

BOARD COMPOSITION AND DIRECTOR SELECTION

The College Board is made up of six elected Member Directors and three non-member Appointed Directors. Directors are usually elected or appointed on 3-year terms, which are staggered, meaning each year two Member Directors and one Appointed Director positions are up for election or appointment.

The Board, as detailed in the Constitution, has assigned the selection and appointment of directors to the independent Nominations and Selection Committee. The Nominations and Selection Committee ensures the College has a balanced and appropriately skilled board of directors to deliver a strong and successful College for members.

The Nominations and Selection Committee comprises:

- Philippa Taylor (chair) – experienced Non-Executive Director and Nominations Chair
- Peter Lang – College Fellow, paramedic educator, former College director with over 10 years' service on the board
- Namoi Dougall – lawyer, experienced director, and senior executive
- Liz Schenke – human resources expert and people & culture leader

The Nominations and Selection Committee, working with the Board, has identified the ideal mix of skills required on the College Board. This is detailed in the College's skills matrix with identified skills required of the directors, e.g., strategy, financial, risk, governance etc. The skills matrix highlights the skills required of directors individually and collectively for successful leadership of the College. Under the College Constitution, all director nominations go through a consistent review process undertaken by the Nominations and Selection Committee to ensure potential directors meet the skills requirements of the board.

APPOINTED DIRECTOR CONFIRMATION – Agenda item 5

The Board has one Appointed Director vacancy, with the Nominations and Selection Committee undertaking a recruitment process this year to identify an appropriate non-member Director for appointment to the Board under clause 34.2 and 34.5 of the Constitution.

The recruitment saw a strong field of 27 candidates apply, with some truly excellent candidates with significant governance, strategy and board experience wanting to join the College Board.

The Nominations and Selection Committee selected Leo Mucci and recommended his appointment, with the Board resolving to accept that recommendation. The Corporations Act requires the confirmation of Board appointed Directors at the AGM.

Appointed Director information follows on the next page.

Member Director information (agenda item 6) is found on page 3 to 9 of this document.

APPOINTED DIRECTOR CONFIRMATION – Agenda item 5

Leo Mucci

Profile

Executive and Non-Executive Director with 20+ years' leadership across healthcare, research and not-for-profit sectors. Experienced in governance, financial stewardship, risk, digital transformation and organisational strategy. Passionate about strengthening healthcare systems through ethical leadership, innovation and evidence-based decision-making to improve equitable access and community outcomes.



Reason for Standing

I am motivated by a professional and personal conviction that every person deserves equitable access to high-quality healthcare. I seek to contribute my governance, financial and healthcare leadership experience to strengthen the College's strategic impact, support the paramedic profession and improve health outcomes for communities across Australasia.

Current Roles

2025 – current Group Chief Operating Officer, Centaurus Healthcare

Previous Roles

2024 – 2025 Executive Director, Operations, Pemba Capital Private Equity Group (Lumia Care)
2022 – 2023 General Manager NSW, Bolton Clarke
2019 – 2022 Chief Executive Officer NSW, Health eCare
2016 – 2019 General Manager NSW, Bupa
2010 – 2016 Senior leadership roles, RetreatCare
2002 – 2008 Captain, Royal Italian Navy

Board / Committee Experience

2026 – current Deputy Chair, Deafness Forum Australia
2025 – current Chair, Bond University Lynnea External Advisory Board
2025 – current Non-Executive Director (Clinical Governance Committee), Churches of Christ Queensland
2024 – current Chair Advisory Member, Human Research Ethics Committee, Southern Cross University
2022 – 2024 Chairperson, NSW Rural Fire Brigade

Qualifications

In progress Master of Business Administration (MBA), University of Newcastle
2019 Bachelor of Physiotherapy (Honours), University of Newcastle

MEMBER DIRECTOR ELECTION – Agenda item 6

There are two (2) Member Director positions to be filled at the AGM. Current directors Ryan Lovett has termed out under the Constitution and Bill Lord has decided to not stand for re-election.

Six (6) candidates have been recommended to the members by the Nominations and Selection Committee in accordance with the Constitution (listed alphabetically by last name):

1. Matt Cannon
2. Simon Edwards
3. Damian Jolly
4. Jamie Rhodes-Bates
5. Joshua Sherwood
6. Michael Wells

A poll will take place to determine the two candidates with the most votes.

Elected Director information follows on the following six pages.

Matthew Cannon MBE – FACPara CStJ

Profile

I bring a broad and distinctive understanding of paramedicine, shaped by recent frontline practice and executive leadership within CAA ambulance services. My experience spans the not-for-profit sector, primary care, aeromedical operations, extractive industries and international settings, providing a genuinely whole-of-sector perspective on the profession's challenges and opportunities across Australasia.



Reason for Standing

I am standing for Director because I deeply value the College's leadership in paramedicine and would welcome the opportunity to support its work at a pivotal time for the profession. I hope my varied experience may offer a useful perspective while learning from members and fellow Directors and contributing thoughtfully.

Current Roles

2026 – current Head of Health Services, St John Ambulance Australia (NSW)
2023 – current Ambulance Paramedic (Casual), NSW Ambulance

Previous Roles

2025 Director, Operational Capability, Ambulance Victoria
2017 – 2025 Chief Executive & Commissioner, National St John Ambulance Service, Papua New Guinea
2015 – 2017 Executive Support Officer / Advisor, National St John Ambulance Service, Papua New Guinea
2014 – 2015 Ministerial Liaison Officer (Ambulance), NSW Parliament
2010 – 2021 Ambulance Paramedic, NSW Ambulance

Board / Committee Experience

2026 – current State Councillor, St John Ambulance Australia (NSW)
2024 – 2025 Deputy Chair, Council of Ambulance Authorities
2019 – 2024 Board Member, Council of Ambulance Authorities
2020 – 2023 Board Member, National Capital District Provincial Health Authority
2020 – 2023 Chair, Public Health Committee, National Capital District Provincial Health Authority

Qualifications

2026 Graduate Certificate in Business Law, University of New South Wales
2023 Graduate Certificate in Public Health, University of New South Wales
2022 Governance Foundations for Not-for-Profit Boards, Australian Institute of Company Directors
2021 Company Director Course, VUCA Australia
2013 Bachelor of Paramedicine, Ambulance Service of New South Wales
2012 Bachelor of Nursing, University of Technology Sydney

Simon Edwards – MACPara

Profile

As an experienced clinician who has progressed from frontline paramedic through senior and executive leadership, I have led operations, organisational reform, and championed clinical governance. I'm passionate about developing paramedics ensuring improved patient outcomes and building high performing teams that deliver safe, compassionate and efficient healthcare across our complex environment.



Reason for Standing

As a clinical and organisational leader, I know the strength that comes from an empowered cohort. This empowerment comes from developing and sharing knowledge with all paramedics. I am applying to provide support for paramedics, through my sound and transparent decision making, to continue the drive in all that is needed to enhance our profession.

Current Roles

2024 – current Director Clinical Operations, Queensland Ambulance Service

Previous Roles

2026 A/Assistant Commissioner, Queensland Ambulance Service
2022 – 2024 A/District Director, Queensland Ambulance Service
2022 – 2024 Manager Clinical Education, Queensland Ambulance Service
2022 Clinical Support Officer, Queensland Ambulance Service
2017 – 2022 Critical Care Flight Paramedic, Queensland Ambulance Service
2016 – 2017 Critical Care Paramedic, Queensland Ambulance Service
2013 – 2016 Advanced Care Paramedic 2 ESoP LARU, Queensland Ambulance Service
2009 – 2013 Advanced Care Paramedic 2, Queensland Ambulance Service

Board / Committee Experience

2025 – current Member, Regional Clinical Unit CAG, University of Queensland
2022 – current Chair, Acting Chair and Member, Regional and Clinical Governance Committees, Queensland Ambulance Service

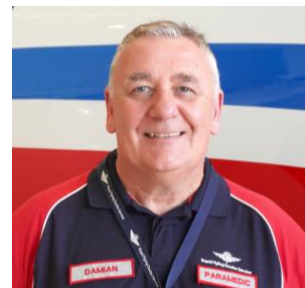
Qualifications

2022 Graduate Certificate in Aeromedical Retrieval, Monash University
2014 Master of Paramedical Science (Critical Care), Edith Cowan University
2014 Diploma Work Health and Safety, Churchill Education
2009 Bachelor of Health Science (Paramedics), Queensland University of Technology

Damian Jolly – MACPara

Profile

I am a passionate paramedic and health leader dedicated to advancing our profession through excellence in patient care, education, leadership, and collaboration. Drawing on frontline and executive experience, I advocate for paramedics as vital healthcare professionals, helping shape stronger systems, grow future leaders, and improve community outcomes.



Reason for Standing

As a registered paramedic and healthcare executive, I have dedicated more than two decades to serving, leading and advocating for the paramedic profession. Through clinical leadership, workforce development, education, research, quality improvement and stakeholder engagement, I have consistently championed professional excellence and helped strengthen paramedicine's role within contemporary healthcare systems.

Current Roles

2026 – current Senior Health Lead, RFDS WA

Previous Roles

2021 – 2026 Manager Metropolitan Operations / Health Alliance Manager, St John Ambulance WA
2019 – 2021 General Manager, Southern Cross Care WA
2014 – 2019 Operations Manager, Royal Perth and Bentley Group
2009 – 2014 Regional Risk Manager / Operations Manager, WA Country Health Service
2006 – 2009 Paramedic / Paramedic Mentor, St John Ambulance WA
2003 – 2006 Director of Operations, Oxfordshire Ambulance Service (UK)

Board / Committee Experience

2019 – 2021 General Manager with Board Duties and Reporting, Southern Cross Care
2003 – 2006 Director of Operations with Board Duties and Reporting, Oxfordshire Ambulance Service

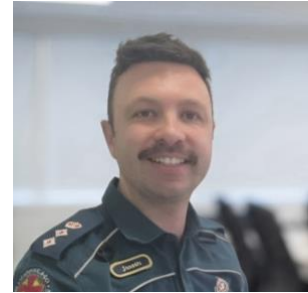
Qualifications

2005 Master of Science (Strategic Leadership), University of Salford
2002 Master of Business Administration, University of Lancashire

Jamie Rhodes-Bates – MACPara

Profile

An experienced leader with extensive clinical experience, currently tinkering away in a senior officer role whilst supporting colleagues through volunteer works and a passionate advocate of the profession.



Reason for Standing

Having served my community and the profession in a range of roles, I am keen to bring my expertise and experience as a leader within my service to contribute to the strategic direction of the College as it enters an exciting chapter of shaping the future of paramedicine in Australasia.

Current Roles

2025 – current Director, Gold Coast District, Queensland Ambulance Service
2016 – current Critical Care Paramedic, Queensland Ambulance Service

Previous Roles

2024 – 2025 Director, Rostering, Time and Attendance Project, Queensland Ambulance Service
2022 – 2024 Acting Manager, Metropolitan Workforce Planning, Queensland Ambulance Service
2020 – 2023 Industry Fellow, Queensland University of Technology
2018 – 2023 Sessional Academic, Queensland University of Technology
2021 – 2022 Senior Advisor, Fair and Inclusive Workforce Reform, Queensland Ambulance Service
2015 – 2021 Sessional Academic & Course Co-ordinator, University of the Sunshine Coast
2019 – 2021 Acting Officer in Charge, Queensland Ambulance Service
2019 – 2022 Acting Clinical Support Officer, Queensland Ambulance Service
2012 – 2016 Advanced Care Paramedic, Queensland Ambulance Service

Board / Committee Experience

2023 – current President, QAS Legacy Scheme Inc.
2020 – current Chair, Queensland Member Committee, Australasian College of Paramedicine
2020 – current Member, UWW Ambulance State Council
2020 – 2023 Board Member and Vice President, QAS Legacy Scheme Inc.
2021 – 2023 Member, UWW Enterprise Bargaining Negotiation Committee
2020 – 2022 Vice Chair, Clinical Fellowship Committee, Australasian College of Paramedicine
2020 – 2021 Chair, ACPIC Organising Committee, Australasian College of Paramedicine
2019 – 2020 Member, Constitutional Review Committee, Paramedics Australasia
2017 – 2020 Chair, Scientific and Program Committee, Paramedics Australasia
2015 – 2020 Member and Secretary (2017–2020), Paramedics Australasia Queensland Chapter

Qualifications

2025 Director Certificate, Australian Institute of Management
2016 Master of Applied Science (Research), Queensland University of Technology
2014 Master of Paramedical Science (Critical Care), Edith Cowan University
2011 Bachelor of Health Science (Paramedic), Queensland University of Technology

Joshua Sherwood – FAWM, F(c)AEEM, MACPara

Profile

Registered paramedic whose varied career has spanned volunteer ambulance work, over a decade delivering primary care in the RNZAF, aeromedical retrieval and military medicine, and HEMS Flight Paramedic practice on the remote West Coast. Serves as Chair and Field Team Leader for Greymouth Land Search and Rescue.



Reason for Standing

Member since 2013, I enjoy my College volunteer roles and am excited to help the College continue its work as advanced practice and specialisation are introduced to the profession. I am at a point in my career and governance journey where I believe I can contribute at the board level.

Current Roles

2026 – current Paramedic, Hato Hone St John, West Coast

Previous Roles

2022 – 2026 Flight Paramedic / Air Crew Officer, GCH Aviation, Greymouth
2020 – 2022 Clinical Team Manager / OIC SAR Medical Support, Royal New Zealand Air Force
2010 – 2022 Medic / Flight Medic, Royal New Zealand Air Force
2014 – 2016 Volunteer Ambulance Officer, Hato Hone St John, Blenheim
2009 – 2010 Volunteer Ambulance Officer, Hato Hone St John, Whakatane

Board / Committee Experience

2026 – current Vice Chair, Tasman Land Search and Rescue
2025 – current Co-Chair, NZ Member Committee, Australasian College of Paramedicine
2025 – current Chair, Greymouth Land Search and Rescue Inc.
2024 – current Representative to the New Zealand Resuscitation Council, Australasian College of Paramedicine
2023 – 2025 Secretary, Greymouth Land Search and Rescue Inc.
2018 – 2019 Treasurer, Cycling Marlborough
2017 – 2018 Committee Member, Cycling Marlborough
2015 – 2016 Secretary, Woodbourne Junior Ranks Club

Qualifications

2026 Certified Community Director, Community Governance Aotearoa
2025 Postgraduate Diploma in Health Science (Critical Care Paramedicine), Auckland University of Technology
2025 New Zealand Diploma in Business (Project Management), Aspire2 Business Management Programmes
2020 Postgraduate Diploma in Sport and Exercise Medicine, University of Otago
2018 Bachelor of Health Science (Paramedicine), Auckland University of Technology
2008 Bachelor of Ministries, Laidlaw College

Michael Wells – MACPara

Profile

I'm a paramedic and healthcare operations leader for over a decade at SA Ambulance Service, currently leading strategic operations initiatives across Country Operations. I recently completed an MBA, pairing clinical expertise with strategic acumen. I'm passionate about clinical governance and health system reform and bridging frontline care with strategic decision-making.



Reason for Standing

I have recently undertaken the AICD course to seek opportunities to apply my clinical and operational experience at board level, strengthening governance, patient safety and quality frameworks, and informing evidence-based health system reform, while ensuring frontline paramedic realities are genuinely represented in strategic decision making.

Current Roles

2025 – current Operations Team Leader, Country, South Australian Ambulance Service
2021 – current Paramedic, South Australian Ambulance Service

Previous Roles

2024 Hospital Ambulance Liaison Officer (HALO), South Australian Ambulance Service
2018 – 2021 Emergency Support Services (ESS), South Australian Ambulance Service
2019 Relieving Operations Team Leader, Non-Emergency, South Australian Ambulance Service
2016 – 2018 Patient Transport Services (PTS), South Australian Ambulance Service
2015 – 2016 Pool Lifeguard, Tea Tree Gully Council
2014 – 2015 Project Fire Fighter, Department of Environment, Water and Natural Resources

Board / Committee Experience

2025 – current Chairperson, Governing Council, Walkerville Primary School
2025 – current Chairperson, Environment, Grounds and Facilities Committee, Walkerville Primary School
2025 – current MBA Alumni Committee Member, Adelaide University

Qualifications

2025 Master of Business Administration (MBA), University of Adelaide
2021 Bachelor of Science (Paramedical Science), Edith Cowan University
2017 Certificate IV in Finance & Mortgage Broking, Kaplan
2016 Certificate IV in Health Care (Ambulance), South Australian Ambulance Service