ACA Victoria Executive Board Nomination 2026

Nominee: Paul Mondo

Service Provider: Bimbi Early Learning and Kindergarten/Deer Park Early Learning and Kindergarten

Bio:

Paul is an experienced early childhood education and care leader with a strong record of sector advocacy, governance and practical service leadership. As a current member of the ACA Victoria Board, Paul has contributed to the organisation's strategic direction and represented members during a period of significant reform. He brings a detailed understanding of the operational, workforce, and financial pressures facing early learning services, along with a strong commitment to ensuring policy and regulatory decisions are informed by the realities experienced by providers, educators, children, and families. Paul has played an active role in advocating on major issues affecting the Victorian and national ECEC sectors, including child safety reform, workforce development, service viability, funding arrangements, regulatory change and the impact of service oversupply. His experience engaging with governments, regulators and other sector stakeholders enables him to provide a practical and informed perspective at Board level. He also brings valuable skills in strategic planning, stakeholder engagement, government relations, governance and policy development. Paul is committed to constructive collaboration and is prepared to raise challenging issues when necessary to protect the interests of ACA Victoria members and support a sustainable, high-quality early learning sector.

Describe your experience in the early childhood education and care sector.

I have been an approved provider for 25 years owning and developing multiple services in that time which extends on my family's involvement in the sector, and many of my junior years since 1990. I have been involved on ACA state and national boards since 2008 serving in multiple roles including 8 years as President of ACA Victoria and approaching 10 years as National President.

Tell us what makes ACA Victoria's mission meaningful to you.

As someone who has dedicated almost two decades of trying to give members a voice, the ACA Victoria mission drives my daily work in the knowledge that the voice of members needs to be represented for a strong and vibrant ECEC sector.

Describe any Board Leadership experience you have had to date.

I have been on the ACA Victoria board for 18 years serving in the roles of President, Vice President and board member. In addition I have 11 years experience on the ACA National board including one year as Secretary and ten as President.

Outline any skills, connections, resources, or expertise you can provide to improve the services ACA Victoria offers to its members.

I believe that I continue to bring strong strategic and advocacy expertise, deeply embedded government relationships and state and federal level and a network of connections with stakeholders within the sector or who service the sector.

Confirm that you can commit to the time required for meetings and other duties as outlined in the Executive Board Position Description.

I will continue to commit to ACA as needed to achieve successful outcomes.

What are your thoughts on the key challenges and opportunities facing the Early Childhood Education and Care sector?

The sector is facing one of its most challenging times due to oversupply, fee caps, high regulatory burden, state government intervention and low consumer confidence. It is our obligation to see these challenges overcome through careful and considered advocacy.

Indicate how you might use your time on the ACA Victoria's Board to address these challenges and opportunities.

My primary skillset is bringing together the technical knowledge of being a provider whilst applying this with in advocacy through a strategic policy lens. I hope to be able to continue this work should I be successful in being re-elected to the board.

What are your ideas to enhance ACA Victoria's engagement with its members?

Member engagement is vital for a strong association, particularly in times of crisis. Whilst ACA Victoria provides many opportunities for member engagement, I will continue to make myself personally available to those who would like it.