



Information pack

# BOARD DIRECTOR

expression of interest

**selectability**

selectability acknowledges the Traditional Owners of the land on which we provide services and pay our respect to Elders past, present and emerging.

# A message from the Chair ...

Thank you for your interest in joining selectability's Board.

This is an opportunity to help shape the organisation's next chapter as it enters a period of rapid transformation.

Our focus is on strengthening governance, sharpening strategic oversight and positioning selectability for long-term sustainability and impact.

The Board plays a critical role in this work, providing strong stewardship and clear strategic direction while remaining deeply connected to our purpose and the communities we serve.

I appreciate you taking the time to consider this opportunity and hope this recruitment pack gives you a clear sense of the contribution you can make in supporting high-quality care for people and communities in need across regional, rural and remote Queensland.

*Danielle Hornsby*



*"Board leadership is central to shaping selectability's next chapter."*

# About selectability

We're a not-for-profit charity that exists to:

- ✓ improve mental wellbeing and prevent suicide
- ✓ care for people and communities in need.

*We operate in regional, rural and remote Queensland.*

We deliver:

- ✓ NDIS & funded mental wellbeing programs
- ✓ child & family care services
- ✓ residential aged care services

[Visit our website](#)

This year marks our 30<sup>th</sup> anniversary.

## Our values

**Commitment** our recipients, their goals and their rights are everything.

**Accountability:** we take responsibility for our actions.

**Compassion:** we understand and care deeply about our recipients and our people.

**Innovation:** we believe every day is an opportunity to improve.

**Integrity:** we do the right thing even when nobody is looking.

**Positivity:** we engender courage and passion for a better future.

**Respect:** we acknowledge that everyone is different and promote equal human rights.



caring for  years

selectability  

# Our reach

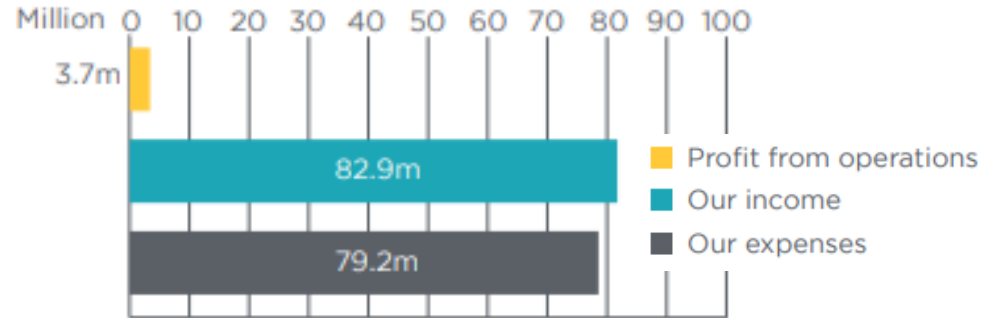


# Our impact in 2025

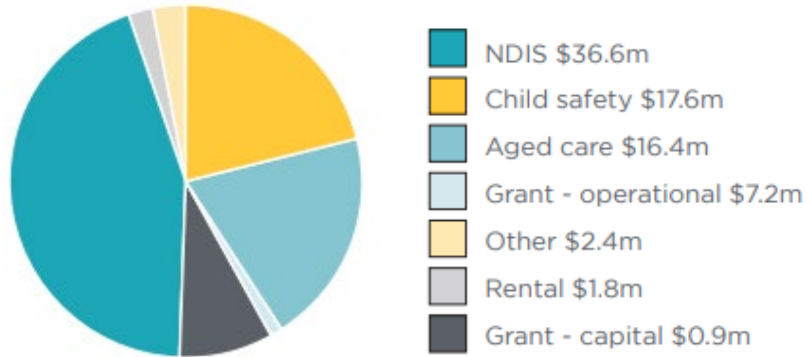


# Strategic context

## Financial summary



## Income



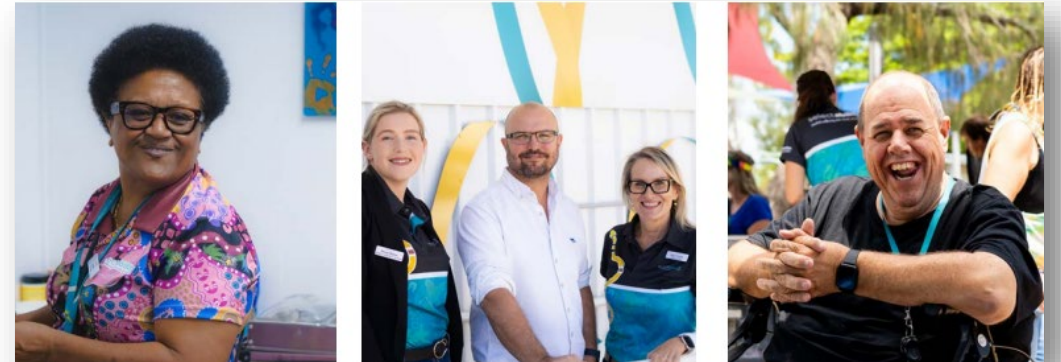
[View our 24-25 annual report](#)

## This year's priorities:

2026 is a year of major change across selectability, with a focus on:

- ✓ delivering a new strategic plan
- ✓ reviewing organisational structure
- ✓ transforming systems and processes

*Provide strong stewardship and clear strategic direction to ensure sustainability and impact.*



# Our leadership & workforce



Danielle Hornsby  
Chair (board)

## Board directors:

- ✓ Dr Tulha Aga
- ✓ Shawn Anderson
- ✓ Tricia Brand
- ✓ Bob James
- ✓ Karen Lenihan
- ✓ Louise Prychidzuk
- ✓ Dr Clive Skarott



Debra Burden  
CEO

[Read board & executive bios](#)



Jodie Woolcock  
CAO



Aaron Farrell  
COO



Jan Pool  
A/CFO



**950**  
Total employees



**9%**  
First nations employees



**100+**  
Unique roles



**26%**  
Have lived experience



**84%**  
Employees agree selectability is a great place to work

# About the opportunity

In line with selectability's skills matrix and strategic plan, we are seeking applicants who bring demonstrated expertise, experience or capability in one or more of the following key areas:

- ✓ strategic planning and/or project management
- ✓ organisational change management
- ✓ sustainable business development and scaling
- ✓ strong business acumen and/or cross-functional leadership



## BOARD MEETINGS

held virtually on the last Tuesday of the month from 1pm - 5pm (*note directors will need to attend 4 in person meetings each calendar year*)



## COMMITTEES

Directors are expected to participate in at least 1 Board Committee (*ordinarily held quarterly*)



## REMUNERATION

All Board appointments are remunerated in accordance with the Constitution

# About the opportunity

To be successful, applicants must:

- ✓ have a genuine interest in playing an integral role as part of a not-for-profit organisation
- ✓ complete a national police check and meet fit and proper persons requirements
- ✓ hold or be able to hold a Positive Notice Working with Children (Blue Card) and NDIS Worker screen, or Working with Adults with Disability Card (yellow card)
- ✓ hold or be able to hold a Child Safety & Personal History Screening Check (LCS2)
- ✓ have a director identification number
- ✓ be able to commit the time and resources to carry out the role
- ✓ demonstrate high professional and ethical standards, including active participation, sound judgement, capacity to investigate information constructively and relate effectively with a range of stakeholders.

## Your EOI should include:

- ✓ A cover letter of no more than two pages addressing why you would like to apply for the position, describing how you feel your skills, attributes and/or experience align with the role requirements. This cover letter should also describe your current commitments, and any perceived or actual conflicts of interest that relate to selectability.
- ✓ A current copy of your curriculum vitae.
- ✓ Two referees.

*If you have any questions, please contact Jodie Woolcock, Company Secretary on 0439 057 444*