

The Cram Foundation - Board and Committee Vacancy

The Cram Foundation is a not-for-profit disability services company based in the Illawarra region in NSW. Expressions of interest are sought to fill a director vacancy on the Board of Management and to join the People, Culture and Remuneration Board Committee. Cram is a provider of support to people with disability, primarily in the provision of Home and Living Services in the Illawarra and Shoalhaven region.

About the organisation

The Cram Foundation is a respected provider of person-centred services to people living with complex disabilities for over 92 years. At Cram, we put our participants at the centre of everything we do. We make a difference to the lives of the individuals and families we support by enabling choice and quality supported living. With around 250 staff, Cram's Head Office is based in Shellharbour, NSW with 17 of our sites located in the Illawarra and Shoalhaven Region of NSW.

Our Vision:

A world where each person with a disability can live their best life.

Our Mission:

To provide person-centred services, high quality homes, meaningful life experiences and relationships.

Person Centred Principle

Underpinning Cram's values and strategic plan is the principle of person centredness. Cram puts participant experience and quality outcomes at the heart of everything we do. We enable participant engagement, informed decision making and choice in all aspects of our service delivery and ensure a person-centred approach directs the basis of all decisions and initiatives.

Our Values

- Respect – We respect each other and every person's right to inclusion.
- Accountability – We are accountable for our actions and the Cram Foundation's long-term future.
- Integrity – We conduct ourselves with honesty and transparency.
- Empathy – We acknowledge and value each person's perspective.

Board of Management

The Board of Management currently comprises 8 Directors acting in a voluntary capacity to oversee the governance, financial and strategic direction of the organisation. Directors are expected to attend Board meetings (6 x per year), contribute to one of the Board Committees (4 or more times a year), participate in a strategic planning day as well as participate in any other events or governance related activities identified by the Board. Cram is seeking a person with the below skills and experience:

- HR and Industrial Relations
- Regulatory & Compliance
- Experience in Disability Service Provision or the Community Services Sector
- Governance for vulnerable people

- People with a lived experience of disability
- AICD qualification is desirable.

The **People, Culture and Remuneration Committee** (PRC) is an advisory committee that advises and assists the Board to review and validate the workforce capacity and capability to meet current and future services including:

- Ensuring appropriate policies and procedures in place to support the workforce (performance, education, training, compliance etc)
- Analyse related performance indicators and metrics and identify trends, benchmarks and appropriate policy and processes to strengthen the workforce and staff culture
- Consider succession planning options for key roles, in particular the CEO and senior management
- Determine and review the Foundation's remuneration packaging practices
- Identify industrial relations related risks and inform the Audit and Risk Committee for consideration in the Organisational Risk Management Plan
- Review people and culture and industrial relations activities to ensure the Foundation is acting within the law and in accordance with internal policies and external requirements.

The Committee considers employee satisfaction surveys, participant/carer feedback, individual goals, and objectives (KPI'S), contractual requirements, industry practice and trends and any other relevant information to assist with the formulation of any recommendation to the Board. The role on the Committee is voluntary and meets no less than 6 times per year.

How to apply:

Expressions of interest including a cover letter and CV can be forwarded no later than 5pm on 26th of May 2024 to ceo@cramfoundation.com.au or via post to 7/75 Cygnet Avenue, Shellharbour City Centre 2529.