

Australian Physiotherapy Association Board Member (Non Member Director)

The Australian Physiotherapy Association (APA) is inviting applications from suitably qualified candidates to join the APA Board of Directors.

As stewards of the APA, the Board of Directors is responsible for the oversight of the APA's strategy, corporate governance and risk management. The APA Board of Directors has a strong commitment to ethical practices and believes that a Board should lead a strong and positive culture from the top of the organisation.

The APA has a high performing Board of Directors with a strong focus on continuous governance improvement. In place are three Board subcommittees that are the Audit and Risk Committee, Insurance Safety Committee and the Nominations, Remuneration and Governance Committee.

This is a remunerated position. For 2025 the amount is \$19,956 (incl super) plus an allowance for each subcommittee the Director is a member of. Directors are expected to be a member of at least one subcommittee.

The term of the appointment is for three years. Directors can serve up to three terms.

The APA welcomes applicants from all over Australia.

Board Meetings are held in Melbourne, face to face on Fridays. There are between 6-7 meetings per year. Flights, accommodation and meals are provided by the APA. Board Members are expected to serve on at least one subcommittee, with meetings held 5-6 times a year, mostly remotely but with one face to face meeting. Board Members are also expected to attend a 2 day face to face meeting with the National Advisory Committee and to attend an annual APA Conference.

Further details are in the Position Description (attached).

Selection criteria

In your application please include:

- A short CV (maximum 2 A4 page)
- A statement (maximum 1 A4 page) outlining why you would like to be an APA Board Member and the desirable attributes that you can bring to the APA Board.

Please provide your completed application with contact details to the APA at recruitment@australian.physio by 1 May 2025.

All applicants will receive an automated notification that their application has been received.

Only those selected for interview will be contacted further about their applications.

Further information

For further information please contact the Company Secretary, Melanie Sherrin, on 0412 219 018 or via email at melanie.sherrin@australian.physio

Position Description

Position title:	Non-Member Director
Business Unit:	Board
Reports to:	Chair of Board
Date approved:	April 2025

About us

The Australian Physiotherapy Association (APA) is the peak body representing the interests of all physiotherapists in Australia. It does so by advocating for access to quality physiotherapy services, providing leadership in the wider health landscape, creating lifelong information and learning opportunities for its 33,900 members, and promoting the value of physiotherapy to the community.

APA is committed to building a stronger profession by supporting the capacity of all members in their professional practice. The APA is committed to growing its representation of members within the Association and supporting its state branches to deliver exceptional support to state-based members.

APA is a company limited by guarantee. It is governed by a Board of Directors elected by representatives of all stakeholder groups within the Association, and two independent (Non-Member) directors.

Our Values

APA is proud of its culture which is underpinned by the following values for its employees & its board and committees: accountability, collaboration, courage, excellence and respect. APA is proud to be an Employer of Choice, including being a HRD 5-Star Employer of Choice 2022-2024, Winner of the 2022 Association of the year award & has a great working culture that is under pinned by our values.

APA is committed to the principles of diversity, equity and inclusion and actively guards against unfair discrimination on any grounds.

About the role

As stewards of APA, the Board of Directors is responsible for the oversight of the APA's strategy, corporate governance and risk management. The APA Board of Directors has a strong commitment to ethical practices and believes that a Board should lead a strong and positive culture from the top of the organisation.

Key Responsibilities

Strategic Thinking

- Develop and approve the APA's vision, mission, goals, objectives, and strategy, adjusting as needed.
- Provide strategic advice and demonstrate a visionary, big-picture mindset.
- Ensure the APA fulfills its mission ethically, effectively, prudently, proactively, and consistently.

Risk and Finance

- Identify major risks and ensure appropriate risk management systems are in place.
- Oversee and monitor APA's risk management policies (legal, financial, reputational, etc.), ensuring compliance with laws, regulations, and ethical standards.
- Review and provide oversight on the APA's operating budget and audited financial statements.

Governance

- Supervise, evaluate, and manage the CEO's performance.
- Contribute to CEO succession planning and approve successor appointments.
- Ensure the APA operates in its best interests and that fiduciary obligations are met.
- Oversee governance policies, resource allocation, and organisational oversight.
- Actively participate in board committees and board performance evaluations.
- Engage constructively in discussions, ask critical questions, and challenge assumptions where necessary.

Desirable Qualifications, Experience and Attributes

- Prior board experience.
- Expertise in corporate governance, regulatory compliance, and risk management.
- Deep understanding of the health sector landscape.
- Strong understanding of risk management
- Experience in Education Governance and Research functions.

- Strong understanding of data management, analytics, and digital transformation, including AI adoption.
- Strong commercial acumen and strategic thinking, particularly in member-based or not-for-profit organisations.
- Have a professional background - likely to be an accountant, lawyer or senior executive, must be able to demonstrate financial/accounting literacy
- Proven ability to develop strategy in complex organisational environments.
- Demonstrated collaborative leadership skills.
- Ability to reflect on personal and group actions to enhance board processes.
- Well-connected with strong business acumen.
- Experience as a Director, senior executive, or CEO in a large organisation is an advantage.
- Board experience in private health insurance or a Public Health Network (PHN) would be highly regarded.
- Consumer representation experience on national health boards would be highly regarded.
- Completion of the Australian Institute of Company Directors Course, holding GAICD or FAICD nominals (or equivalent).

The APA is a safe and inclusive workplace which values diversity of background, experience, and perspective amongst our team members. We welcome all applicants and commit to a fair and equitable recruitment process for all.

The APA honours the richness and importance of Aboriginal and Torres Strait Islander cultures around Australia. We respect the thousands of years of custodianship of the lands on which we work, and we recognise the unique and valuable contribution Aboriginal and Torres Strait Islander team members make to our workplace.

We actively encourage applications from Aboriginal and Torres Strait Islander people.

All candidates must have full Australian Working Rights.

All applicants must hold a current Director ID.