

## Join Plan International Australia Board of Directors

**Shape the Future of Children's Development and Humanitarian Efforts and be part of a powerful global movement championing children's rights & gender equality.**

Are you committed to making a difference in the lives of children and communities worldwide? Do you possess expertise in philanthropy, partnerships and fundraising, human resources, organisational culture and development, or legal skills within a humanitarian context? If so, we invite you to apply for one of two positions on the Board of Directors of one of the oldest and largest children's development and humanitarian agencies.

### Who We Are:

For over 50 years, Plan International Australia has been dedicated to improving the lives of children, their families, and communities in over 60 countries. We work tirelessly to ensure that every child, especially the most vulnerable, has access to education, healthcare, protection, and the opportunity to thrive.

We know that there is nowhere in the world where girls are treated as equals, we aim to change that in our lifetime.

Plan International Australia is a not for profit, company limited by guarantee and a registered charity with the Australian Charities and Not-for-profits Commission.

Previous Board or management committee experience, or formal Director qualifications, are not required though this would be welcome. You may also bring other relevant transferable skills. The Board will mentor new Directors via a buddy system. It is key that applicants understand the role of a Board versus that of the management team. Note the definition of and duties of a [responsible person](#) from the ACNC. Plan International Australia is governed by an elected, voluntary Board of Directors committed to the principles of good governance as set out in our [Constitution](#).

Plan International Australia is a member of a global federation and is a secular and independent development and humanitarian organisation.

### What We're Looking For:

The Plan International Australia Board is responsible for developing and overseeing implementation of our ambitious vision. They contribute expertise, advice and wisdom to the CEO and leadership team across matters including strategy, operations, finance and risk, governance, fundraising, technology, communications, media, business and planning.

We are seeking energetic, skilled, and experienced individuals to join our Board of Directors. The ideal candidate will be one who can demonstrate a commitment to our values including gender equality, children's rights and feminist leadership principles. Your background may include work or volunteer experience and interest in the not-for-profit sector, preferably in an international context. Your value sets and approach will help you slot quickly into the organisation as you learn more about the significant challenges facing the international humanitarian/development sector in today's environment.

The ideal candidates will bring expertise in one or more of the following areas:

- Philanthropy, Partnerships, and Fundraising:  
Proven experience in securing funding, building strategic partnerships, and driving philanthropic initiatives.
- Human Resources, Organisational Culture, and Development:  
Strong background in HR management, fostering inclusive and positive organisational culture, and leading organisational development.
- Legal Expertise in a Humanitarian Context:  
Comprehensive understanding of legal issues related to humanitarian work, including

## Plan International Australia Board of Directors Position Description & Advertisement

compliance, governance, and advocacy.

- Other relevant professional skills may be considered but these are the ones that the Board has identified as gaps.
- **Unique Lived Experiences:**  
We believe that diversity enriches our decision-making and enhances our impact. We are particularly interested in candidates who bring the desired skills the Board is looking for plus relevant lived experience to our Board.

This may include:

- **Contextual Understanding:**  
Having lived/worked in the areas where Plan International Australia operates, providing firsthand insight into the challenges and opportunities.
- **Program Participation:**  
Experience as a participant in Plan International Australia or other international NGO programs.
- **Impact of Humanitarian Disasters or Conflict:**  
Personal experience of displacement or impact by humanitarian crises.
- **Experience with Gender-Based Harmful Practices:**  
In-depth understanding of issues such as child marriage, female genital mutilation, or other gender-based practices through personal or professional experience.

### Why Join Us?

**Impact:** Play a crucial role in shaping the strategic direction of a leading humanitarian organisation.

**Diversity and Inclusion:** Be part of a Board that values diverse perspectives and lived experiences.

**Collaboration:** Work with a dynamic and dedicated team committed to making a positive difference in the world.

### What is required?

Plan International Australia's Board typically meets four times a year for a full day each time, in a combination of online and in person meetings. Directors are expected to join two sub-committees, meetings which are held 4-5 times a year (1.5-2hrs duration) in between Board meetings, and to have read and prepared for meetings. The role is a volunteer one, though costs of travel and accommodation to attend meetings - mostly held in Melbourne - are covered.

Plan International has a zero tolerance for child abuse and is a child safe, girls' rights organisation. As part of our screening process in support of the safeguarding of children, candidates will be required to complete a satisfactory National Police Check, sign our Safeguarding Children & Young People Policy and Code of Conduct Statutory Declaration and complete a Working with Children Check.

### How to Apply:

If you are interested in this opportunity to contribute your skills and experience to a worthy cause, please submit your resume and a cover letter detailing your relevant expertise and lived experiences to [recruitment@plan.org.au](mailto:recruitment@plan.org.au) using the subject line: **Board Member application**.

Plan International Australia is committed to diversity and inclusion and encourages applications from all qualified individuals, regardless of race, gender, disability, or any other characteristic. We encourage people from different backgrounds to apply, including Aboriginal and Torres Strait Islander people. First Nations people from the Pacific also encouraged to apply.

Visit our website to read more about our Executive Team and current Board Directors here: [Our Executive Team and Board](#); and about our organisation here: [www.plan.org.au](http://www.plan.org.au).

Applications must be submitted by **5pm Tuesday 2<sup>nd</sup> December 2025**.



Until we are all equal

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### **Contact Us:**

For any inquiries or further information, please use the [recruitment@plan.org.au](mailto:recruitment@plan.org.au) address and we will get back to you.

Thank you for considering this opportunity to join our Board of Directors and contribute to our mission of creating lasting change for children in need. By joining our Board, you will help us continue to champion children's rights and drive forward our vision of a just world for all children.