

Application for Skills-based Director



Personal Details

Surname	Leeds
First names	Christopher James
Preferred name	Chris
Honours and awards (if applicable)	

League Details

District Branch	Western District
Sub Branch	Charleville

Period of League Membership

Date from	Date to	Sub Branch
01 March 2026	Current	Charleville

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

Date from	Date to	Role

(Please attach a separate page if required)

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

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
Essential					
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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Desirable					
Board Director and/or Board Committee Member experience	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial Performance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal, Risk & Compliance oversight	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Engagement and Advocacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Government Relations and Public Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Product development and innovation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service Delivery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commercial experience	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Digital, data and technology	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing and Brand	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	Hassell
First names	Arran Pearce
Preferred name	Arran
Honours and awards (if applicable)	CSC
District Branch	Gold Coast District
Sub Branch	Tamborine Mountain Sub-branch
Signature	Arran Hassell Digitally signed by Arran Hassell Date: 2026.03.20 07:10:02 +10'00'
Date	

Secunder Details and Signature

Surname	
First names	
Preferred name	
Honours and awards (if applicable)	
District Branch	
Sub Branch	
Signature	
Date	

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

First names

Preferred name

Honours and awards (if applicable)

District Branch

Sub Branch

Signature

Date

Seconder Details and Signature

Surname

Coulter

First names

Timothy

Preferred name

Tim

Honours and awards (if applicable)

District Branch

South Eastern District

Sub Branch

Ashgrove Bardon Sub-Branch

Signature

T. Coulter

Date

20/03/2026

Acknowledgement and Consent

I, Christopher James Leeds, acknowledge and agree that:

	Yes	No
I consent to being nominated for election as a Skills-based Director 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"> I am not disqualified from managing a corporation within the meaning of the <i>Corporations Act 2001</i> (Cth). I have not been disqualified by the ACNC at any time from being a responsible person of a registered charity. I am not ineligible to be a director under the <i>Associations Incorporation Act 1981</i> (Qld). I am able to obtain a valid working with children's check before taking office. 	<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 Code of Conduct and Constitution).	<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 ACNC Governance Standards and Governance for good: A guide for Responsible People ACNC .	<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"/>

CJ Leeds

(Applicant signature)

20/03/2026

(Date)

Chris Leeds

Mobile: 0408 749 987

Email: chris.leeds86@gmail.com

20 March 2026

Dear RSL members and the Nominations, Remuneration and Board Governance Committee,

I am writing to apply for the Skills-based Director position on the RSL Queensland board. I transitioned out of full-time service in the Australian Army in 2025 as a Lieutenant Colonel, and am now a country member at the Charleville sub-branch. With a rewarding military career spanning 16 years, I can offer significant experience in leadership, management, and strategic oversight. Currently, I manage my family's cattle property near Charleville in South-West Queensland and continue to serve as an Australian Army Reservist. I am also a Director on the Young Diggers board, an ex-service organisation that provides assistance dog programs for veterans and first responders. I am passionate about supporting our service members, veterans, and their families, and would welcome the opportunity to serve on the RSL Queensland board.

I can offer extensive experience in strategic oversight. Throughout my military career, I conducted a broad range of strategic and operational planning. In my last full-time service appointment, I conducted campaign planning in the Australian Defence Force's principal operational headquarters. This involved leading planning teams comprised of members from across the Australian Defence Force and the Department of Defence. We collectively identified and evaluated strategic opportunities and risks, and implemented mechanisms to monitor and assess organisational performance. The key lesson I learnt from my career when working with people from different backgrounds is the importance of building trust and enduring relationships through leadership and integrity. Using these skills and experience, I can support the board in ensuring RSL Queensland remains aligned with its mission and long-term goals outlined in the RSL Queensland 2030 Strategy.

In addition to my military experience, I have a strong connection to the rural industry and regional Queensland. Growing up on my family's cattle property instilled strong values that contributed to my desire to serve in the Australian Army. I now manage my family's cattle property, gaining experience in strategic financial planning and risk management that has built on my training and education. Similarly, although a relatively new appointment, being a Director on the Young Diggers board has enhanced what I learnt on the Company Directors Course. In particular, it has given me insight into the governance requirements and challenges faced by not-for-profit organisations, as well as the challenges veterans face after service.

My vision for RSL Queensland is to increase membership amongst younger veterans. They will be the next custodians of our organisation. We also need to continue promoting and contributing to maintaining the ANZAC spirit as part of our national identity. To achieve this, I believe RSL Queensland will need to increasingly provide leadership across the veteran community and ex-service organisation network. I have a strong desire to be a part of RSL Queensland's leadership and use my skills and experience to support the continued implementation of the RSL Queensland 2030 Strategy and connect those in need with the relevant programs and services. Please find enclosed my resume for your consideration.

Kind regards,



Chris Leeds

Resume - Chris Leeds GAICD

Proven leader with extensive leadership and management experience in the Australian Defence Force and rural industry. Adept at identifying strategic opportunities and risks, solving complex problems, and developing strategic plans through collaboration.

Awards:

Australian Defence Force Bronze Commendation

Education:

Graduate of the Australian Institute of Company Directors Course (2025)

Master of Strategic Studies (Deakin University, 2023)

Master of Business (University of New South Wales, 2022)

Graduate Diploma in Economics (University of New England, 2018)

Bachelor of Organisational Leadership (University of New England, 2016)

Royal Military College graduate (2009)

Advanced Diploma of Government

Diploma of Leadership and Management

Memberships

RSL Queensland (Charleville RSL Sub-Branch)

Australian Institute of Company Directors

AgForce

Southern Queensland Landscapes

2025-2026: Cattle Property Manager. Currently managing the family property in SW QLD, a beef production enterprise that includes an Australian Carbon Credit Scheme project. Also filling the following roles:

- **Director - Young Diggers.** Appointed on 30 January 2026 to the Young Diggers board, a not-for-profit and ex-service organisation that provides assistance dog programs for veterans and first responders.
- **Australian Army Reservist Officer.** Continuing to support Australian Defence Force strategic contingency planning and projects.

2024: Staff Officer Grade One Campaigning – Headquarters Joint Operations Command. As a Lieutenant Colonel, was a strategic planner in the ADF's principal operational headquarters, conducting campaign planning.

2023: Postgraduate study – Australian Command and Staff Course. Strategic leadership course for selected Australian Defence Force officers.

2022: Staff Officer Grade Two Futures and Assessments – Australian Defence Force Headquarters. As a Major, was a staff officer in the ADF's strategic headquarters, conducting strategic organisational design and capability planning.

2021: Operations Officer – 5th Battalion, Royal Australian Regiment. As a Major, planned, resourced, and coordinated the delivery of training and exercises with key security partners to enhance the preparedness and readiness of an Infantry Battalion (over 500 Australian soldiers).

2020: Company Commander – 5th Battalion, Royal Australian Regiment. As a Major, commanded an Infantry Company (100 Australian soldiers). This included overseeing the delivery of training and exercises with key security partners to enhance the preparedness and readiness.

2018 – 2019: Current Operations Officer – Headquarters 1st Brigade. As a Captain, coordinated the daily operations of the 1st Brigade (over 3000 Australian soldiers).

2017: Operations Officer – School of Infantry. As a Captain, coordinated and resourced courses and Force Modernisation projects across the School of Infantry.

2016: Cattle Property Manager. For family reasons, took 12 months leave without pay to manage the family cattle property in South-West Queensland.

2010 – 2015: Adjutant – 4th/3rd Battalion, Royal New South Wales Regiment. As a Captain, managed the administration and supported training for an Infantry Battalion (400 Australian Army Reservists).

2010 – 2015: Platoon Commander and Company Second-in-Command – 2nd Battalion, Royal Australian Regiment. As a Lieutenant, led Infantry Platoons (30 Australian soldiers). As a Captain, managed the administration of an Infantry Company (100 Australian soldiers). Leading Australian soldiers on combat operations in Afghanistan and regional training deployments were a highlight in this period.

2008 – 2009: Royal Military College. Graduated as a Junior Officer into the Royal Australian Infantry Corps.

2004 – 2008: Rural Industry. Worked in the rural industry on the family cattle property and other properties in SW QLD before joining the Australian Army in 2008.