

Expression of Interest Information Pack for 2026 Elected Directors Endeavour Foundation Limited

Endeavour Foundation is seeking expressions of interest from eligible individuals wishing to nominate for two Elected Director positions which will become open in November.

Full details of the Elected Director eligibility, nominations and elections process are included in this Information Pack.

Expressions of Interest must be received by the Company Secretary by 5:00pm (AEST) on 23 July 2026.

Any questions may be directed to the Company Secretary at:



CompanySecretary@endeavour.com.au



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Making possibilities a reality for people with disability

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1. Overview and Key Details

Endeavour Foundation Limited is seeking Expressions of Interest (EOIs) from eligible individuals who wish to nominate for two Elected Director positions which will become vacant at the closure of the Annual General Meeting in November 2026.

This Information Pack outlines:

- the opportunity to serve as an Elected Director
- the skills, experience, and attributes sought
- the EOI and election process, and
- key dates and next steps.

**EOI Closing Date: 5:00pm (AEST),
Thursday 23 July 2026**

See item 10 below on How to Submit an EOI.

Enquiries should be directed to the Company Secretary via email at:
companysecretary@endeavour.com.au

2. The Opportunity

Serving on the Board of Endeavour Foundation is an opportunity to contribute to a large, complex and purpose-driven organisation that supports thousands of Australians with intellectual disability to live independently, participate in their communities and access meaningful employment, while providing governance and strategic leadership.

Endeavour Foundation operates at scale in a highly regulated and evolving environment, with national operations, a significant workforce and complex funding arrangements through the NDIS and government contracts, with annual revenues exceeding \$360m. The Board is actively guiding the organisation through a period of transformation to ensure long-term sustainability, service quality and impact.

This presents a meaningful opportunity for experienced leaders to contribute to strategy, performance and system-wide outcomes.

Why Join the Board Now

The disability sector is undergoing significant change, with funding pressures and market shifts. Endeavour Foundation is actively responding through transformation and performance improvement.

This is an opportunity to contribute at a critical point — helping shape a sustainable, high-performing organisation that continues to deliver meaningful impact for people with intellectual disability across Australia.

Key Features of the Role

Two Elected Director positions will become available. Both positions are:

- voluntary
- for a three-year term
- require a commitment of approximately 8 Board meetings per year (generally in person at the Brisbane office)
- require 1–2 regional visits per year, and
- require participation on one or two Board Committees, that meet quarterly via Microsoft Teams, supporting oversight of care, people, risk and finance.

3. About Endeavour Foundation

Endeavour Foundation Limited is a member-based not-for-profit organisation committed to supporting people with an intellectual disability to make their possibilities a reality.

We proudly identify as #TeamPossible and believe in the potential of every person and their right to live a full and meaningful life as part of their community.

As we approach our 75-year legacy, we remain focused on building a sustainable, inclusive and high-performing organisation that can deliver impact for generations to come.

Our Reach

Each year, we walk alongside thousands of Australians as they pursue what matters most — living independently, being employed in jobs that are right for them, and connecting with their communities. We support more than 14,000 people across a national network of over 230 sites, delivering services at scale across metropolitan and regional Australia.

Our Services

We deliver a broad range of services, including:

- accommodation and supported living
- supported employment
- in-home supports and community access
- learning and life skills programs
- support coordination and behaviour support
- apprenticeships and traineeships.

4. Our Purpose, Values and Objectives

Our Values



One

Valuing individual strengths to achieve more together



Care

Treating everyone with respect and kindness



Imaginative

Always seeking a better future for our clients



Passionate

Keeping people with disability at the heart of all we do

Our Objectives

As set out in the Constitution, Endeavour Foundation exists to:

- further the interests of people with disability, particularly intellectual disability
- harness the resources of the community to make a positive difference in the lives of people with a disability
- promote and advocate for dignity, inclusion, and citizenship
- enable people with disability to achieve their full potential
- enable people with disability, their families and carers to voice views, interests and concerns, and
- to be the provider of choice for people with disabilities.

5. What We're Looking For

Endeavour Foundation is entering a phase of optimisation and transformation. The Board operates as a skills-based board and is seeking candidates who can contribute at a strategic level. We are seeking candidates that meet the Skills, Experience and Qualities for Directors detailed in Attachment A.

Priority Skills and Experience

Given the significant transformation occurring across the sector, demonstrated experience leading business transformation, influencing reform, and positioning organisations to successfully navigate change and emerging opportunities will be highly valued.

The Endeavour Foundation Board is a skills-based Board and is seeking candidates for two elected director roles with the following skills:

- **First role:** We are seeking a strategic technology leader with recent experience leading technology transformation initiatives, which could include automation, AI enablement, cybersecurity, and digital platforms. The ideal candidate will bring a strong track record of modernising technology ecosystems, driving strategic change, leveraging data and emerging technologies, and delivering measurable business outcomes.
- **Second role:** We are seeking a director with extensive experience in advocacy and government engagement across the Federal environment, ideally supported by established networks and a strong understanding of the evolving NFP and NDIS landscape. Experience in state government advocacy will also be considered favourably.

Lived Experience

As a purpose-driven organisation, lived experience of disability will be viewed favourably. This may include:

- personal experience
- being a family member, guardian, carer, or advocate, or
- other meaningful connections to disability and inclusion.

Geographic Representation

EOIs are welcomed from all Australian states and territories. To strengthen the diversity of our Board, applicants outside Southeast Queensland, particularly those based in Victoria and regional Queensland, are strongly encouraged to apply.

Additional Attributes

Candidates will also be assessed on:

- governance and leadership experience
- commitment to Endeavour Foundation's purpose and values
- collaborative approach and sound judgement, and
- commitment to diversity, equity, and inclusion.

6. Board and Governance Overview

The Board of Endeavour Foundation comprises 4 to 5 Elected Directors and up to 5 Appointed Directors. The number of Appointed Directors must not exceed the number of Elected Directors.

Elected Directors are elected by members at the AGM and serve three-year terms, subject to tenure limits under the Constitution.

The Board appoints the Appointed Directors to address specific skills or experience needs.

Further information about current Directors is available at: endeavour.com.au/about-us

7. Eligibility Requirements

To be eligible for election as an Elected Director, nominees must:

1. be nominated by two Members of Endeavour Foundation
2. demonstrate support for Endeavour Foundation's objectives
3. meet the composition and skills requirements determined by the Board
4. be a current member of Endeavour Foundation at the time of election (membership application and details is available [here](#))
5. not be an employee of Endeavour Foundation or a related entity
6. not be prohibited by law from acting as a company director, and
7. not have been disqualified by the ACNC in the previous 12 months.

Successful candidates will be subject to comprehensive pre-appointment screening including, but not limited to, police checks, Working with Children Checks and NDIS Worker Screening.

8. The EOI and Nomination Process

Expression of Interest

The EOI process enables the Board to:

- identify potential candidates early
- encourage a diverse range of applicants, and
- promote transparency.

Submitting an EOI is not a formal nomination and does not guarantee progression to nomination.

After EOIs Close

- EOIs are reviewed confidentially by the Nominations Committee
- some applicants may be invited to an informal discussion, and
- selected candidates will be invited to submit a formal nomination when nominations open.

9. Key Dates and Timeline

Milestone	Date
EOIs Close	23 July 2026
Nominations Open	7 August 2026
Nominations Close	20 August 2026
Interviews	1 September 2026
AGM	6 November 2026

10. How to Submit an Expression of Interest

Please complete the Director EOI Form and submit:

- by email to companysecretary@endeavour.com.au, or
- by post to:
Endeavour Foundation
Company Secretary
33 Corporate Drive
Cannon Hill QLD 4170

Attachment A: Skills, Experience and Qualities for Directors

The following skills are considered valuable, and candidates should consider their experience and alignment to each. This will be further explored at interview stage.

Commitment to the Values and Purpose:

Demonstrated commitment to Endeavour Foundation Values and Purpose of supporting and advocating for individuals with disabilities, promoting inclusion, and advancing disability rights.

Experience in Disability Services:

Experience in disability services, disability advocacy, special education, healthcare, or related fields that directly align with Endeavour Foundation's purpose. Executive leadership experience in a complex human services organisation would be viewed favourable.

Financial Acumen:

Understanding of financial management and oversight, including budgeting, financial reporting, risk management, and fundraising strategies relevant to the not-for-profit sector.

Governance Experience:

Current and previous directorial, executive and/or professional experience including experience serving on boards or committees, particularly within the not-for-profit sector, with a strong understanding of governance principles, legal responsibilities, and fiduciary duties.

Diversity and Inclusion Commitment:

A commitment to diversity, equity, and inclusion, ensuring that Endeavour Foundation's services and activities are accessible and inclusive of all individuals with other abilities. Expressions of interest are encouraged from people of all cultures and backgrounds and individuals living with disability.

Collaborative Team Player:

Ability to work effectively as part of a diverse board, contributing constructively to discussions, respecting different viewpoints, and fostering a positive board culture.

Innovation and Adaptability:

Willingness to embrace innovation and adapt to changing environments, bringing fresh perspectives and creative solutions to address challenges facing individuals with disabilities.

Time Commitment and Availability:

Availability to attend board meetings regularly, participate in committee work, and contribute time and effort to support Endeavour Foundation's activities outside of board meetings.

Lived Experience of Disability:

Lived experience means the perspective, knowledge and understanding gained by an individual through their personal experience as a person living with an intellectual disability, or as a close family member, guardian, care giver or advocate. It includes the practical knowledge and skills gained from navigating systems and the emotional impact of living with a disability or caring for a person with a disability. Lived experience of a candidate will be viewed favourably.