

D: REGULATORY KNOWLEDGE				Ratings for Section C: (Select from drop down box)	Ratings for Section C: (Select from drop down box)	Ratings for Section C: (Select from drop down box)	Ratings for Section C: (Select from drop down box)	Ratings for Section C: (Select from drop down box)	Ratings for Section C: (Select from drop down box)	Ratings for Section C: (Select from drop down box)		
D1	Business Legislation	Corporations Act (2001) (Regulator - ASIC) The principal legislation regulating companies in Australia including the formation and operations of companies, duties of officers, takeovers and fundraising.	Medium/High	C	B	B	B	B	B	B	B	High/Medium
D2	Business Legislation	Listing Rules (ASX) Listing Rules govern recommended or mandatory policies, standards, disclosure and reporting requirements for a company listed on the exchange.	Medium	C	B	A	B	C	B	A	A	High/Medium
D3	Business Legislation	The Privacy Act 1988 (Privacy Act) This legislation regulates the handling of personal information about individuals. This includes the collection, use, storage and disclosure of personal information, and access to and correction of that information.	Low	B	C	A	B	B	B	B	B	High/Medium
D4	Business Legislation	Relevant Employment Legislation There is a wide range of employment-related legislation, including the Fair Work Act 2009, EEO and discrimination legislation and workplace health and safety and workers compensation.	Medium	B	C	A	B	C	B	C	C	Medium
D4	Consumer-Related Legislation	Competition and Consumer Act (2010) and the Australian Consumer Law This legislation promotes fair trading and competition and includes a number of consumer protection provisions relating to standards of business conduct, basic consumer guarantees, product labelling, unfair market practices, price monitoring, industry codes and mergers and acquisitions.	Medium	B	C	B	B	C	B	A	A	Medium
D5	Financial Legislation	Anti Money Laundering and Counter Terrorism Financing Act 2006 (AML/CTF) The AML/CTF Act is part of a legislative package which brings Australia into line with international best practice to deter money laundering and terrorism financing.	Low	D	C	A	B	B	B	B	A	Medium/Low
D6	Financial Legislation	Financial Services Reform Act 2002 (FSRA) (Regulator - ASIC) The act provides standardisation within the financial services industry. With regard to Superannuation FRS provides licensing of 'dealers' (providers of financial products and services), oversees training of agents representing dealers, sets out product information requirements for members, and good conduct / misconduct rules for funds.	Low	C	C	A	B	C	B	B	B	Medium/Low
D7	Superannuation Legislation	Superannuation Industry Regulations 1994 (SIS) (Regulator - APRA) The principal legislation (together with the Financial Services Reform Act 2002) which regulates Superannuation funds. SIS sets out the rules that a complying superannuation fund must obey (compliance). The rules cover general areas relating to the trustee, investments, management, fund accounts and administration, enquiries and complaints.	Medium	C	B	A	B	C	B	A	A	High/Medium
D8	Investments Legislation	Australian Financial Services Licence (AFSL) (Regulator - ASIC) The licence for any Australian business involved in the provision of financial services. A Responsible Entity is required to hold an AFSL.	Medium	C	B	A	B	C	B	A	A	High/Medium
D9	Trustee Legislation	Trust Law - Chapter 5D of Corporations Act (Regulator ASIC) The licence for a Trustee Company. Reference also to the Trustee Act and Common Law for Trustees.	Medium	C	C	A	C	D	B	B	B	Medium/Low
D10	Corporate Governance	ASIC Corporate Governance Regulatory Guides (Regulator ASIC) These give guidance to regulated entities as to how they may decide to meet their obligations.	Medium	B	B	A	B	C	B	B	B	High/Medium
D11	Corporate Governance	ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (Regulator ASX) These are recommendations on the corporate governance practices to be adopted by ASX listed entities designed to promote investor confidence and to assist listed entities to meet stakeholder expectations.	Medium	B	A	A	B	B	A	B	B	High
D12	Charitable and Not-for-Profit	The Australian Charities and Not-for-Profits Commission (ACNC) legislation The Australian Charities and Not-for-profits Commission Act 2012 (Cth) (the ACNC Act) sets out the framework for the registration and regulation of charities and the Australian Charities and Not-for-profits Commission Regulation 2013 (Cth) (the ACNC regulations) provides more detailed requirements in relation to the ACNC Register, financial reporting and governance standards.	Medium	A	B	B	C	C	B	B	B	High/Medium

E: PROFESSIONAL / TECHNICAL SKILLS				Ratings for Section E: (Select from drop down box)	Ratings for Section E: (Select from drop down box)	Ratings for Section E: (Select from drop down box)	Ratings for Section E: (Select from drop down box)	Ratings for Section E: (Select from drop down box)	Ratings for Section E: (Select from drop down box)	Ratings for Section E: (Select from drop down box)	
E1	Strategy	Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context to our policies and business objectives.	High	B	A	A	B	A	B	A	High
E2	Business Management	Experience in managing a business or large operations with Profit & Loss or large budgetary responsibility, particularly in a services industry	High	B	A	A	A	A	B	A	High
E3	Financial & Audit	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements. <i>(Minimum of 2 directors at High Priority)</i>	Mixed	B	A	A	B	B	A	A	High
E4	Marketing / Communications / Media	Ability to guide business development through use of media, marketing techniques and communications, including online/digital platforms. <i>(Minimum of 2 directors at High Priority)</i>	Mixed	B	C	A	C	B	C	B	Medium
E5	Technology	Knowledge of IT Governance including privacy, data management and security.	Medium	C	B	A	B	A	B	C	High/Medium
E6	Executive Management	Experience in evaluating performance of senior management, and oversee strategic human capital planning. Experience in industrial relations and organisational change management programmes.	High	B	B	A	B	B	B	A	High
E7	International Business	Knowledge and understanding of, or experience leading operations in international markets (particularly Asia Pacific) and ability to identify and critically assess strategic opportunities, threats and key risks.	Medium	D	C	A	C	A	B	A	Medium/Low
E8	Entrepreneurial	Ability to guide, assess and monitor growth strategies	Medium/High	B	A	A	B	A	B	B	High
E9	Sustainability	Ability to guide, assess and monitor long-term sustainability initiatives	Low	B	B	A	B	C	B	C	High/Medium
E10	Government and Lobbying	Experience in, or strong network within, federal, state and local governments. Ability to access and influence government policies and initiatives	Medium	B	D	A	C	C	A	D	Medium/Low
E11	Executive Compensation	Ability to guide and balance the relationship between company performance and executive compensation, including remuneration strategies and incentive programs.	Medium	B	B	A	B	B	A	A	High
E12	Innovation	Experience in, or direct exposure to, business or large-scale innovation, including the identification of risks and assessment of effectiveness	Medium	B	C	A	B	A	C	C	Medium
E13	Networking	Strength of personal networks and connections in order to assist company's growth in operations, financial strength and charitable/philanthropic and high net worth communities	Medium/High	B	B	B	C	B	A	D	Medium