

2026 Board Director Vacancy Expression of Interest

North Queensland Primary Healthcare Network Limited (NQPHN) is seeking Expressions of Interest (EOI) from suitably qualified applicants to fill four upcoming vacancies on the NQPHN Board in November 2026. Of these, three Directors are retiring by rotation and are eligible to reapply, while one Director has reached the end of their maximum term and is not eligible for reappointment.

NQPHN is a public company limited by guarantee incorporated under the Corporations Act. It is one of 31 Primary Health Networks funded by the Australian Government.

NQPHN is an independent, not-for-profit organisation, funded to commission services to meet the health needs and priorities of North Queensland region (from St Lawrence in the south coast, up to the Torres Strait in the north, and west to Croydon and Kowanyama.). Copies of NQPHN's Constitution, Members Charter, Joint Regional Needs Assessment, Strategic Plan, and Board Skills Matrix overview are available at NQPHN's website: [NQPHN Home | Northern Queensland Primary Health Network](#).

Applications will be considered and reviewed by NQPHN's Board Nominations and Remuneration Committee (Committee). Shortlisted candidates will be interviewed, and the recommended candidates will be considered for appointment at the Annual General Meeting of NQPHN Members on 26 November 2026.

NQPHN is seeking EOI applications from individuals with the qualifications, knowledge, experience, and attributes that will contribute to the organisation achieving its vision of a healthy future for all northern Queenslanders. The Committee applies the [Board Skills Matrix](#) to assist with the process of assessing EOI applications to complement continuing directors, prior to making recommendations to the NQPHN Members.

As part of the skills matrix process, preference will be provided to applicants who demonstrate skills, experience, or capability with strengths in one or more of the following key criteria:

- Skills and experience in community primary health care, including clinical governance, practice and service models in the following fields:
 - Community mental health.
 - Community General Practice.
- Strong knowledge, expertise and networks in one or more of the following areas
 - Legal experience in areas applicable to the activities of NQPHN.
 - Financial Strategy, Analysis and Performance.
 - Community and Stakeholder Engagement.
 - Government Relations experience.
 - Experience in ICT and Digital Technologies.
- Governance and/or executive experience in government-funded, member-based, mission based, and/or not-for-profit organisation(s).
- Evidence of high professional and ethical standards of behaviour, including team participation, sound judgment, capacity to investigate information constructively and relate effectively with a range of stakeholders and partners.
- A willingness and demonstrated ability to devote time and energy to the role.



NQPHN acknowledges the Aboriginal and Torres Strait Islander peoples as Australia's First Nation Peoples and the Traditional Custodians of this land. We respect their continued connection to land and sea, country, kin, and community. We also pay our respect to their Elders past, present, and emerging as the custodians of knowledge and lore.



ISO 9001
QUALITY



- Applicants residing within the areas of St Lawrence in the south coast, up to the Torres Strait in the north, and west to Croydon and Kowanyama are sought, to broaden the current Board membership.
- Candidates with Aboriginal and/or Torres Strait Islander background and cultural competence are strongly encouraged to apply.

Applications

- Your EOI application for this position should include:
 - A written application of no more than two pages addressing why you would like to serve on the NQPHN board, how you think your skills, attributes and/or experience align to the above criteria and enhance our ability to deliver on our strategic plan, and the key and desirable criteria.
 - This written application should also describe your current commitments, and any perceived or actual conflicts of interest that relate to NQPHN.
 - A current copy of your curriculum vitae or LinkedIn profile.
 - Names and contact details of two referees.

Please be aware that your application and your curriculum vitae may need to be shared with the NQPHN Members.

To submit an EOI for this position, please email your application to companysecretary@nqphn.com.au no later than close of business 11 September 2026. Click here to see the [Board Skills Matrix](#).

Time Commitment

- Directors are expected to actively participate in Board and Committee meetings throughout the year. The Board meets face-to-face four times each per year for approximately one day per meeting (with virtual attendance available where required), together with additional virtual meetings as required to consider commissioning and other matters requiring Board approval. Board Committees generally meet four times per year, with meetings conducted virtually and lasting approximately two hours.
- Directors are also expected to allow sufficient time for relevant travel, meeting preparation, review of Board and Committee papers, professional development activities, and participation in an annual Board strategic planning day.
- From time to time, Directors may be invited to attend key stakeholder, community engagement, and organisational events. Directors are encouraged to attend, where possible, one day of NQPHN's annual One Team Event, which provides an opportunity to engage with staff and gain broader insight into organisational priorities and culture.

Remuneration

- Director positions are remunerated in line with relevant not-for-profit sector benchmarking arrangements.

Recruitment process and key dates

- Applications will be reviewed by the NQPHN Nominations and Remuneration Committee against the [Board Skills Matrix](#) and selection criteria.
- Shortlisted candidates will be invited to participate in an interview process, with interviews and referee checks expected to occur during the week of 28 September 2026. NQPHN reserves the right to undertake reference, qualification, probity or other checks it considers appropriate as part of the Director selection process.
- Following completion of the selection process, the Committee will make recommendations to the Board. The Board is scheduled to consider and approve Director nominations at the end of October 2026. Unsuccessful candidates will be notified following this decision.
- Recommended candidates will be submitted to NQPHN Members for approval at the Annual General Meeting to be held on 26 November 2026.
- Successful candidates will participate in Director induction activities scheduled for the week of 14 December 2026.