Seamless

Seamless Appointed Director Nomination Guide 2026

Clothing Stewardship Australia Limited is seeking a highly motivated and respected executive from its Supporter base to serve as an Appointed Director on the Board for a three-year term following the Annual General Meeting in December 2026.

This guide contains information for those considering applying for this Director role, including the term of office, responsibilities, eligibility criteria and the desired candidate profile.

Have questions? Email secretariat@seamless.org.au

Nominations now open

To nominate for the role of Appointed Director with the Seamless Board, complete the online nomination form and submit it by

Tuesday, 11 August 2026
5:00pm AEST

Nominate now

Call for supporters to nominate a Director

Seamless supporters are advised that one (1) Appointed Director position will be filled through a selection process overseen by the Governance and Nominations Committee with the successful applicant publicly announced at the Annual General Meeting (AGM) on 3 December 2026. This notice is a call for Seamless supporters to consider the desired skills and if appropriate, nominate a representative in line with the guidance set out under clause 42 of the current Constitution.

The Appointed Director will serve a three-year term commencing 4 December 2026. Appointed Directors are defined in clause 73 of the Constitution.

About the role

The Clothing Stewardship Australia Limited Board of Directors ('Board') is responsible for the governance, strategic and financial oversight of Seamless, Australia's clothing product stewardship scheme, in accordance with the Constitution, and applicable legislation. The Board works collaboratively with the Executive and is supported by a professional Company Secretary.

Term of office

The Appointed Director will serve for three (3) years following the 2026 AGM on 3 December 2026 as per clause 43.8 of the Seamless Constitution.

Board meetings

The Seamless Board meets at least five (5) times during a calendar year, most often virtually, and holds one in-person strategy day per calendar year. It is expected that the Appointed Director will allow adequate time to prepare for and attend these meetings.

Board sub-committees

At this time, the Seamless Board also has two sub-committees: the Finance Audit and Risk Committee, and the Governance and Nominations Committee. Individual Directors are invited to serve on these committees as required. If appointed to serve on a sub-committee, it is expected that the Appointed Director will allow adequate time to prepare for and attend sub-committee meetings.

Remuneration

To comply with clause 47 of the Constitution, Seamless must not pay fees to a representative of a Seamless member or supporter company who is acting as a Director. However, Seamless will arrange and pay for appropriate insurances, including Directors and Officers insurance, and professional indemnity insurance.

The nomination process

The Appointed Director nominee from the Seamless supporter organisation must complete and submit the online nomination form, which includes submitting a statement describing why the individual is a suitable candidate for the role in line with the candidate profile, along with a head shot and current resume, by 5:00pm AEST on Tuesday, 11 August 2026.

The nominee must be either an employee of the Supporter company or a person nominated by the Supporter company who has provided signed consent to act as that Supporter company's nominee.

After nominations close, a selection panel of three Seamless Directors, supported by the Secretariat will oversee the process. The panel will review the nominations and prepare a list of persons deemed to suitably meet the criteria. All candidates will be informed of the outcomes of this process, with those suitable progressing to the interview stage. The Chair of the Governance and Nominations Committee will be available for any due diligence enquiries.

Following the interview process, the panel will make a recommendation to the Governance and Nominations Committee who will then present the endorsed candidate to the Board to approve the appointment in accordance with clause 42.6 of the Constitution. Once approved, the successful applicant will receive a letter of offer, and all other applicants will be notified of the outcome.

The Appointed Director will be announced to Seamless members and supporters at the 2026 AGM.

Responsibilities

Individuals nominating for the role of Appointed Director must read the following documents that provide an understanding of the role and responsibilities of Directors:

Governance for Good: A Guide for Responsible People, Australian Charities and Not-for-Profits Commission

Not-for-Profit Governance Principles, April 2024, Australian Institute of Company Directors

Essential eligibility criteria

To nominate as an Appointed Director, the individual must represent an eligible Seamless supporter organisation. Eligible supporter organisations are those supporters that have paid all relevant fees within 30 days after those fees become due.

The Seamless Board has determined that the following criteria are essential to qualify for nomination as an Appointed Director:

- A commitment to serve the company and its members, align with its values and to avoid conflicts of interest in accordance with the Constitution, and relevant legislation;
- A commitment to uphold the principles of good governance;
- Proven business management acumen and governance experience;
- Capacity to think and act strategically;
- High level of communication skills;
- The ability to exercise due care and diligence, and to act honestly in good faith and according to proper purposes; and
- The ability to work collaboratively and respectfully with others.

A person is not eligible to be an Appointed Director if they are ineligible to be a director under the *Corporations Act 2001* (Cth) or the *Australian Charities and Not-for-Profits Commission Act 2012* (Cth). The equivalent legislation will apply for any persons residing in New Zealand.

Desired candidate profile

In addition to meeting the criteria listed above, it has been determined that the Seamless Board would be further enhanced by a Director who has:

1. International supply chain and international trade knowledge;
2. Experience with post-consumer stages of the textile supply chain;
3. Market development skills and experience;
4. Investor relations and capital market experience; and/or
5. Current Chartered Accountant (CA) or Certified Practising Accountant (CPA) credentials.

It is highly desirable that Director nominees have either prior experience as a non-executive director, and/or hold appropriate governance qualifications (for example, the Australian Institute of Company Directors, Governance Institute of Australia).

Applications from people of diverse backgrounds and locations are also encouraged.

The Appointed Director will be required to complete a "Declaration and Consent to Act as a Director" form prior to commencement of their term and will also be required to provide their Director Identification Number (DIN).

Summary of key dates

Time and date	Milestone activity
5:00pm AEST, Tuesday 11 August 2026	Appointed Director nominations close
5:00pm AEST, Thursday 20 August 2026	Nominees notified of screening outcome
5:00pm AEST, Thursday 27 August 2026	Interviews commence, followed by governance processes
5:00pm AEDT, Friday 23 October 2026	Interview outcomes shared with shortlisted applicants
Thursday 3 December 2026	Seamless Annual General Meeting held and successful Appointed Director announced, with term commencing 4 December 2026

Have questions?

For further information about the Appointed Director nomination process, or the role of Directors, please email secretariat@seamless.org.au.