SIMNA SOCIAL IMPACT MEASUREMENT NETWORK AUSTRALIA

Expression of Interest

SIMNA First Nations Expert Panel

Working title — members will determine the group's name once established.

About this opportunity

SIMNA invites Expressions of Interest from Aboriginal and Torres Strait Islander people interested in joining a new, paid First Nations Expert Panel of three members for an initial 12-month term. SIMNA's longer-term ambition is meaningful First Nations representation on our Board. We recognise that inviting First Nations people onto the Board is not enough: our governance, organisational culture and ways of working must be culturally safer, respectful and supportive of genuine participation.

The Panel will offer independent expertise and guidance as SIMNA strengthens its governance practices and builds the foundations for First Nations Board representation. The SIMNA Board remains responsible for its own learning, decisions and organisational change.

About SIMNA

SIMNA is a growing network of members who believe understanding and measuring social impact is critical to achieving the best possible outcomes for Australians, communities and the environment. We connect ideas, people and resources to embed positive social and environmental impact in organisational decisions, and work with members to strengthen the practice of social impact measurement in Australia and internationally.

What will the Panel do?

The Panel will provide advice and perspectives to the SIMNA Board, including on:

- Where SIMNA's governance practices, assumptions and ways of working could change to become culturally safer.
- What foundations are needed for meaningful First Nations participation and future representation on the SIMNA Board and regionally-based Organising Committees.
- How SIMNA can respectfully recognise First Nations knowledge and perspectives in social impact measurement, its existing strategy and activities.
- How progress should be reviewed and what next steps should follow the initial 12 months.

The Panel is not expected to represent all First Nations peoples, deliver cultural education or implement change for SIMNA. Those responsibilities rest with the Board, which will consider and respond to the Panel's advice.

Who might be interested?

We particularly welcome First Nations people with governance experience, including serving on Boards, working with Boards, or providing strategic leadership within Aboriginal community-controlled organisations, community groups or other organisations. We also value cultural knowledge, community leadership and experience strengthening cultural safety and organisational accountability. Previous Board membership would be highly valued but is not essential.

How will the Panel work with the Board?

The Panel will advise the full SIMNA Board directly. A small group of Board members will coordinate meetings and communication, but will not filter the Panel's advice. The Panel will have opportunities to meet with the full Board during the year.

The Board will remain accountable for decisions and actions, including reporting back to the Panel on progress. The SIMNA Co-Chairs will support this relationship and help ensure the work remains a priority for the full Board.

What is involved?

- Three members, appointed for an initial 12 months from Feb 2027.
- Approximately four meetings over the year; timing and online meeting arrangements to be agreed with members.
- Panel members will be offered sitting fees of $150 per meeting, benchmarked against a standard lived experience participation rate used in the AOD and mental health sectors. We recognise First Nations cultural expertise as distinct from lived experience expertise. The payment acknowledges members' contributions within the financial capacity of a small not-for-profit; it does not represent the full value of their expertise.
- SIMNA will coordinate meetings, share relevant materials and provide administrative support.

The Panel's final name and detailed ways of working will be developed with its members, within the purpose and principles approved by the SIMNA Board.

What can members expect from SIMNA?

- Respect for members' time, cultural knowledge, lived and living experience and professional expertise.
- Clear information about the Panel's role, influence and limits.
- Respectful and collaborative conversations, with flexibility to support participation.
- A clear Board response to recommendations, including what will change, what cannot change and why.
- A shared review at the end of 12 months to understand progress and inform next steps.

How to express your interest

We want this process to be straightforward. You can provide a short written response or contact us to arrange a conversation. A formal CV is not required. It would be helpful to hear:

- A little about you and the experience or perspectives you would bring.
- Why this opportunity interests you, including any experience you have working with or serving on Boards or in other governance roles.

We may invite applicants to an informal conversation and will explain the selection process before appointments are made.

Find out more or submit an EOI

Closing date: Friday 11 December 2026

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