



Executive



David Moran Chief Executive Officer

David has more than three decades of executive management experience in retirement living and aged care. Having joined Southern Cross Care in 2011 as Executive Manager - Retirement Living, he became Deputy CEO the following year, before moving into the CEO role in 2017.

David's experience includes development, acquisition, marketing, management and consulting with Adelaide Bank, retirement village operator Primelife (now Keyton) and not-for-profit aged care provider ACH Group. He has previously been on the board of Multi Cultural Aged Care and has also participated extensively with industry representative bodies such as Aged and Community Services and the Retirement Living Council.

David holds a Bachelor of Applied Science in Property Resource Management (Valuation) and is an Associate of the Australian Property Institute. He is passionate about the Better for life vision of Southern Cross Care for older people, borne out of the United Nation's Sustainable Development Goal around healthy lives and promotion of well being at all ages.



John McNamara Chief Operating Officer

John has over 25 years experience in the Banking industry and previously led Bendigo Bank's National Retirement Living & Aged Care team as well as the SA/NT Business Banking division before joining Southern Cross Care in 2018.

John was educated at St Michael's College in Henley Beach SA, before studying business and property at the University of South Australia.

John's deep knowledge of the sector and experience in assisting organisations to achieve their growth ambitions is critical to the way that Southern Cross Care delivers on its strategic goals and Better for life vision.



Michael Rasheed Executive People & Culture

Michael has a Bachelor of Management (Labour Relations) and over 30 years of experience as a human resources professional. He has held executive and senior management positions across a range of sectors including aged care, banking and finance, oil and gas, retail and local government as well as operating as a freelance consultant.

He has extensive experience in leadership, designing and implementing HR strategies, workforce planning and development, recruitment, talent management, succession planning, and cultural development.

Michael is passionate about aged care and providing effective leadership coaching and mentoring to develop both individual and organisational leadership capability.

Executive continued.



Esther Westra Executive Services

Esther has more than 20 years of experience in the health and aged care sector, including 10 years as Director and Lead Consultant of Positive Practice, working in health care system design, product & service innovation, and research & education.

With a Bachelor of Applied Science (Occupational Therapy) and hands-on experience providing clinical services in the community and residential care sector, Esther has proven skills in service delivery, development and innovation.

Esther joined Southern Cross Care in 2019 and spent three years as Group Manager Business Excellence, before joining the Executive Team. In her current role, Esther provides strategic leadership and holistic oversight for delivery of the organisation's aged care services.



Chris Balogi Executive IT

With more than 20 years of experience as an ICT professional, Chris has led high-performing teams in Australia, Europe, South Africa, the USA & Asia across multiple industries.

As an early adopter of cloud platforms, Chris has extensive experience delivering transformational projects and is now leading ICT transformation at Southern Cross Care, introducing innovative ways of working and enhancing capabilities to support the delivery of the ICT Roadmap and the organisation's healthy-ageing services.

Chris is passionate about making a positive difference to people's lives and giving back to his community through initiatives such as the speakers in schools program.



Jing Fang Executive Finance, Transformation and Governance

Jing holds an Accounting Degree from The University of Adelaide and is also a highly motivated CPA with over 15 years of dedicated experience within the aged care sector.

Jing's career began with a solid foundation of eight years in public practice as an external auditor, equipping her with a comprehensive understanding of financial compliance and best practices. This background allows Jing to excel at navigating the complex financial landscape of the aged care sector and driving organisational success.

Jing brings a passion for continuous improvement and change management, consistently fostering positive team cultures and guiding her team through periods of change and transformation.



Board



David Martin Chair

David joined the Board in 2009 before becoming Deputy Chair in 2013. In 2019 David stepped into the role of Chair, replacing the late Brendan Bowler AM who had served in the role for 23 years.

David plays a key role in shaping the strategic direction of Southern Cross Care and ensuring the organisation is governed in an informed and proactive manner. He is passionate about supporting our residents and clients to be Better for life.

As former Managing Partner for Finlaysons, one of Adelaide's oldest and largest legal firms, David brings a wealth of experience in commercial, property and development law to the role of Chair.



Brian Hillier Deputy Chair

Brian joined the Board in 2019 bringing more than three decades of experience in information and communications technology from his time in senior executive roles at IBM, Optus, Telstra and Datacom.

Brian has held a broad range of business responsibilities ranging from leading technical consulting, sales, customer advocacy, strategy and the P&L of major divisions. Brian is passionate about helping organisations to leverage information technology to drive positive outcomes.

With the constant proliferation of technology and the cyber security needed to go with it, Brian's knowledge and skills are essential for the good governance of Southern Cross Care.



Klaus Zimmermann AM

Klaus joined the Southern Cross Care Board in 2016, has served as Deputy Chair in the past, and is currently the Chair of the Governance Committee. Klaus brings a deep knowledge of the aged care sector to the Board, having worked in the sector since 1991, including 12 years as CEO of a large not-for-profit aged care service provider.

Klaus has many years of experience in senior executive, CEO and finance roles, plus a variety of non-executive director positions across various industries, including global, and is a past National President of the Aged Care peak body.

Klaus was awarded an Order of Australia in 2012 for services to the aged care industry.

Board continued.



Michaela Webster

Michaela joined the Board in 2018. She has substantial experience in senior management roles within large Australian businesses including Peregrine Corporation and G'Day Group, and roles with Westfield in Sydney and the United Kingdom.

Michaela brings to the Board significant capabilities in marketing, brand management, business development and strategy. Furthermore Michaela understands the challenges and rewards of the aged care sector, with her family owning nursing homes in her earlier years.

Michaela is passionate about giving back to her community, holding a number of Board and advisory roles with organisations including Helpmann Academy, Art Gallery of South Australia and Tourism NT.



Elizabeth Compton

Elizabeth joined the Board in 2020 and is an experienced Non-Executive Director and Executive who has worked in Australia and internationally in industries including financial services, transport / infrastructure, health and government.

She is a Non-Executive Director of Bank First, RMIT Training, Chair of the Continence Foundation Australia and CEO of Urban Camp, a for-purpose organisation focused on offering an urban experience to young students from regional and rural areas.

Elizabeth is an AICD graduate with an Executive Leadership Certificate from Harvard Business School, MA in International and European Relations and a BA in Psychology and Sociology. Elizabeth spent her youth visiting the nursing home built by her grandparents, where she learnt about what it means to provide the best possible care to older adults.



Dr Janet Sluggett

Janet joined the Board in 2022 and is an Enterprise Fellow in Public Health & Allied Health at the University of South Australia.

She is a national expert in medicines management in residential aged care facilities and has extensive experience in clinical governance, stakeholder engagement, and quality improvement. Her research involves analysing data from the Registry of Senior Australians, a national aged care data repository, and feeding information back to providers about the safety and quality of care.

Janet was one of only two pharmacist expert witnesses invited to testify at the Royal Commission into Aged Care Quality and Safety. She contributed two commissioned research reports and 70 pages of testimony which helped to inform the Royal Commission's final recommendations.

Board continued.



Jamie Guerra

Jamie joined the Board in 2023 and is currently the Managing Partner for Leedwell Property. His previous experience includes leadership roles with CBRE and JLL, including most recently the National JLL Head of Industrial & Logistics Australia.

Jamie is regarded as one of the leading South Australian agents in the sale of retail, commercial and industrial investments, having been involved in more than \$5bn worth of transactions in the NSW and SA markets over the past 15 years.

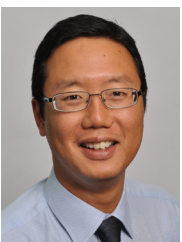
Jamie also has strong leadership and management skills from holding a number of Managing Partner roles. He has been involved with other charitable organisations, including as the current Property Committee Chair for the Catholic Archdiocese of Adelaide, and previous member of the Business Committee for the Salvation Army SA.



Claudia Goldsmith

Claudia joined the Board in 2024, bringing her experience in strategic financial management, corporate governance, compliance and risk management. This experience has been gained through various governance, consulting and former direct employment roles in the health and aged care sector, where she developed a solid appreciation of the challenges facing the sector.

Following 12 years of providing management consulting services with BDO Chartered Accountants and Business Advisors, Claudia has been actively involved in a number of boards and committees locally and interstate. Among these are the Riverland Mallee Coorong Local Health Network, Adelaide Primary Health Network, Blind Welfare Foundation and Local Government Audit Committees in SA, NT and Victoria.



Assoc Prof Timothy To

Tim joined the Board in 2024 and is a senior staff specialist based at Flinders Medical Centre and College of Medicine and Public Health, Flinders University.

Trained in geriatric and palliative medicine, Tim now predominantly practices in palliative medicine, is the Head of Unit for the Southern Adelaide Palliative Service and has an active role in many hospital, state and national committees.

Tim is a member of the Research Centre for Palliative Care, Death and Dying at Flinders University, and has multiple publications covering areas such as health service development, geriatric oncology, palliative care in aged care, end of life care in acute hospitals, and quality use of medicines.



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