethical responsibilities of directors. Experience in ensuring board effectiveness and accountability.
Risk Management	Proactive identification, assessment, and mitigation of risks impacting AM's operations, reputation, and financial stability.
Architecture and design industry knowledge	A deep understanding of the architecture, design, and built environment sectors in Australia — including the professional, commercial, and cultural dimensions of the industry. Insight into audience needs, practice trends, and sector challenges.
Industry Trends	Understanding of economic, social, environmental, and technological forces shaping the built environment. Ability to anticipate future industry needs.

## Personal Attributes:

Leadership & Growth Mindset	Visionary leadership, inspiring and motivating others towards AM's growth & mission. Ability to build consensus while maintaining independence of thought and navigating complex issues. Encourages innovation and continuous improvement — fostering a culture that
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	embraces creativity, experimentation, and adaptive thinking across the organisation.
Constructive communication	Excellent oral and written communication skills. Ability to articulate the AM's value proposition to diverse audiences. Articulates ideas clearly and succinctly, balances challenge with support, and contributes to a constructive, solutions-focused board culture.
Collaboration & Respect	Collaborative mindset, fostering teamwork and open dialogue through active listening. Ability to build relationships with diverse stakeholders. Contributes thoughtfully in board discussions, and respects the perspectives of others — including management, fellow directors, and creative professionals.
Adaptability and openness to change	Embraces innovation and organisational transformation, particularly as AM rebalances its digital and print models. Comfortable with ambiguity and iterative improvement.
Integrity and Independence	Unwavering commitment to ethical conduct, transparency, and accountability. Aligns with the AM's values and Code of Conduct. Exercises judgment that upholds editorial independence, professional ethics, and transparent governance. Willing to question assumptions, challenge constructively, and act in the best interests of AM.
Sound judgement and accountability	Makes decisions based on evidence and collective interest, taking accountability for outcomes and contributing to a culture of transparency and performance.
Commitment to continuous learning	Engages in ongoing professional development and keeps abreast of changes in governance, technology, and the design media landscape. Encourages a culture of growth and innovation across AM..
Diversity and Inclusion	Understanding of the value of diverse perspectives and experiences, understands and values the perspectives of AM's diverse audiences — architects, designers, clients, advertisers, and community partners — ensuring decisions enhance trust and engagement.

AM values diversity, equity and inclusion and encourages applications from candidates across age, race, culture and gender spectrums.

## Application

Please provide a brief cover letter expressing your interest in the role, together with a CV, and send to Watermark International by no later than Sunday 23rd November 2025.

### Further information for Watermark:

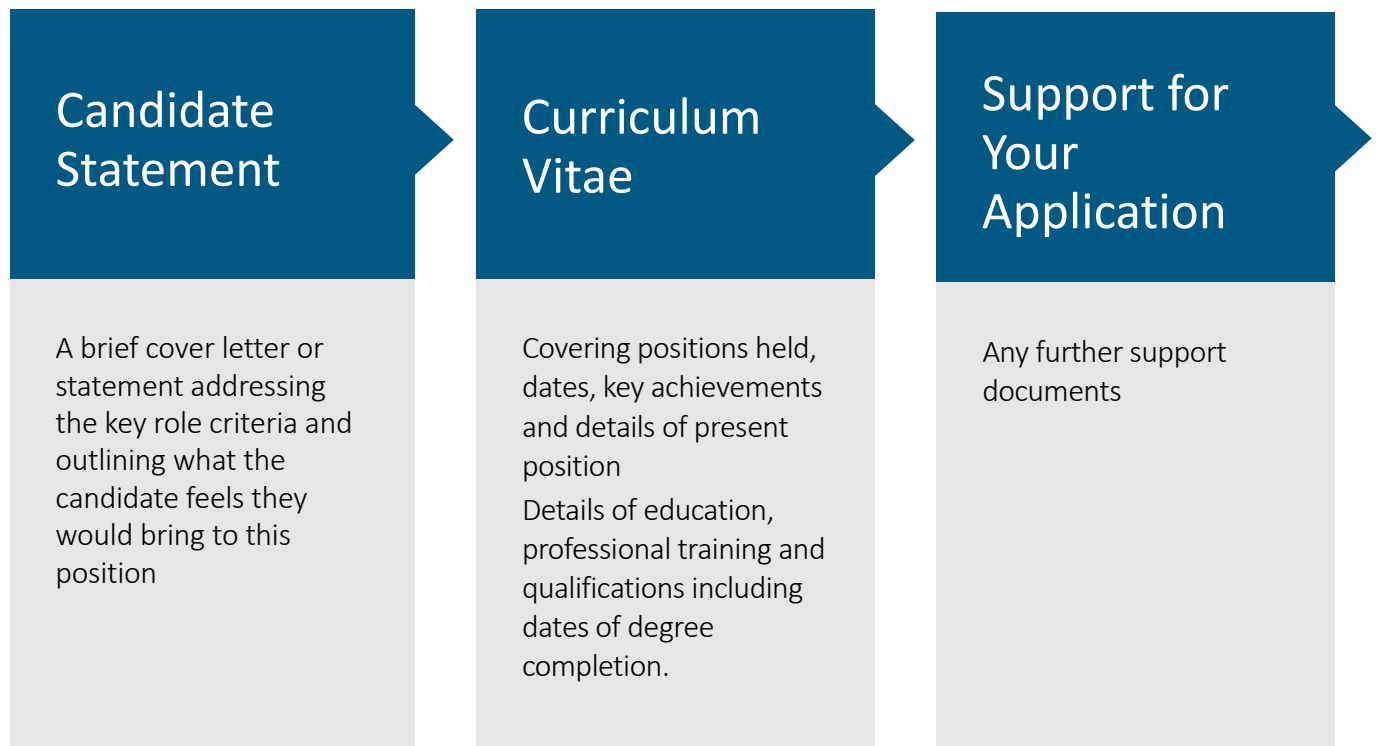
Proposed Board Meetings in 2026 (half day)

Day	Date	Time	Location
Friday	20 <sup>th</sup> February	TBC	TBC
Tuesday	21 <sup>st</sup> April	TBC	TBC
Friday	31 July	TBC	TBC
Tuesday	22 <sup>nd</sup> September	TBC	TBC
Friday	4 <sup>th</sup> December	TBC	TBC

## 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 Robert Atkinson or Alison Myatt of Watermark Search International who are leading the search on behalf of Architecture Media Ltd.

**Robert Atkinson**

Partner, Executive Search  
0410 169 215

**Alison Myatt**

Head of Research  
0412 630 817

**Sophie Johnson**

Project Administrator  
02 9239 1218

Please send your application quoting **Ref No A006158** 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.

## Our Capabilities



### Executive Search

Founded in 1979, we are one of the longest established Australian executive search firms. Even though we are, above all else, an Australian based firm, we have an established track record in attracting and then 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, professional services, state owned corporations, government agencies, departments and advisory boards.



### Interim Executive

We provide immediate and high-level specialist executives 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, programs or specialist reviews. When clients are ready to appoint an executive, we normally complete the assignment within two weeks. Our latest survey shows that those executives remain in place for an average of 9 months.



### Board Appointments

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.

Our track record ensures familiarity with the specific, and often sensitive, challenges involved in appointing Non-Executive Directors and Chairs with the right skill, personal and cultural fit.



### Thought Leadership

As thought leaders, we undertake various pieces of research and market analysis to form our Agile Leadership Lessons Podcast, Annual Interim Executive Survey and Board Diversity Index. To view our current reports please [click here](#).



## Candidate Care



At Watermark, we recognise we have a duty of care to both our clients and the candidates. As an ambassador for Architecture Media Ltd, we recognise how important our role is in representing your brand, we take this responsibility seriously and treat successful and unsuccessful applicants with the same level of respect:

- All candidates filtered out before an initial interview are advised in writing.
- Candidates sourced by Watermark are called and given feedback on their performance throughout the selection process; this includes feedback about their experience, knowledge, capabilities and fit for the organisation as well as feedback about their interviewing and presentation techniques.
- Candidates who proceed to client interviews are debriefed and receive feedback either face-to-face or over the phone; this includes feedback as outlined above, plus specific feedback from any notes taken during the interview. We also provide feedback on areas for development such as interview skills, professional development and career guidance.

## 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.

[Association of Executive Search Consultants](#) (AESC) members and their people are guided by a Code of Professional Conduct and Professional Practice Standards.

Please click [here](#) to view Watermark's membership certificate of good standing with AESC.

The AESC Code of Professional Conduct is summarised through these critical values:

- **Ethics & Integrity**
  - We put integrity above all else
- **Excellence**
  - Excellence guides the work we do
- **Objectivity**
  - We exercise independent, objective judgement
- **Diversity & Inclusion**
  - We know the power of diverse talent and inclusive cultures
- **Confidentiality**
  - We safeguard any confidential information entrusted to us

To read the full AESC Code of Professional Conduct, please [click here](#).

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If ever you feel we have not lived up to this Code of Professional Conduct, please tell us. We want to know. Email our Managing Partner at [David.Evans@watermarksearch.com.au](mailto:David.Evans@watermarksearch.com.au)

## Contact Us

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