

Code of Conduct Committee – who are we?

The Committee is made up of:

- An independent honorary chair
- Six members elected by and from the Council of ACFID members;
- One appointed representative of the Australian community
- Up to three specialist-based appointed positions, with skills and experience in accordance with current requirements of the Committee.

INDEPENDENT CHAIR – CLARE PETRE

Clare was the Energy & Water Ombudsman NSW for over 16 years. Prior to that she was a Senior Assistant Commonwealth Ombudsman. This work has given her in depth experience in complaint handling, identification of systemic issues, application of codes and standards. She was Chair of the Australian and New Zealand Ombudsman Association for several years.

Clare has extensive experience in the community sector, with government, and the media. She has worked with community legal centres - Redfern Legal Centre, the Intellectual Disability Rights Service, and the Public Interest Advocacy Centre. She has also worked as a reporter with ABC TV's 4 Corners and The Investigators, and in the health system.

Clare is currently Deputy Chair of the Asylum Seekers Centre, Chair of the New Energy Tech Consumer Code Council, and Chair of the Independent Accountability Panel for the Energy Charter. She is the Customer Advocate (Wealth) at NAB, and a Board member of the ACT Suburban Land Agency. Clare has served as a Board member of Energy Consumers Australia and City West Housing, and as a part time Commissioner for the Greyhound Welfare and Integrity Commission.

Bachelor of Social Studies, Diploma of Criminology, M.Sc Social Administration

ELECTED MEMBER – JOSHUA EDWARDS

Senior Policy Officer, Global Development Group

Joshua Edwards is an experienced Senior Project Officer at Global Development Group (GDG). Joshua graduated with Honours for his Bachelor of Business in 2012 has worked at GDG since 2013. During his time at GDG, Joshua's primary role has been the senior management of GDG's largest project region, Africa. In this role Joshua has worked alongside Australian and overseas partners to ensure projects are operating according to the approved project description which aligns with the requirements of DFAT, ACFID, ACNC and ATO.

Joshua is passionate about a robust, accountable and effective international development and humanitarian sector and sees the ACFID Code of Conduct as a key component of this. He has experience in project management, policy development, developing and delivering training, and monitoring and evaluating projects.

Bachelor of Business

ELECTED MEMBER – TRISHA HOPPER

Compliance and Contracts Partner, The Fred Hollows Foundation

Trish Hopper is a lawyer with over 7 years' experience in the not for profit sector. She has been at The Fred Hollows Foundation since 2018, and in that time has worked to enhance and embed compliance processes and frameworks across the organisation and synthesize relevant codes and standards with internal policy development.

As part of her current role Trish has carried out significant projects mapping DFAT, ACFID and DFID reporting requirements and has played a key role in preparing The Foundation for Accreditation as part of the Accreditation Working Group. She is also responsible for ongoing monitoring and reporting in relation to the organisation's compliance requirements including ACFID, the ACNC, and aspects of DFAT compliance.

As one of The Foundation's Safeguarding Focal Points, Trish conducts safeguarding and child protection training across the organization and with implementing partners where required.

Trish is a firm believer that good compliance, as with good governance, should be embedded in everything we do rather than considered onerous or an afterthought. She is keen to encourage and support the international development sector to operate to high ethical and socially responsible standards and believes that the sharing of knowledge and resources across the development community is vital.

Prior to her current role Trish was at Wesley Mission where she was a member of the Quality, Risk & Compliance committee (non-Board). She is a member of ACFID's Safeguarding and Risk & Compliance Communities of Practice

ELECTED MEMBER – KAREN KANDUR

Chief Operating Officer, ActionAid Australia

Karen has 13 years of financial and operational experience in international development, with a focus on microfinance and community development programs across Asia. Her previous role was as Chief Financial Officer at Opportunity International Australia, where she was responsible for the organisations' finance, compliance, risk management, technology and human resources functions. Prior to her time in the development sector, Karen built a solid career in chartered accounting, working at BDO and Pitcher Partners, where she qualified as a Chartered Accountant.

Karen is passionate about gender equality and breaking the intergenerational cycle of poverty and has completed volunteer assignments working within communities in India and Vanuatu. She volunteers as a Peer Support Ambassador with Pink Elephants Support Network and is a Mentor with the Institute of Chartered Accountants Australia and New Zealand.

Master of International Development, Executive Master of Business Administration

ELECTED MEMBER – TRICIA KEYS

Head of Governance and Operations, Australia for UNHCR

Tricia Keys had been working in the not-for-profit and international development sector for nearly 15 years.

Tricia has extensive experience in regulatory compliance, is currently the Head of Governance and Operations at Australia for UNHCR and has wide ranging knowledge of the ACFID Code, its requirements and application. Coming from an allied health and program management background Tricia also has a thorough understanding of development, its issues and practical implementation measures. She has a special interest in evaluation and measuring impact, including ensuring systems are in place to better ensure effectiveness and accountability.

Her strengths include international program management, operations management, program evaluation, improving regulatory compliance, risk management, shaping organisational structure and strategic planning.

Bachelor of Optometry, Grad Cert in Program Evaluation, Master of Public Health

ELECTED MEMBER – NIMARTA KHUMAN (Deputy Chair)

Committee of Management, Projects and Strategy Sub-Committee and Fundraising Sub Committee at Assisi Aid

Nimarta has over a decade of experience working across humanitarian relief and development for both the not for profit and private sectors including Médecins Sans Frontières, Norwegian Refugee Council, The Fred Hollows Foundation, Credit Union Foundation Australia and GHD. She has held roles based at headquarters and in the field across East and South Asia, most recently as Interim CEO of Assisi Aid Projects in Melbourne and co-leading the Protection Cluster in Afghanistan.

Nimarta has a compliance background and has worked closely on accreditation and systems development. Her experience includes operations management, program development, policy, gender and social inclusion. She has worked at the community to national government level across microfinance, governance, emergency aid, health systems, women's empowerment and protection.

Nimarta is currently on the Committee of Management, Fundraising and Projects and Strategy Sub-Committees of Assisi Aid Projects, a member of the redr Australia Roster and is a consultant in the sector. She holds tertiary qualifications in Media and Communications, majoring in Politics and International Relations and has recently been trained in profiling coordination of internally displaced people and working in insecure environments.

ELECTED MEMBER – LEAH ODONGO

Deputy Executive Director/Program Director, Australian Lutheran World Service

Leah has over 12 years hands-on experience in international aid and development and has spent a number of years working in refugee camps and their host communities in the East and Horn of Africa and most recently with communities impacted by poverty, injustice and disasters in the East Asia, the Pacific and Broader Sub Saharan Africa. Prior to her work in the International Aid and Development Sector, Leah who is also a qualified Human Rights Lawyer worked in the Legal Department - Complaints and Redress Section of the Kenya National Commission on Human Rights.

Leah has several years of organizational management experience and serves in several advisory committees. She has practical experience in developing and implementing Organisational effectiveness and compliance frameworks within the context of international development partnerships. Leah has a great interest in strengthening international aid and development practice through policy accountability and transparency processes and actively participates in various related dialogues through formal and informal Groups and Networks within the sector.

Masters degree in Business Administration, Post Graduate Diploma in Law, Bachelor of Academic Laws (BAL) and Bachelor of Law (LL.B).

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SPECIALIST APPOINTMENT – BANDULA GONSALKORALE

Accounting Specialist

Bandula is a management consultant with over 15 years' experience in the overseas development sector. He provides advice on finance, governance, strategy and risk management. He is a DFAT accreditation financial assessor. He was the Finance and IT Director and Company Secretary at ChildFund Australia and before that, the Chief Financial Officer and Company Secretary of Austcare (now Actionaid Australia). Prior to joining the overseas development sector, Bandula held senior management roles in the commercial sector.

He is the Chair of Access Industries for the Disabled and a member of the Audit Committee of that organisation. He is a CPA and a member of the Australian Institute of Company Directors. He previously served in the Committee for 6 years as an elected member and was Co-Deputy Chair for 2 years.

Master of Business Administration, Certified Practising Accountant.

SPECIALIST APPOINTMENT – REBECCA MACFARLING

Marketing and Fundraising Specialist

Rebecca MacFarling holds the specialist fundraising and marketing role on the Code of Conduct Committee. She has spent two decades working as a marketer and fundraiser in both the not-for-profit and corporate sectors. She is currently the Chief Executive Officer of Melbourne Writers Festival. Previously, Rebecca was the Deputy CEO & Head of Fundraising for CUFA, an Australian NGO working on economic inclusion and financial literacy.

Rebecca holds tertiary qualifications in politics, management and digital media, and is a member of the Fundraising Institute of Australia. She was a founding member of Women in Aid & Development.

SPECIALIST APPOINTMENT – RENEE MARTIN (Deputy Chair)

NGO and Partnership Specialist

Renee has experience across the public, private and not-for-profit sectors and is currently employed at Sefa (Social Enterprise Finance Australia) – an impact investing intermediary that is focused on supporting for-purpose organisations to access the capability and capital that they need to deliver social impact. Renee was previously a management consultant in the Economics and Policy team at PwC and she has also worked as a Health Specialist with the Australian Department of Foreign Affairs and Trade where she supported the design, delivery and financing of Australia's health investments across the Asia Pacific region. She brought to that role more fifteen years' of experience working with Governments and NGOs in developing countries where she was collaborating with partners and local counterpart teams to design, deliver and finance sustainable health programs that were appropriate to local conditions. Renee also has experience working in Indigenous health in Australia having spent time supporting health service delivery activities in remote communities in the Northern Territory.

Bachelor of Accounting, Master of International Studies, Master of Public Health

SPECIALIST APPOINTMENT – PROF SIMON RICE

Australian Community Representative

Simon is Kim Santow Professor of Law and Social Justice at the University of Sydney Law School. He has worked and researched extensively in anti-discrimination law, human rights and access to justice issues, and has been a consultant on access to justice development projects in Indonesia, Vietnam and China. Simon is chair of the NSW Welfare Rights Centre, and has worked in and with community legal centres for many years. His previous roles include legal adviser to the federal Parliamentary Joint Committee on Human Rights, Chair of the ACT Law Reform Advisory Council, judicial member of the then NSW Administrative Decisions Tribunal, and Executive Director of the NSW Law and Justice Foundation. In 2002 he was awarded a Medal in the Order of Australia for legal services to the economically and socially disadvantaged.