

Dear Sir/Madam

RE: Application for the position of Aboriginal Director

In support of my application for the above, response to essential attributes is as follows.

I bring to the role of AASW Director a strong commitment to professional integrity, culturally safe practice, strategic leadership and collaboration, underpinned by my experience as a qualified and registered social worker across health, social services and Aboriginal community controlled organisations.

Professional integrity

Professional integrity is central to my practice and leadership. I understand the responsibility that comes with being a social worker and the importance of acting ethically, transparently and accountably. Throughout my career, I have advocated for the rights, dignity, privacy and best interests of clients and communities, while maintaining professional boundaries and working within social work values, ethical standards and organisational governance requirements.

Cultural awareness and humility

I bring a strong commitment to cultural awareness and humility. My professional experience has involved working alongside Aboriginal and Torres Strait Islander communities across health and social services, including in senior leadership and program management roles. I recognise that cultural humility requires ongoing reflection, listening and a willingness to learn from communities and colleagues. I believe culturally safe practice must be reflected not only in individual practice but also in organisational leadership, workforce development, service design and decision making.

Critical thinking

My experience has strengthened my critical thinking and ability to consider complex issues from multiple perspectives. In senior roles, I have worked across service delivery, workforce, governance, funding and commissioning, stakeholder engagement and organisational priorities. I am comfortable analysing information, identifying risks and opportunities, asking constructive questions and considering the potential impact of decisions on clients, social workers, the profession and the broader community.

Communicate constructively

I place significant value on constructive communication. I understand that effective leadership requires active listening, respectful dialogue and the ability to engage with differing perspectives. Throughout my career, I have worked with multidisciplinary teams, executives, boards, government and non-government organisations, community-controlled organisations and Aboriginal Community Controlled stakeholders. I approach difficult conversations respectfully and seek to create environments where people can contribute openly while remaining focused on shared objectives.

Focus strategically

I also bring the ability to focus strategically, developed through leadership positions involving program development, workforce planning, service delivery, partnerships, funding and organisational change. I understand the importance of looking beyond immediate operational matters and considering the longer-term sustainability and direction of an organisation.

As a Director, I would seek to contribute to strategic discussions that strengthen the social work profession and ensure that the Association remains responsive to the changing needs of its members and the communities they serve.

Collaborate in the best interests of the Association

Finally, I understand the importance of collaborating in the best interests of the Association. Effective governance requires Directors to bring their individual experience and perspectives while collectively working towards the purpose and strategic objectives of the organisation.

I would bring a respectful and collaborative approach to the Board, recognising that robust discussion and differing perspectives can strengthen decision making when approached constructively.

I believe my combination of professional social work experience, leadership across health and social services, commitment to cultural safety, strategic thinking and collaborative approach would enable me to make a meaningful contribution as an AASW Director. I would bring a strong commitment to the profession.

Sincerely

Loretta Rigby