Expression of Interest

Boorndawan Willam Aboriginal Healing Service

Board Director

Information Pack

Culture · Healing · Self-determination

Boorndawan Willam
Aboriginal Healing Service

Overview

Thank you for your interest in joining the Board of Boorndawan Willam Aboriginal Healing Service. This pack outlines BWAHS, the Board Director opportunity, the eligibility and capability requirements, and how to submit an Expression of Interest.

Contents

1. About the opportunity
2. About BWAHS: purpose, profile and approach
3. The Board Director role
4. Who we seek
5. Selection process and key dates
6. How to apply
7. Optional guidance for preparing your EOI
8. Application support, privacy and enquiries

1. About the opportunity

Boorndawan Willam Aboriginal Healing Service (BWAHS) invites expressions of interest from suitably qualified people to join its Board as a Director. The role offers an opportunity to contribute governance expertise, strategic insight and community leadership to BWAHS's work.

2. About BWAHS: purpose, profile and approach

BWAHS is the lead specialist Aboriginal family violence service for Melbourne's Eastern Metropolitan Region, including the Inner and Outer East. It provides a culturally safe place for people affected by family violence through a holistic and flexible approach to healing, together with wraparound, trauma-informed services for the whole family that respond to the impacts of colonisation. This whole-of-family approach integrates Aboriginal teachings, culture and healing to support strong individuals and families, safe communities and pathways to recovery.

Organisation type	Independent Aboriginal Community Controlled Organisation
Established	2006; independent ACCO since 2019
Service area	Melbourne's Eastern Metropolitan Region, including the Inner and Outer East
Primary focus	Specialist Aboriginal family violence, healing and whole-of-family support
Website	www.bwahs.com.au

Our vision in practice

BWAHS's vision is for Aboriginal and Torres Strait Islander communities across Melbourne's Eastern Metropolitan Region to be self-determined, strong and living free from violence. BWAHS works towards this vision by:

- providing culturally safe, trauma-informed and flexible responses to family violence;

- integrating Aboriginal teachings, culture and healing;
- delivering wraparound support for the whole family; and
- strengthening individuals and families, building safer communities and creating pathways to recovery.

3. The Board Director role

Directors collectively oversee BWAHS's governance, cultural integrity, strategic direction and performance.

Core responsibilities

- Contribute to BWAHS's strategy, policy and organisational priorities in line with its community-controlled purpose and vision of healing.
- Monitor financial sustainability, risk, quality, safeguarding, compliance and service performance.
- Uphold culturally safe, trauma-informed, ethical and accountable governance.
- Support strong relationships with Aboriginal communities, partners, funders and the wider family violence service system.
- Prepare for and actively participate in Board and committee meetings.
- Act in the best interests of BWAHS and the Aboriginal and Torres Strait Islander communities it serves.
- Declare and appropriately manage actual, potential or perceived conflicts of interest.

Board role details and appointment conditions

Position	Board Director
Number of vacancies	One
Term	A Director serves until their term ends or they resign, retire or are removed under applicable law or the BWAHS constitution. They may be reappointed or re-elected, subject to applicable law and rule 9.3(b).
Location	666 Mountain Highway, Bayswater for in-person meetings. Option of hybrid is also available.
Remuneration	Sitting fees
Time commitment	Meetings are held every two months, with approximately 1–2 hours of preparation required for each meeting.
Commencement	Negotiable
Appointment framework	Appointment in accordance with BWAHS's constitution and approved appointment process
Eligibility	See Section 4, "Who we seek", for the eligibility requirements.
Due diligence	Shortlisted applicants will complete referee, identity, eligibility, conflict-of-interest and probity checks
Induction and development	Participation in induction and ongoing governance development
Insurance	BWAHS maintains directors' and officers' liability insurance, subject to the terms, conditions, exclusions and limits of the applicable policy. Further details are available on request

4. Who we seek

Eligibility and essential attributes

- Applicants must be Aboriginal and/or Torres Strait Islander and meet BWAHS's constitutional and legal requirements for directors.
- Support BWAHS's vision of Aboriginal and Torres Strait Islander people, families and communities living free from violence.
- Demonstrate sound judgement, integrity, respectful challenge and collaborative decision-making.
- Maintain confidentiality and govern sensitively in a specialist family violence environment.

Priority experience and perspectives

The Board seeks a mix of community connection, shared values and professional skills. Applicants need not meet every criterion below.

- Board, governance or senior leadership experience, preferably gained in an Aboriginal Community Controlled Organisation, community service organisation or not-for-profit organisation.
- Expertise in one or more relevant governance disciplines, such as finance, law, risk, audit, clinical governance, safeguarding, compliance or regulation.
- Experience in one or more areas relevant to BWAHS's work, including family violence, healing, social and emotional wellbeing, child and family services, housing, alcohol and other drugs, human resources, advocacy or public policy.
- Aboriginal community connections and/or knowledge of Melbourne's Eastern Metropolitan Region or its service system.

5. Selection process and key dates

Stage	Indicative date
EOI opens	Wedensday,11 November 2026
EOI closes	5.00pm, Wednesday, 23 December 2026
Shortlisting and due diligence	Week commencing, Wednesday, 13 January 2027
Interviews / conversations	Week commencing, Monday, 18 January 2027
Appointment decision	Monday, 25 January 2027
Induction and commencement	TBA

Applications will be assessed against the published eligibility and capability requirements. Shortlisted applicants may be invited to a culturally respectful interview or conversation. Appointments will be made in accordance with BWAHS's constitution and approved appointment process.

6. How to apply

Please submit the following:

- A brief expression of interest of no more than two pages, outlining your interest and relevant contribution.
- A current résumé or curriculum vitae.
- The names and contact details of two referees.

Email applications to antoinette.gentile@bwahs.com.au with the subject line **EOI — BWAHS Board Director — [applicant name] by 5.00pm, Wednesday, 23 December 2026.**

7. Optional guidance for preparing your EOI

These prompts are optional and are provided only to help you prepare the single brief expression of interest requested in Section 6. You do not need to submit separate answers to each prompt.

1. **Interest and alignment:** Explain why you are interested in joining the BWAHS Board and how your values align with BWAHS's vision.
2. **Contribution:** Outline the community connection, governance capability or professional expertise you would bring to the Board.
3. **Relevant experience:** Provide brief examples of your experience in governance, leadership, oversight or fields relevant to BWAHS's work.
4. **Availability:** Consider whether you can meet the expected Board, committee, preparation and induction commitments.
5. **Declarations:** Be prepared to identify any actual, potential or perceived conflicts of interest or other matters relevant to eligibility or appointment if you are shortlisted.

8. Application support, privacy and enquiries

BWAHS welcomes applications from people who meet the role's eligibility requirements and is committed to a culturally safe and accessible process. Please contact BWAHS if you require an adjustment or an alternative application format.

Personal and sensitive information provided through this process will be handled in accordance with BWAHS's Privacy and Confidentiality Policy and applicable privacy requirements.

For confidential enquiries about the role or selection process, contact **Antoinette Gentile, Chief Executive Officer**, by email at antoinette.gentile@bwahs.com.au or by telephone on (03) 9212 0200.

Boorndawan Willam Aboriginal Healing Service

666 Mountain Highway, Bayswater VIC 3153
Post - 289 Swansea Road, Lilydale VIC 3140
(03) 9212 0200 | bwahs@bwahs.com.au | www.bwahs.com.au
ABN 28 600 328 961