



COUNTRY TO CANBERRA

Board Candidate Pack Non-Executive Director

Applications close: 7 October 2026
Appointments effective 2 November 2026

Acknowledgement



Country to Canberra acknowledges the Traditional Custodians of this land and recognises their continuing connection to country, particularly through the lands and waters on which we live, learn, and connect. We pay our respects to Elders past and present.

We celebrate their stories, traditions and connection to community and pay our respects to Elders past, present and emerging as they hold the memories, traditions and culture.

Sovereignty was never ceded.



Country to Canberra is committed to cultivating inclusive environments for both our volunteers, participants and communities.

We celebrate, value and include people of all backgrounds, genders, sexualities, cultures, bodies and abilities.

*"Leaders of today build the communities that raise the leaders of tomorrow...
Structural and geographic barriers must be dismantled to amplify access and grow capability."*

Welcome

Thank you for considering joining the Board of Country to Canberra (C2C). This is an important time for our organisation as we begin delivery of our 2026–2029 strategy and prepare for the next stage of C2C's national impact.

We are seeking three new Non-Executive Directors as part of a planned Board succession and leadership transition. The appointments will strengthen the Board's collective capability, support succession and knowledge transfer in key roles, and help C2C build the foundations, partnerships and systems needed to deliver sustainably and at scale. We welcome candidates with diverse experiences, backgrounds and perspectives. Previous Board experience is welcomed but is not essential. C2C is a supportive learning environment, with induction, mentoring and ongoing support available for people who may be considering a Board role for the first time.

OUR STORY SO FAR

Country to Canberra was founded with the goal of empowering young women and non-binary people in rural Australia to reach their leadership potential. Since then, we have helped thousands of young women and non-binary people across Australia through education, leadership and mentoring opportunities.

2014**Founded**

Country to Canberra established with a vision to empower young rural women and non-binary people into leadership.

2018**Project Empower Launch**

3,500 young women and non-binary people across 81 bush communities in nearly four months. reached.

2019**Mentorship Program**

First ever mentoring program launched, focused on at-risk young women and non-binary people.

2020**Going Digital**

expanded its reach through online networks, connecting young women and non-binary people across Australia.

2025**100+ Alumni**

The program has now supported over 100 alumni, with Power Trip winners meeting with key community leaders each year.

Our Current & Former Programs

01

Leadership Competition & Power Trip

Nationwide competition for high school young women and non-binary people in rural Australia. Winners receive an all-expenses-paid Power Trip to Canberra meeting with politicians, touring Parliament, and undertaking leadership training with keynote speakers.

02

Project Empower

Award-winning workshops delivered into regional and remote high schools. Covering self-esteem, respectful relationships, intersectionality and gender equality; Phase 1 saw the team drive 32,000km to reach 3,500 young women and non-binary people across 81 communities.

03

Mentorship Program

Connects young women and non-binary people with diverse mentors for goal-setting, stress management and career guidance. Held on a safe online forum with monthly worksheets. Focuses on at-risk young women and non-binary people and those in low socio-economic regions.

04

Powerful Women's Event

Our flagship women's networking and mentoring event, bringing together young women and non-binary people, industry leaders and changemakers to share stories, build connections and create opportunities for the next generation of leaders.

Strategy on a page

VISION

To empower young rural women to reach their leadership potential

We intentionally support young women and non-binary people from regional, rural, and remote Australia.

MISSION

NATIONAL LAUNCHPAD

Country to Canberra is the national launchpad for leadership and engagement opportunities for young rural women and non-binary people, ensuring their voices shape decisions in communities and across Australia.

SUSTAINABLE SCALE

Build the pathways, partnerships, and systems that allow this ambition to be delivered sustainably and at scale.

OUR VALUES



EQUALITY

We support and promote gender equality.



RESPECT

We respect one another, and the strength of rural Australia.



SOLIDARITY

We support and lift up our peers.



INCLUSION

We are inclusive and respectful of all people, cultures, religions and backgrounds.



EXCELLENCE

We aspire and encourage people to be the best version of themselves.

STRATEGIC GOALS

Empowerment Beyond Programs

Extend leadership development beyond program winners through alumni engagement, mentoring, and scalable learning opportunities.

Connection & Continuity

Strengthen connection across participants, alumni, volunteers, and stakeholders to sustain impact and organisational knowledge.

Sustainable Delivery

Protect volunteer capacity through clearer ownership, better tools, realistic prioritisation, and selective use of paid expertise.

Visibility & Voice

Increase year-round visibility of Country to Canberra's impact, values, and opportunities through partnerships, storytelling, and public engagement.

Strong Foundations

Strengthen governance, measurement, and funding to support long-term stability and growth.

Strategic Enablers

To achieve our vision and mission over the next three years, Country to Canberra will be positioned as the national launchpad for leadership and engagement opportunities for young regional, rural and remote women and non-binary people, ensuring their voices shape decisions in communities and across Australia. Our success will be underpinned by the Country to Canberra team building the pathways, partnerships, and systems that allow our ambition to be delivered sustainably and at scale.

We will do this through the following:

Impact Measurement & Evaluation

Embedding M&E frameworks across all programs to track outcomes, guide planning, and demonstrate impact.

Succession & Leadership Development

Establishing clear pathways for leadership transition and growth within both the volunteer base and the Board.

Financial Sustainability & Partnership Diversification

Building diversified and resilient partnerships and funding models that support long-term stability.

Governance & Risk Management

Strengthening oversight structures, policies, and compliance processes to ensure robust governance.

Volunteer & Alumni Engagement

Enhancing engagement, recognition, and connection across our national volunteer and alumni networks.

Our Board

The Board provides C2C's strategic direction, compliance, risk and fiduciary oversight, organisational stewardship, and ensures the organisation remains aligned with its mission and values. The CEO and executive team are responsible for operational leadership, program delivery and quality, volunteer management and safeguarding, partnerships, stakeholder engagement, measurement and reporting.

This distinction between governance and operations is central to C2C's governance operating model. Directors work collectively with fellow Board members and the CEO, bringing their individual skills and perspectives to decisions while acting in the best interests of C2C.

As a Director, you will:

- Provide strategic oversight and contribute to C2C's future direction.
- Monitor organisational performance, risk and financial sustainability.
- Meet the responsibilities of a not-for-profit Director and ACNC Responsible Person.
- Participate in Board meetings, a minimum of six each year, as well as committees and strategic activities.
- Bring your skills, experience and perspective to collective Board decisions.

C2C GOVERNANCE OPERATING MODEL



Ways of Working

Our approach to meeting this strategy will be informed by the following guiding principles to promote a collaborative culture for our volunteers and Board members. These ways of working principles are underpinned by our organisational values.



Why We're Recruiting

C2C is recruiting three new Non-Executive Directors as part of a planned Board succession and leadership transition. The recruitment supports the strategy's focus on Succession & Leadership Development and Strong Foundations, including stronger governance, clearer leadership transition pathways and organisational continuity.

The new Directors will strengthen Board capability and support succession and knowledge transfer in key roles while contributing to C2C's strategic direction, governance, sustainability and impact.

OUR CURRENT BOARD



Vivienne McCollum

Board Chair



Meg Rice

Board Director



Doris Tong

Board Director



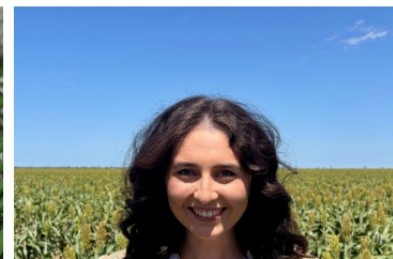
Pauline Siteaud

Board Director



Kate Beddoe

Board Director



Emily Coggan

Board Director

The Opportunity

WHAT WE'RE LOOKING FOR

We are looking for people who share C2C's purpose and values and can contribute constructively to the organisation's next chapter. Candidates may bring deep expertise in one area or a combination of capabilities that complement the existing Board.

- Fundraising and partnerships
- Social impact measurement
- People and volunteer capability
- Youth engagement
- Advocacy and communications
- Digital innovation, technology and data governance
- Strategic leadership and organisational development

Board experience is not essential

We value diverse experiences, backgrounds and perspectives. Previous Board experience is welcomed but is not essential. Candidates considering a Board role for the first time are encouraged to apply.

Appointment requirements

- Confirm eligibility to act as a Director and ACNC Responsible Person and provide consent to act.
- Disclose relevant interests and actual, potential or perceived conflicts.
- Complete required referee, probity and safeguarding checks.
- Agree to comply with C2C's governance policies and Code of Conduct.

WHAT YOU CAN EXPECT

Joining C2C means contributing to a purpose-led national organisation at a point of planned renewal and strategic development. Directors will have the opportunity to help shape C2C's future while working alongside fellow Directors, the CEO, volunteers, alumni and community.

- A supportive Board environment that values different perspectives and experiences.
- Structured induction and transition activities before and following appointment.
- Mentoring and ongoing support, including for Directors with limited previous Board experience.
- A minimum of six Board meetings each year, plus committee and strategic activities.
- The opportunity to contribute to strategy, governance, sustainability and measurable social impact.
- A culture that recognises volunteer capacity and wellbeing and expects clear communication and follow-through.

Appointments will be effective from C2C's Annual General Meeting on 2 November 2026.

Recruitment Process

All three positions are voluntary Non-Executive Director roles.

Role	Focus
Company Secretary	Governance and company secretarial capability, including NFP/charity governance, Board processes, compliance and governance records.
Treasurer	Strong financial capability, including financial governance, reporting, budgeting, risk, controls and long-term financial sustainability.
General Non-Executive Director	Skills and experience that complement the existing Board and support C2C's future strategy.

Our process is:

- 1. Apply** — Submit a current CV and a brief statement outlining your interest in the role and the skills or experience you would bring to the Board.
- 2. Initial review** — The Board's Recruitment Committee will review applications against the needs of the Board and the requirements of the roles.
- 3. Shortlist and interview** — Shortlisted candidates will be invited to an interview. This is expected to take place in mid October 2026.
- 4. Due diligence** — Shortlisted/preferred candidates will participate in the required referee, eligibility, probity, conflict and safeguarding checks.
- 5. Board appointment** — Preferred candidates will proceed through C2C's Board appointment process.
- 6. Induction and transition** — Successful candidates will undertake induction and transition activities ahead of appointments becoming effective at the AGM.

How To Apply

Key Dates

Milestones	Timing
Applications close	7 October 2026
Shortlisting and interviews	Mid October 2026
Due diligence and Board appointment process	October 2026
Induction and transition	Prior to and following appointment
Appointments effective — Annual General Meeting	2 November 2026

To apply, please submit:

- A current CV.
- A brief statement outlining your interest in the role and the skills or experience you would bring to the Board.

Applications close: 7 October 2026

For further information or to submit your application:
chair@countrytocanberra.com.au

We welcome applications from people who share C2C's purpose and believe they can contribute to our next chapter, including those considering a Board role for the first time.



Thank You