



Sheep Producers Australia Board Director Opportunities Open

Encouraging Outstanding Applicants to Apply

Sheep Producers Australia (SPA) is the Peak National Industry Body for the Australian Sheep Meat Industry. Based in Canberra, our purpose is to be a strategic leader working to benefit Australia's sheep industry to achieve a productive, profitable and sustainable future. Our vision is to be a trusted influencer, leader and advisor for Australian sheep producers, industry, and government.

SPA is governed by a skills-based board, comprised of a minimum of four and maximum of seven member-elected Directors and up to two Board-appointed Independent Directors.

Two Board Vacancies:

SPA seeks to appoint two member-elected Directors at our upcoming AGM in November.

The vacancies have arisen due to the completion of term by a member-elected Director, who is eligible to stand for re-election; and the other is a newly-created position.

Potential Candidates:

SPA encourages candidates who are passionate about the success of the Australian sheep industry and SPA, who possess a desire to contribute to the industry good and seek to further their professional governance expertise to apply.

The SPA Board values diversity of thinking, and skills that encompass a broad range of high-level knowledge and experience. Currently the Board is seeking applications from candidates with demonstrated experience in two or more of the following areas:

- Practical farming knowledge and experience
- An interest and understanding of the challenges and opportunities facing the Australian Sheep Industry & value chain
- Strong farming and/or Industry networks knowledge
- Good strategic thinking and analysis skills
- Experience in managing organisations
- Strong governance knowledge and skills
- A passion to help the Industry prosper in the future

In accordance with SPA's constitution, member-elected directors are appointed for a three year term.



How to apply:

Please read the member-elected Director applicant information pack available at <http://sheepproducers.com.au/about-us/our-board/openings>

Applications should include:

- i. Completed Application
- ii. Professional biography suitable for publication (approximately 150-200 words)
- iii. A statement addressing the listed competencies selection criteria (up to 500 words)
- iv. A current resume (maximum 2 pages)

Submit to: admin@sheepproducers.com.au

or Board Selection Committee, Sheep Producers Australia, Locked Bag 9, Kingston ACT 2604

Applications Close: noon AEST on Friday 10th July 2020

Selection Process

The SPA Board undertakes a skills analysis, determines the required skills to be sought in candidates in order to address any perceived skills gaps, and contracts an independent secretariat for the Board Selection Committee (BSC).

Following the closure of applications, the BSC convenes a meeting to identify a shortlist of candidates for interviews. Interviews are conducted in a panel-format with the BSC and will be approximately one hour in duration. During the interview, candidates will be expected to articulate their credentials for inclusion on the Board, such how they meet the criteria and how they can contribute to the Board, their ideas on SPA's contribution to the red meat industry, their thoughts on industry issues; and the Committee will ask a series of questions. There will also be an opportunity for the candidate to ask questions.

Please feel free to contact me on 02 6103 0838 or 0455 999 130 if you require further information.

Kind Regards,

Stephen Crisp
Chief Executive Officer

POSITION DESCRIPTION - Non-Executive Director



The Role

The role of the SPA Board is to provide Sheep Producers Australia with leadership, governance oversight and strategy to ensure that the organisation strives for excellent performance, whilst appropriately balancing performance with risk management, legal and compliance obligations.

SPA is governed by a skills-based board, comprised of a minimum of four and maximum of seven member-elected Directors and up to two Board-appointed Independent Directors.

Key Board functions include:

- a) delivering accountability to key stakeholders;
- b) influencing strategy development;
- c) development of key policy;
- d) monitoring and supervising operations and the implementation of strategy and policy;
- e) working with and through the CEO.

Competencies - Role Related

All applicants must be able to demonstrate:

- **Experienced leadership and strong decision-making** - able to influence and communicate a point of view, be prepared to undertake the strategic and operational aspects of the role, be willing to engage with management and the broader industry, and understand the organisation's operating environment.
- **Problem solving and critical analysis** - a high level of skill in comprehending, synthesising and articulating complex business issues.
- **Strategic thinking and planning expertise** – the ability to review the strategy through constructive questioning and suggestion and contribute to the effective strategic decision making of the board.
- **Industry knowledge and networks** – industry experience or strong networks of professional, business, trade or government relations including networks with agribusiness and the farmer community, appropriate to the needs of a broad industry-based role.
- **Change management and achieving change** – demonstrated capability in facilitating and advising on disruptive organisational, industry transformational change and innovating in an agribusiness context.
- **Management experience in the sheep industry**



Applicants must have skills and experience in one or more of the following areas:

- **Knowledge of a director's responsibilities** – includes an understanding of the role of a skills based board as well as the legal, ethical, fiduciary and financial responsibilities.
- **Accounting and finance** – the ability to read and comprehend the company's financial statements and financial material presented to the SPA Board, financial reporting requirements and some understanding of corporate finance.
- **Stakeholder engagement** - experience in contemporary internal and external stakeholder engagement practices, experience in executive and/or human resources management.
- **Future focused innovation** - broad perspective, with a deep understanding of the commercial and financial drivers of agribusiness enterprises, including anticipating future innovations as they may apply to the sheep industry.
- **Live Export** – high level knowledge and experience in the live export of Australian sheep and understanding of destination markets, requirements, and customs.

Competencies – Personal Attributes

SPA directors possess a commitment to all of the following behavioural competencies, which applicants must also share:

- **Integrity** – the fulfilment of a director's duties and responsibilities with a professional demeanour, acting ethically, with appropriate independence, and placing the organisation's interests before personal interests. A graduate of the Australian Institute of Company Directors (GAICD) is highly desirable.
- **Collaborative yet curious and courageous** – an effective team participant with the curiosity to ask questions and the courage to persist in robust discussions with management and fellow board members where required.
- **Communication and Teamwork** – demonstrate strong interpersonal skills in a complex multi-stakeholder environment, along with a commitment to teamwork. A director must work well in a group, listen well and remain tactful whilst communicating in a cogent and candid manner.
- **Commercial judgement and instinct** – demonstrate good business instinct, acumen and diversification experience, and be able to assimilate and synthesise complex information in a competitive commercial environment.
- **Active contribution** - a director needs to be an active contributor with genuine interest in the organisation and industry and have a manageable workload between other business and director roles.



Expected Commitment

An *indicative* annual time commitment would be a minimum of 40 days per annum.

- Attendance at SPA Board meetings approximately six times a year for up to two days in various rural and regional locations in Australia or remote conferencing as required.
- The role may require attendance in monthly conference calls for management/financial reporting and general compliance and corporate governance issues.
- Attendance at industry meetings as arranged, to represent SPA or the sheep industry. Completing meeting reports to transfer information to board, staff and members.
- Reading and interrogating SPA Board Packs (usually 50-80 pages per board meeting); including minutes.
- Active member and board liaison in a nominated SPA Committee, usually six days per year.
- Engagement and active, timely feedback to board and management.
- Attendance at large multi-day industry events (eg. LambEx or RedMeat).
- Provide written reports to SPA Board following SPA representation at meetings.
- Some interstate travel is anticipated.

Benefits

- Sitting fee for attendance at SPA Board meetings.
- Travel and expense reimbursement for reasonable costs incurred