



Job Description: Non-Executive Director

Organisation Overview

Rembrandt Living is a proud, not-for-profit aged care provider wholly dedicated to the happiness and wellbeing of its residents and clients. At the heart of the Rembrandt difference is the Dutch word *Gezellig*, a feeling that home is a warm, welcoming place where people are friendly, respectful, and almost like family. It currently operates a single property residential aged care facility with approximately 90 beds and a home care business serving around 1,150 clients, with this number steadily increasing.

Non-Executive Directors – Role Purpose

Non-Executive Directors will provide independent oversight, strategic guidance, and governance to support Rembrandt Living's mission, values and growth. This role is pivotal in ensuring high standards of care, compliance, and sustainability, whilst fostering the organisation's unique culture of *gezellig*.

Position Requirements

- Compliance with ACQSC Responsible Persons Assessment Criteria.
- Holds (or willingness and ability to obtain) Aged Care compliant National Police Clearance.
- Holds (or willingness and ability to obtain) Director Identification Number.
- Attendance at ten Board meetings per annum.
- Willingness to be a member of at least one of the Board committees.
- Undertake relevant ongoing education and professional development.

Key Responsibilities

- Contribute to the development and review of organisational strategy, ensuring alignment with Rembrandt's vision and values.
- Monitor performance and quality of care across both residential and home care services, supporting continuous improvement.
- Provide financial oversight by way of approval of annual budgets and monitoring of financial performance.
- Review and approve key organisational policies and procedures.
- Ensure compliance with the Constitution, regulatory requirements, risk management and ethical standards.
- Provide independent advice and constructive challenge to executive management, particularly regarding financial sustainability and growth opportunities.
- Champion the not-for-profit ethos and Dutch-inspired culture, supporting Rembrandt's commitment to *gezellig*.
- Engage with stakeholders, including residents, clients, families, staff, and the broader community.
- Prepare for and attend Board and annual general meetings and Board committee meetings.
- Participate actively and appropriately in meetings.



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Essential Criteria

- Senior leadership and management experience.
- Strong understanding of governance, risk, and compliance frameworks relevant to aged care.
- Demonstrated commitment to person-centred care and not-for-profit values. Excellent communication, interpersonal, and stakeholder engagement skills.
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- Ability to work collaboratively and provide objective, independent judgement.

Desirable Criteria

- Previous experience as a non-executive director, preferably in aged care, health, or community sectors.
- Knowledge of the legislative requirements impacting the provision of care.
- Graduate of the AICD Company Directors Course.
- Familiarity with Dutch culture or language, or a passion for fostering a welcoming environment.
- Experience in home care and/or residential aged care operations.
- Financial, legal, or clinical expertise relevant to the aged care sector.

Term and Remuneration

The position of each Board Director falls vacant on completion of a term of two years. Directors may stand for re-election.

The cumulative maximum time a Board Director can be on the Board is 10 years, unless the Board approves that the elected Board Director remains on the Board.

Board Directors are paid a fee.