



CODE OF CONDUCT COMMITTEE

Committee Member Bio's 2018

Independent Chairperson - Clare Petre

Clare was most recently 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 a Board member of Energy Consumers Australia and City West Housing. She is Deputy Chair of the Asylum Seekers Centre and chairs the Consumer Advocacy Trust. She is the Customer Advocate (Wealth) at NAB, and is a Commissioner of the Greyhound Welfare and Integrity Commission.

Clare has a Bachelor of Social Studies, Diploma of Criminology, M.Sc Social Administration.

Committee members

Judy Hatswell, Executive Officer, Sight for All

Judy Bickmore joined Sight for All as Executive Officer in January 2014. Judy has held management roles that have included fundraising, events management, marketing, promotions and project coordination. Prior to joining Sight for All, Judy was the General Manager for a large disability service provider that worked across South Australia and for a time in the Northern Territory.

Judy has experience in working with Boards, strategic planning and communications. Judy has a Bachelor of Social Science, Human Services Social Health Studies and a Graduate Diploma of Social Science, Health Counselling from the University of South Australia. Judy has previously held Chair and Secretariat roles on not-for-profit organisation committees. Through her role at Sight for All, Judy is a member of Finance, Events, Marketing and Program Management Committees and is a member of Vision 2020's Cambodia and Vietnam Working Groups.

Greg Cadman - Compliance Manager, Global Development Group

Bachelor of Commerce, Bachelor of Theology

Greg is a member of Global Development Group and also has the responsibilities of Compliance Manager and Administration Supervisor at Global Development Group.

Under the Executive Director, Greg has been very involved in policy review and development and has managed the preparation of Global Development Group's Annual Report, overseen Global Development Group's in-house training for staff and project partners on the ACFID Code of Conduct and managed the completion of ACFID CSA since 2009. He has also been involved with various ASIC reporting requirements and researching and advising on accounting issues and legal issues.

In the role of Administration Supervisor Greg works closely with the Administration Manager, assisting with the oversight of the Administration team. As well as providing ongoing procedural and system support – and improvements- he helps ensure that all administration personal are performing effectively and in accordance with Global Development Group's policies and procedures.

Prior to this Greg worked as an experienced graduate accountant for chartered accounting firms in both Melbourne and Sydney, working mainly with financial accounts and income tax returns preparation for small businesses, trusts and individuals, along with additional audit exposure and experience.

Aaron Moore – International Programs Manager (WASH and Effectiveness), UNICEF Australia

Aaron Moore is an International Programs Manager (WASH and Effectiveness) with UNICEF Australia and holds a Masters in Forced Migration (University of Oxford). His current role includes supporting water, sanitation and hygiene programs in Asia Pacific and improving the overall quality and effectiveness across UNICEF's international programs.

Prior to this, Aaron was Overseas Programs Manager for over 8 years with a small faith-based NGO, Global Concern. During this time he managed international development programs in Malawi, Zambia, Togo, Kenya, India, Bangladesh, Brazil and Samoa, covering the sectors of food security; water, sanitation and hygiene; primary education; health; vocational training; micro-enterprise; and disaster relief. Aaron led these projects through two Australian NGO Cooperation Program (ANCP) Accreditation cycles to successfully maintain full accreditation with the Department of Foreign Affairs and Trade (DFAT).

Aaron also holds a Graduate Certificate in Social Development (UNSW), Masters in Fine Art (Global Inequality) (UNSW), Bachelor of International Studies (UNE), and Diploma in Ministry and Theological Studies (SMA). Aaron has been employed in social work positions with the Salvation Army (Kings Cross), the Presbyterian Community Services (Sydney), and Hassela Drug Rehabilitation Centre (Sweden); as a Combat Medic with the Australian Defence Force; and an Immigration Solicitor with the Refugee Legal Centre (UK).

Nimarta Khuman – 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.

Bob Mitchell – CEO, Anglican Overseas Aid

Bob Mitchell's PhD focused on the way Christian theology can influence international development work and practice. Before joining Anglican Overseas Aid he was a senior executive at World Vision Australia serving in both strategic and operational roles. Dr Mitchell brings strong corporate experience as a solicitor for more than 25 years, including almost 15 years as a partner at PwC. He has served on several not-for-profit boards: BlueCare, World Relief, the PwC Foundation, Timor Children's Foundation, and Global Health and Development Network. He is currently a director of Western Health, and is a member of the international advisory board of the Christian Journal for Global Health. He has also served as a member of the Federal Attorney-General's International Pro Bono Advisory Group. Dr Mitchell also serves on the global board of the ACT Alliance humanitarian network and is the author to the book, 'Faith Based Development'.

Dr Mitchell holds post-graduate qualifications in public policy, theology, and taxation law, and is an ordained Anglican minister.

Simon Miller – General Counsel, Save the Children Australia (*Deputy Chairperson*)

Bachelor of Law and Arts, Masters in Public and International Law

Simon completed his law degree (1998) and restricted legal practice in Perth (1999-2001) before moving to London where he practised as a solicitor working on a range of large corporate matters including the Enron bankruptcy (2001-2006).

Upon returning to Australia he worked in the corporate team of large firm in Melbourne before commencing a role as in-house legal counsel with World Vision Australia (WVA) (2007-2010) where he provided advice on a broad range of commercial, contractual and compliance matters as well as being engaged with not-for-profit regulatory reform processes. While at WVA Simon was lead author of its annual reports 2008-2011 (PwC Transparency Awards runner-up 2008; winner 2009; juror 2010) and chair of the Policy Committee.

From 2010 to 2013 he was Senior Accountability & Transparency Advisor for World Vision International (WVI) during which time he was lead author of WVI's Accountability Reports and secretary of the Disclosure and Policy Coordination Committees.

In his role with WVI I also worked closely with the International NGO Accountability Charter Company (based in Berlin) and was a member of Global Reporting Initiative's (GRI) anti-corruption working group and the International Aid Transparency Initiative's (IATI) civil society working group.

In 2013 he returned to legal practice with a boutique corporate law firm in Perth advising on corporate and commercial matters for ASX listed companies. In June 2014 he joined Save the Children Australia as Legal Counsel and Policy Advisor.

Specialist Appointments

Prof Simon Rice - Australian Community Representative

Professor Simon Rice has worked and researched extensively in anti-discrimination law, human rights and access to justice issues.

After a period in private commercial practice he worked at Redfern Legal Centre in Sydney and co-founded Macarthur Legal Centre. He was Director of Kingsford Legal Centre while director of clinical legal education programs at the University of NSW. He has been a board member of Macarthur Legal Centre, Redfern Legal Centre, Redfern Legal Centre Publishing, the Communications Law Centre, the Disability Discrimination Legal Centre, the Intellectual Disability Rights Centre, and the ACT Welfare Rights and Legal Centre.

In 1989-95 he was a lecturer in the UNSW Law Faculty and director of clinical programs, and in 2000-01 he taught at Sydney University Law Faculty. He was a senior lecturer in Law at Macquarie University from 2005-07.

He has practised extensively in poverty law in community legal centres, particularly anti-discrimination law. In Australia and internationally he has trained and advised a wide range of businesses, agencies and NGOs in human rights and anti-discrimination law, and has consulted to NGOs on organisational management and strategic planning.

In 2002 he was awarded a Medal in the Order of Australia for legal services to the economically and socially disadvantaged, and he has received a UNSW Alumni Award. In 2008 he was an invitee to the Australian Government's 2020 Summit.

Renee Martin - NGO and partnership specialist

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

Renee has experience across the public, private and not-for-profit sectors and is currently employed as a management consultant in the Economics and Policy team at PwC. Prior to this role she 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

Michelle Pearce - Accounting specialist (Deputy Chairperson)

Bachelor of Accounting, Fellow Chartered Accountant

Michelle is a finance professional with 15 years of experience in the charity sector. Her experience has included senior finance roles at Movember (Chief Financial Officer), Oxfam Australia (Chief Financial Officer), Marie Stopes International (Australian Operations Finance Director) and Australian Red Cross (International Operations Commercial Manager). Michelle is the founder of Social Business Consulting, providing advice on finance, governance, strategy and risk management to charities. Michelle also works in the Global Innovations Team at Movember. Michelle is a Fellow Chartered Accountant, has completed Human Resources studies with the Australian Human Resources Institute and is currently undertaking her MBA at Deakin University. Michelle has a Certificate IV in Workplace Assessment and Training and is a member of the Australian Institute of

Company Directors. Michelle is a member of the Chartered Accountants NFP Advisory Committee and a volunteer foster carer with Anglicare.

Rebecca MacFarling - Communications and Marketing 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 Interim CEO of the Museum of Australian Democracy at Eureka (MADE) on the site of the Eureka Stockade in Ballarat. Prior to her appointment at MADE, 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 is also a co-convener of Women in Aid & Development.