

Non-Executive Director

Expression of Interest



Organisation: Harbison Memorial Retirement Village

Organisation Type: Charity/NFP

Coverage: Southern Highlands, NSW

Position Title: Non-Executive Director

Remuneration: Director fees

Industry/Sector: Social Services (Youth, Aged, Disability, Welfare)

Website: www.harbison.org.au

About the Organisation:

Harbison is a community-owned, not-for-profit approved aged care provider and registered charity located on the traditional lands of the Gundungurra people, at Moss Vale and Burradoo in the Southern Highlands of NSW.

For over 65 years, Harbison has served the community, developing and improving the range of aged care accommodation and services offered in the Southern Highlands including the award-winning Motiview and Grandfriends programs, Intergenerational Playgroups and Harbison Dementia Living.

Harbison's core values (**Respect, Optimism, Authenticity and Dedication**) define the relationships formed at Harbison and the services offered. Learn more about what we do at www.harbison.org.au

Financial reports and other documents can be accessed at:

[ACNC register Harbison Financials and Documents](#)

The Board:

The Harbison Board is a dedicated and collegiate group of professionals with diverse skills, qualifications and experience. We are committed to delivering our strategic plan focusing on sustainable growth in a constantly evolving environment. That commitment is shared by the Chief Executive Officer, David Cochran, who was recently named a Global Ageing Influencer at the 13th Asia Pacific Eldercare Innovation Awards 2025.

The Board meets monthly, generally on Thursday evenings. Board committees meet 4–6 times a year (depending on the committee) and support and advise the

Board in accordance with their Terms of Reference. Directors are expected to join at least one of the following committees:

- Finance & Investment;
- Governance; or
- Nominations & Remuneration.

Attendance at training, strategy planning days and Harbison events may be required from time to time.

Selection criteria:

Subject to suitability, the Board anticipates the appointment of two new Directors at the Annual General Meeting in November 2025. The appointment process, including eligibility criteria, for Harbison Board Directors is set out in clause 17 of Harbison's Constitution which can be accessed [here](#). Directors are remunerated in accordance with clause 5.4(c) of Harbison's Constitution.

We are currently searching for two candidates who have previous Board experience and/or governance qualifications and can demonstrate specific skills and experience in one or more of the following areas:

- Clinical care/Allied Health in an aged care setting; AND/OR
- Legal – aged care, retirement living and/or construction/project development; AND/OR
- Transformational change/change management; AND/OR
- Strategy and risk management.

Additionally, the following skills and experience are highly desirable:

- understanding of the aged care reform process and the interaction between the aged and health care systems;
- understanding of service delivery in regional areas;
- lived experience of aged care or disability services (including as an Enduring Guardian/PoA);
- project finance;
- child care governance;
- retirement living governance; and
- NDIS service delivery or governance.

We are committed to building a diverse and inclusive Board of Directors, and encourage applications from people of all backgrounds, experiences and perspectives.

Relevant checks will be conducted prior to appointment. A Director ID will also be required if you do not already have one: <https://www.abrs.gov.au/director-identification-number>

How to Apply:

For further information or a confidential discussion, please contact Dr Mark Wilson, Board Chair by email at Mark.Wilson@harbisoncare.org.au, or Ms Katie Constantinou, Nominations & Remuneration Committee Chair on 0400 377 768.

Please email your Expression of Interest, CV and the contact details of two professional referees to:

Dr Mark Wilson GAICD
Chair, Board of Directors
E: Mark.Wilson@harbisoncare.org.au

Closing Date: 5pm (AEST) Sunday 10th August 2025.