

RWAV Board of Directors Expression of Interest

SEPTEMBER 2025

Since its inception in 1997, the Rural Workforce Agency Victoria (**RWAV**) has become a significant and successful non-profit organisation based in Victoria, Australia.

RWAV seeks to improve access to quality primary care health services and other health services for rural, regional and First Nations communities across Victoria. We improve health outcomes through effective and customised health workforce solutions that are informed through partnerships, workforce and population health data, and collaboration with communities.

RWAV is a public company limited by guarantee incorporated under the *Corporations Act 2001* and regulated by the Australian Charities and Not-for-Profits Commission and is one of the state Rural Workforce Agencies funded by the Australian Government Department of Health.

OUR PURPOSE

Providing effective and customised health workforce solutions for rural and First Nations communities in Victoria.

OUR VISION

All Victorian communities to be supported with equitable access to a high-quality health workforce that promotes positive health outcomes.

OUR STRATEGIC PLAN AND 2023-2026 STRATEGIC GOALS

You will find these on our website [here](#)

In 2025, the Board is undertaking a process to review the strategic priorities for the organisation with the view to releasing a new Strategic Plan in 2026. The new Strategic Plan will be focused on

strengthening the products, services and activities that RWAV

does well, in addition to enhancing our influence on health outcomes for all Victorians.

JOIN OUR BOARD

The RWAV Nominations and Remuneration Committee is seeking Expressions of Interest (**EOI**) from suitably qualified applicants to fill a vacancy on the RWAV Board. Director terms are generally for a term of three years commencing on 1 January.

Directors are paid an annual stipend plus an additional fee for participation in Board committees as per the RWAV Director Remuneration Policy.

The Board meets six times a year with some meetings held in person and others via MS Teams.

Directors are also expected to contribute to the work of Board Committees, and to participate in strategic planning sessions.

Desired skills, knowledge and experience

- Allied health or nursing qualifications with experience in managing allied health or nursing workforce issues.

The RWAV Board is committed to enhancing diversity at Board level and throughout the organisation. We welcome applications from people of diverse backgrounds, cultures, and connections, including people identifying as Aboriginal and Torres Strait Islander.

Formal governance qualifications are desirable but not essential. RWAV is committed to mentoring and providing professional development to all employees and Directors and can contribute to the cost of obtaining governance qualifications if required.

Selection Criteria

When reviewing the applications, the Nominations and Remuneration Committee will look for applicants with:

- Skills that will add value to the Board and help to fill the identified skill gaps.
- A commitment and passion towards RWAV's vision around regional and rural health.
- Genuine interest in our organisation, our business, and our people.
- An ability to work effectively and constructively as part of the Board.

Proposed Director Appointment Timeline

26 September 2025	Application period opens
16 October 2025	Application period closes
27 October 2025	Shortlisted candidates notified
26 November 2025 11.30 am – 3.30 pm	Face-to-face Interviews, RWAV Office Lonsdale Street, Melbourne
12 December 2025	Preferred candidate appointed
1 January 2026	Term commences

How to Apply

Please provide a one-page cover letter, statement of Board oriented experience and completed Expression of Interest Form as your formal submission. Applications without a completed Expression of Interest Form will not be considered.

Please forward this material via email to Alice Macklin, Executive Assistant to CEO and Board at alicem@rwav.com.au

Closing date for applications is 5.00 pm on Thursday 16 October 2025.

For more information contact: Alice Macklin, Executive Assistant to CEO and Board at alicem@rwav.com.au

RWAV Resources

[Our Strategic Plan and 2023-2025 Strategic Goals](#)

[Expression of Interest Form](#)