



GCA Audit and Risk committee Membership

The current membership of the Audit and Risk committee is 7 members

(as at *November 2024*) –

Paul Hauenschild	Chair, Chief Financial Officer
Associate Professor Jotsana Roopram	Secretary, Deputy Dean (Academic)
Dr. Ruth Ferraro	President, GCA
Carlos Munoz	Chief Operating Officer
Jason Whitfield	Chief Technology Officer
Rita D'Arcy	Head of People and Culture
George Lai	Compliance Manager

A profile on each member is provided -

CHAIR



PAUL HAUENSCHILD

Paul joined Group Colleges Australia in February 2020, having previously served as Chief Financial Officer of listed real estate agency, McGrath Estate Agents. Paul has over 20 years' experience in senior finance roles spanning a range of industry sectors in European and Australian markets including six years with global transport provider NYK Logistics.

Paul leads GCA's finance team, driving financial outcomes, actively managing the group's financial performance and optimising the business's balance sheet. He has extensive experience in corporate finance, strategic planning and analysis, operations management, business model optimisation and governance.

Paul is a qualified CPA and holds a Bachelor of Business Administration (Accounting and Finance) and a Graduate Diploma of Applied Corporate Governance. Paul is the **Chief Financial Officer** at Group Colleges Australia.

SECRETARY



ASSOCIATE PROFESSOR JOTSANA ROOPRAM

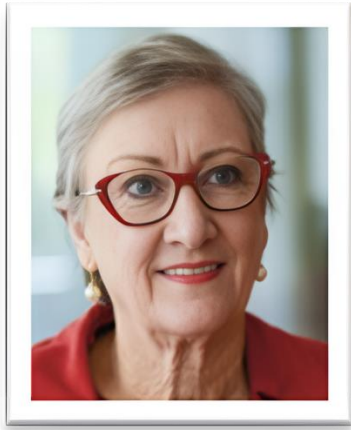
Dip(Hospitality), DipEd., GradCertBusAdmin., GradCertHEd., M.Ed.

Jotsana holds multiple qualifications including diplomas in Hospitality, Education, and Business Administration, a Master's in Education, and is currently a PhD candidate at Federation University. She has extensive experience lecturing in Hospitality Management in South Africa, collaborating with industry, and mentoring junior staff. She has also served in academic administration as Head of Department, managing a diverse faculty.

Before joining UBSS in 2016, Jotsana was the College Operations Manager at Navitas in Sydney. Her expertise spans academic systems development, policy implementation, online examination management, and campus operations.

She has also completed postgraduate qualifications in Higher Education Academic Practice and Business Administration. Her research focuses on online learning and its impact on international students, with published articles on related topics. Her research interests include leadership in higher education, student engagement in online learning, governance and quality assurance in higher education. Jotsana has published articles in the areas of online learning, remote proctoring and the student experience. She is the recipient of the best author award for the best academic article in the first UBSS Publication Series, July 2021. Jotsana has lectured the subject Team Leadership and Change Management in the Bachelor of Business program at UBSS.

She chairs the Threshold Standards Audit committee, Academic Integrity committee and is Secretary of the GCA Board of Directors and the Work Health and Safety committee. Jotsana is the **Deputy Dean – Academic** at UBSS and is the **Campus Director of** the Sydney campus. She is a professional member of the Institute of Managers and Leaders (IML) and a member of Australian Computer Society (ACS).



Dr. Ruth Ferraro - PhD, GAICD, FGIA

Ruth Ferraro serves as the **Interim President** at Group Colleges Australia and the **Interim Chair** of the GCA Board of Directors. She is the Academic Lead for Strategy at the Governance Institute of Australia (GIA) and an Adjunct to GIA's Governance Academy and is an Academic Board member and Chair of Academic Quality Committee for Sydney Institute of Higher Education.

Ruth's governance experience was gained in the education sector where she has Chaired and been a member on Corporate Boards and Academic Boards since 2015 and in her executive ex officio roles on multiple committees in the professional bodies delivering accredited programs (since 2000). She has graduated from the AICD Company Directors Course™ and Boardroom Mastery™ and was a TEQSA Expert Panel for governance (2019 -2021).

Ruth continues her education and professional development in governance through her membership of AICD, Governance Institute and Women on Boards. Her interest in the BCorp movement has led her to develop expertise in governing for purpose.



CARLOS MUNOZ

JP, MBA, BIntBus, FIML

Carlos serves as the **Chief Operating Officer** at Group Colleges Australia (GCA), bringing over 14 years of expertise in the Australian education industry. His expertise includes international marketing, student recruitment, admissions, team development, and general marketing and management.

Carlos began his career in 2009 at MyQual International, an education agency in Sydney, where he contributed to achieving numerous accolades from Australian universities for outstanding performance and student recruitment. He rose to lead the team, making the agency the largest source of enrolments for GCA.

In 2014, Carlos became the Business Development & Admissions Director at GCA, where he established the GCA Admissions Centre, overseeing business development, agent management, marketing, and admissions operations. He is a member of the GCA Executive Management Team, the Audit and Risk Committee, and the Work, Health and Safety Committee.

Carlos holds an Associate of Arts in Business from Schiller University (Switzerland), a Bachelor's degree in International Business from EAFIT (Colombia) with majors in Marketing and International Relations, and a Master of Business Administration from UBSS (Australia). He is also a NSW Justice of the Peace and a Fellow of the Institute of Managers and Leaders.

Carlos is a member of the Executive Management Team (EMT) and the Audit and Risk Committee (ARC) at Group Colleges Australia.



JASON WHITFIELD

Jason joined Group Colleges Australia, (GCA) in April 2003 and has helped to lead the enormous growth in technology use within GCA during that time.

Jason leads the GCA IT Department, implementing new technology for both teaching and administration, whilst ensuring that all technology in use at GCA is highly reliable, secure, and cost-effective.

In 2005, Jason managed the deployment of Interactive Whiteboard technology for all GCA classrooms, enabling GCA to deliver a superior student experience through a more engaging classroom environment.

In the same year, Jason managed the implementation of the Moodle Learning Management System, which is now used by thousands of other education institutions.

In 2015, Jason managed the transition of the entire GCA IT infrastructure to the Amazon Web Services (AWS) cloud platform, enabling the IT Infrastructure to become more scalable and flexible as the technology needs of GCA continued to grow.

In 2020, Jason managed the transition of GCA from face-to-face to fully online learning, by deploying ultra-modern classroom AV equipment and the Blackboard Collaborate online learning platform.

Jason has a Bachelor of Technology (Information and Communication Systems) from Macquarie University, and is a member of the Australian Computer Society (ACS).

Jason also has over 20 years' experience in Windows PC, Server and Network Administration, as well as extensive experience in Cyber Security, Cloud Computing, and Online Learning.

Jason is the **Chief Technology Officer** at Group Colleges Australia.



Rita D'Arcy - (FCPHR), M.ODSHRM, M.LEAD (Change Mgt), B.Comm, Grad Dip. CDP, Cert IV TAE40110

Rita joined Group Colleges Australia as the **Head of People and Culture** in July 2024. Rita's career is marked by senior HR leadership roles across various sectors, including private, listed, government, and not-for-profit organisations, along her private consulting firm, Particularly People.

Known for her visionary approach and setting the benchmark high for HR professionalism and integrity, Rita excels in aligning contemporary HR strategies with overarching business goals, leading highly engaged and service centric HR teams, overseeing expansions, mergers, and acquisitions, spearheading transformational cultural change, developing leadership capability and confidence, embedding robust HR governance standards and legislative requirements, and creating operational excellence and efficiency. Rita's ability to balance the head and heart in critical decision making, along with her engaging communication style, empathetic nature and ability to forge effective, influential and long-term partnerships has seen her collaborate closely with CEOs, executive leadership teams, clients, external stakeholders and Boards in both local and global settings.

Rita is a Certified Fellow Practitioner with the Australian HR Institute (AHRI), where she has served as the Vice President of Membership and State Councillor for AHRI NSW since 2015. Additionally, she is a Chartered Fellow of the UK equivalent, CIPD, and a Graduate Member of Australian Institute of Company Directors (AICD). Rita actively contributes to the development of HR standards as a committee member of MB009 - Human Resources Management for Standards Australia and TC260 - Human Resources Management for the International Standards Organisation (ISO), where she has represented the World Federation of People Management Associations (WFPMA) in ground-breaking international standards discussions.

With a personal passion for lifelong learning and developing others, Rita has been called upon to develop HR course curriculum content for various educational institutes and member organisations and is an academic lecturer for undergrad and postgrad units in HR, Business and Employment Law at the Australian Catholic University. Alongside her academic contributions, Rita writes articles and blogs on HR excellence, speaks at various events and forums, and mentors upcoming HR professionals. Her most important role is as a wife and mother to the two most important people in her life.



George Lai - Master of Professional Accounting, The University of Tasmania; Master of Law (International), La Trobe University, Bachelor of Laws, HCM City University of Law

George Lai has joined UBSS as the **Compliance Manager**, bringing a strong background in both law and accounting to his role. His diverse expertise enhances his ability to manage compliance matters.

Before moving to Australia, George worked as a Compliance Officer at Mizuho Corporate Bank. After completing his studies at La Trobe University and the University of Tasmania, he resumed his career as a Compliance Officer and later advanced to the role of Compliance Manager for multi-sector education providers operating in both Australia and New Zealand.

With more than a decade of experience in the education industries of both Australia and New Zealand, George's expertise spans a broad range of areas, including higher education (HE), vocational education and training (VET), English Language Intensive Courses for Overseas Students (ELICOS), foundation programs, and secondary school education. Throughout his career, George has worked closely with a wide range of stakeholders, including external consultants, service providers, and government bodies at both Commonwealth and state levels.

His professional strengths include conducting internal audits, promoting self-regulation, and ensuring compliance across organisations. George has also coordinated key projects, such as re-registrations for higher education providers, CRICOS re-registrations, course re-accreditations, and PRISMS-related reporting. He made significant contributions to the successful re-registration and national CRICOS registration, which were approved for the maximum periods without any conditions.

Outside of work, George enjoys cycling, reading, and learning new languages. He has a special fondness for roses, which he enjoys cultivating in his spare time.