

# Application and Nomination Form Skills-Based Director 2026



## Application for Skills-based Director



### Personal Details

Surname	Naughton
First names	Ashley Scott
Preferred name	Ash
Honours and awards (if applicable)	

### League Details

District Branch	South Eastern District
Sub Branch	Yeronga-Dutton

### Period of League Membership

Date from	Date to	Sub Branch
2/28/22	2/19/26	Current member of Yeronga-Dutton

### Details of League Service (e.g., Board/Committee roles, appointment as Delegate)

Date from	Date to	Role
10/21/22	6/20/26	Skills Based Board Director

*(Please attach a separate page if required)*

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### Experience and Expertise – Competency Matrix

Please indicate your level of experience for each of the competencies listed below using the following as a guide:

Rating	Description	Indicators / Examples
<b>0 – No Experience or Exposure</b>	The Director has no knowledge, qualifications, or practical experience in this skill area.	<ul style="list-style-type: none"> <li>Has not participated in relevant training or governance discussions</li> <li>Unable to contribute meaningfully to decisions in this area.</li> </ul>
<b>1 – Basic Awareness / Developing</b>	The Director has a basic understanding gained through limited exposure or introductory training.	<ul style="list-style-type: none"> <li>Can engage in high-level discussions but requires guidance</li> <li>Actively building capability through learning or limited practice - Example: Attended training on risk management but has not applied it extensively.</li> </ul>
<b>2 – Competent / Applied Experience</b>	The Director has relevant qualifications or solid experience and can apply the skill effectively.	<ul style="list-style-type: none"> <li>Confidently interprets information, asks informed questions, and contributes constructively</li> <li>Does not rely heavily on external advice in this area - Example: Can interpret financial statements and provide meaningful oversight.</li> </ul>
<b>3 – Advanced Expertise / Leadership</b>	The Director is highly experienced and often regarded as an expert in this area.	<ul style="list-style-type: none"> <li>Leads board discussions and provides strategic insights</li> <li>Mentors other board members in this skill.</li> <li>Anticipates trends and risks, guiding proactive decision-making - Example: Successfully overseen organisational transformation initiatives.</li> </ul>
<b>4 – Specialist / Authority</b>	The Director is recognised as a subject matter authority or thought leader in this area.	<ul style="list-style-type: none"> <li>Frequently sought externally for expertise</li> <li>Brings innovative strategies and shapes industry best practice - Example: Former regulator or nationally recognised expert in cybersecurity or ESG governance.</li> </ul>

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Queensland

Competencies Please see page 7 for details of the skills included in each competency\	Director, executive leadership and/or C-suite experience				
	None	Developing	Competent	Advanced	Specialist
<b>Essential</b>					
Strategic Oversight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Corporate Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People and Culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Corporate Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Desirable</b>					
Board Director and/or Board Committee Member experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Financial Performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal, Risk & Compliance oversight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community Engagement and Advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Government Relations and Public Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Product development and innovation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Service Delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Commercial experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Digital, data and technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marketing and Brand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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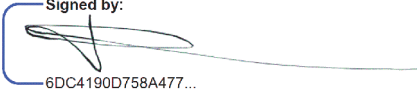
## Nomination Form

In accordance with the RSL Queensland Constitution, each candidate for election as a Director must be nominated/proposed by a Service Member or Life Member and seconded by another Service Member or Life Member.

### Proposer Details and Signature

Surname	Dunn
First names	Timothy
Preferred name	Tim
Honours and awards (if applicable)	AASM, IRAQ 2003, NEM, DLISM, ADM, United Nations
District Branch	Brisbane North
Sub Branch	Gaythorne RSL
Signature	Signed electronically by Timothy Dunn on 03 March 2026
Date	3/3/26

### Seconder Details and Signature

Surname	White
First names	Gavan
Preferred name	Gavan
Honours and awards (if applicable)	
District Branch	South Eastern District
Sub Branch	Yeronga-Dutton
Signature	Signed by:  6DC4190D758A477...
Date	3/3/26



## Acknowledgement and Consent

I, Ashley Scott Naughton

acknowledge and agree that:

	Yes	No
I consent to being nominated for election as a <b>Skills-based Director</b> of RSL Queensland, and if elected, will act as a Director of RSL Queensland and sign an Engagement Agreement with RSL Queensland.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I satisfy all Eligibility Criteria, including that: <ul style="list-style-type: none"> <li>I am not disqualified from managing a corporation within the meaning of the <i>Corporations Act 2001</i> (Cth).</li> <li>I have not been disqualified by the ACNC at any time from being a responsible person of a registered charity.</li> <li>I am not ineligible to be a director under the <i>Associations Incorporation Act 1981</i> (Qld).</li> <li>I am able to obtain a valid working with children’s check before taking office.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I have read and understood the Position Description contained in Part A (including the Skills / Competency Matrix).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am willing to uphold the RSL Queensland values and objects (as contained in the <a href="#">Code of Conduct</a> and <a href="#">Constitution</a> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
If elected, I will hold office for a term of 3 years from the date of appointment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I have familiarised myself with the requirements, if elected, under both the <a href="#">ACNC Governance Standards</a> and <a href="#">Governance for good: A guide for Responsible People   ACNC</a> .	<input checked="" type="checkbox"/>	<input type="checkbox"/>
If I hold a position as an officer of Sub Branch or District Branch, I will resign from this position/s if elected as Director of RSL Queensland.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I consent to this form and accompanying information (including your resume/Curriculum Vitae and photo) being made publicly available to members for the purpose of informing them regarding my nomination if I am deemed to be a suitable candidate (see also the Privacy Collections Notice).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I consent to The Windsor Group and RSL Queensland undertaking those searches required to verify that I satisfy the Eligibility Criteria, including a criminal record check, and will assist The Windsor Group in this regard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Ashley  
Naughton

Digitally signed by  
Ashley Naughton  
Date: 2026.03.03  
13:51:01 +10'00'

(Applicant signature)

3/3/26

(Date)

**Mr Ashley “Ash” Naughton, GAICD**

Ph: 0409759566 / Email: [ashnaughton5@gmail.com](mailto:ashnaughton5@gmail.com) / <https://www.linkedin.com/in/ash-n-0a34a797/>

I am a seasoned executive with extensive leadership and management experience across government, security services, consulting, non-profit organisations, and fast-moving consumer goods (FMCG). My background spans Australian Public Service, Regular and Reserve Army service as an Officer, and company Director and Executive Management roles with Private and ASX listed entities. My current appointments include Executive General Manager and Director with Infront Security Services Group, Director on the RSL Queensland Board (RSL QLD), membership on the RSL QLD Nomination and Remuneration Committee, and a student at Australian Defence College.

Across my career, I have developed deep understanding and capability in legal, risk, and compliance oversight, ensuring organisations meet statutory obligations, uphold best-practice governance standards, and operate with integrity. I bring extensive experience in government relations and policy, representing organisational interests, strengthening stakeholder relationships, and contributing to policy settings that impact the veteran, community, and broader security sectors. My work as both an executive and director has strengthened my proficiency in corporate governance, including board strategy, audit and risk oversight, remuneration, culture, and performance monitoring.

I excel in shaping and executing strategic initiatives, enhancing organisational performance, and leading high-performing teams through complex challenges. I have led significant people and culture portfolios, fostering high-trust, high-performance environments built on accountability, professional development, and well-being. My leadership experience also extends to product development and service delivery, including designing and implementing end-to-end service models that enhance client experience and organisational performance. Further, I have overseen digital and data transformation initiatives, supporting innovation, operational efficiency, and evidence-based decision-making in several appointments. My background is rounded out by experience in brand, marketing, and community engagement, ensuring organisations communicate with clarity, influence, and purpose.

With the combination of a degree in accounting and foundational experience as an Accountant, I bring strong financial acumen. As a Director and Executive, I use these skills to shape, develop, deliver, and manage budgets; optimising financial outcomes; and ensuring responsible stewardship with regards to financial reporting. I am committed to excellence, innovation, and fostering collaborative, high-trust environments. My qualifications are detailed below, including my current work towards completing a Master of Military and Defence Studies, recent completion of the Company Director Course, and my Master of Business from the University of New South Wales.

One of my most significant achievements is serving as a Board Director for RSL QLD, being appointed in 2022. I am deeply aligned with RSL QLD’s mission to provide care, commemoration, and camaraderie, ensuring veterans and their families live with dignity and respect. I strongly believe RSL QLD is on the right path to facilitating meaningful connection between the government and the veteran community. I have contributed outside of the boardroom through meaningful community engagement such as routinely attending RSL QLD ceremonial events, RSL-funded Defence in Business networking, and Defence Industry Networking events. My vision for RSL QLD beyond 2030 is for it to be the central point of connection for all veterans and their families, both within Queensland and where appropriate nationally, through the initiatives delivered by the League. RSL QLD is uniquely positioned to coordinate, facilitate, and deliver the care and camaraderie veterans deserve. I have also founded Veteran Vintage, a club that connects veteran motor enthusiasts and provides a space outside traditional venues that encourages healthy hobbies and social engagement. My aspiration is to link RSL sub-branches as gathering points for these activities, fostering deeper engagement with the wider veteran community.

I am a strong advocate for empowering veterans to share their stories, demonstrate resilience, channel the ANZAC spirit, and stand as leaders within their communities. Our service forms a foundation of pride and responsibility. We veterans are role models and advocates for future generations who will serve our nation. Across the past four years, I have demonstrated my commitment to helping RSL QLD achieve its strategic goals, and I am ready to continue contributing over the next three and beyond. Just like serving the nation, serving the

veteran community is a privilege. I have intentionally pursued further education to enhance my leadership capability and bring greater value to the organisation, particularly in shaping RSL QLD's long-term strategy.

My family has a long legacy within the military and veteran community through the work of my Pop, Nana, father and most recently myself. With the recent passing of my Pop, Michael Naughton OBE, I am determined to continue carrying the torch and serving the veteran community to the best of my abilities. As a younger veteran who actively participates in the community, I feel a great sense of duty to challenge my generation of veterans to take on roles within the RSL League through my lived example.

My military service continues today in the Army Reserve. I joined the Australian Regular Army in 2009, serving full-time in various tactical command appointments until 2018. Since 2018, I have served in the Army Reserves, fulfilling appointments as 2IC of B Company 9 RQR, Aide-de-Camp to the Governor of Queensland, Officer Commanding B Squadron 12/16 Hunter River Lancers, and currently posted as a student at the Australian Defence College completing Command and Staff College (Part-Time). I aspire to be a future Commanding Officer within the Reserves. My operational experience includes warlike service in Iraq, domestic support during Operation COVID-19 Assist, and multiple international exchanges, including Exercise Longlook, Rifle Company Butterworth, and as a student with the United States Marine Corps completing the Amphibious Warfare Officers Course.

I remain committed to contributing my experience, strategic insight, and passion for veteran advocacy to the Board. Thank you for your consideration and the opportunity to continue serving RSL Queensland as Deputy President.

### **Executive Appointments**

<b>Role</b>	<b>Organisation</b>	<b>Dates</b>
Exec General Manager/Director	Infront Security Services & Advisory Pty Ltd	2023 - Current
Student	Command & Staff College - Australian Defence College	2026 - Current
Officer Commanding	B Squadron, 12/16 Hunter River Lancers Army Reserve	2022 - 2025
CEO	TwentyFiveFourGroup Pty Ltd	2022 - 2023
General Manager	Di Bella Coffee/ Retail Food Group Pty Ltd	2018 - 2022
Executive Manager – Operations	Amphibious Task Group, 1 <sup>st</sup> Division, Army	2017 - 2018
Australian Regular Army	Various roles – Leadership & Management	2009 - 2017
Department of Finance	Various roles – Budget, Finance & Accounting Officer	2006 - 2009

### **Qualifications**

- Graduate Certificate Australian Institute of Company Directors
- Master of Business University of New South Wales
- Graduate Diploma of Management University of Quantico, USMC
- Bachelor of Commerce University of Canberra
- Diploma of OHS, Leadership & Management Australian Army

### **Memberships**

- Graduate and Member of Australian Institute of Company Directors

### **Director & Charity Appointments**

<b>Role</b>	<b>Organisation</b>	<b>Dates</b>
Founder	Veteran Vintage	2025 - Current
Director	Infront Advisory	2023 - Current
Non-Executive Director	RSL Queensland	2022 – Current
Committee Members	RSL Queensland Nomination & Remuneration Committee	2022 - Current
Brand Ambassador	Wandering Warriors – Events only	2018 - 2025