

Background

Three Dairy NSW Board director's terms expire this year. They are James Neal, Delia Dray and Tony Burnett. All three are eligible to re-stand and may apply, however Delia has indicated she does not intend to at this stage. Dairy NSW is calling for nominations to fill up to **Four** vacancies on its skills based board. The board **MUST** fill a minimum of two positions, and at least one of these must be a farmer director. The other available positions can be a farmer or industry representative, and will be filled if people with the required skills are identified.

Dairy NSW is calling for nominations to fill up to 4 vacancies on its skills based board.

To be elected as a Director, applicants undergo a selection process overseen by the Board Selection Committee.

The Board Selection Committee is now seeking applications from interested and appropriately skilled individuals.

Selection committee and required skills

The function of the Selection Committee is to identify and nominate suitable persons for appointment as, directors of the company.

The Selection Committee must choose those persons whose appointment would best ensure that the following criteria are met:

- At least four (4) Directors must be dairy farmers, each of whom must be engaged in farming activities in substantially diverse farming systems and/or different geographic regions within the Dairy NSW region. The Dairy NSW region stretches from the Mid-North Coast, Hunter Valley, South Coast and Highlands down to the Far South Coast of NSW. It also takes in the inland dairying regions around Wagga Wagga, Forbes, Dubbo and Tamworth.
- At least one (1) Director will have a broad and substantial dairy farmer contact base within the State

With leadership ability and a good understanding of the principles and practices driving dairy farm productivity and profitability;

A willingness to collaborate and communicate with a broad sector of the region's dairy industry, including farmers, processors, scientist, extension staff and service providers;

- At least two (2) Directors will have specialised skills and experience in one or more of the following areas:
 - Corporate governance, risk management and business affairs;
 - People, Culture and Human resource management;
 - Natural resource management;
 - Dairy research and development, technology, commercialisation and adoption;
 - Agricultural education and training;

- Dairy processing;
- Dairy farming systems;
- Agronomy;
- Ruminant nutrition;
- Livestock management and welfare;
- Market development;
- The Board collectively will have an appropriate balance of skills and experience in these areas having regard to the nature of the business and affairs of Dairy NSW.
- Applicants should have a keen interest in Dairy R,D&E
- Following the application and interview process, the Selection Committee will make one (1) nomination per vacancy. Each nomination must be ratified by resolution at the Dairy NSW AGM on October 11 2021.

Director Applicant Requirements

All candidates will be required to submit an application form and be able to demonstrate their experience and abilities in the following key skill areas that Dairy NSW considers essential for an effective and active Board member:

- Think strategically
- Act appropriately and be accountable for actions and duties relating to Board activities
- Diligently monitor and assess the company's progress and opportunities
- Make effective and timely decisions
- Build and maintain productive working relations with fellow Board members and other stakeholders to the benefit of the industry in the Dairy NSW region.

All applicants must be able to demonstrate interest, involvement and knowledge of issues and industry structures, active participation and credibility within their community.

Applicants are to be respected by their peers and business partners.

Applicants must not be trading insolvent, in their own businesses.

Desirable experience

That all candidates have a strong background and experience in all facets of milk production/dairy farm systems and demonstrated capability in identifying and evaluating technology and service programs to support the industry. Ideally, they will also have relevant experience in representing the needs of dairy farmers and in governance/ board roles. However, at the very least the candidates must be able to demonstrate their understanding and appreciation of the Australian and Dairy NSW region industry and its complexities across the value chain, such that they can effectively apply these to their Board duties.

It is also preferable that all candidates are able to demonstrate their knowledge and understanding of emerging issues and be able to apply them as they relate to the industry in the Dairy NSW region.

Commitment

The Dairy NSW Board meets face-to-face or online, every two months.

Two Members' Council meetings are also held each year, rotating between Dairy NSW regions.

Directors may be required to participate in other periodic discussions via teleconference, webinar or other means as needed.

All directors must be able to commit to these meetings as a minimum.

For more information please contact

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Delia Dray - Director Dairy NSW – 0411 108 670 or Delia.Dray@dairynsw.com.au

Dairy NSW Director Application Form

Name:

Address:

Phone:

Email:

Occupation:

Which category describes you? (Select all that apply)

Dairy farmer

Person with a broad and substantial dairy farmer contact base in NSW

Person with specialised skills and experience

Outline your experience, knowledge and understanding

1. Industry leadership involvement and experience

Explain your recent involvement in the dairy industry and/or other organisations including previous committees and boards.

2. Dairy industry experience

3. What do you see as the three most important emerging issues for the industry in the Dairy NSW region?

4. Summary of skills

Tick the relevant level of experience for each skill area in the below table.

Please tick relevant skills areas	Very experienced	Some experience	Little or no experience
Agricultural education and training			
Agronomy			
Corporate governance risk management and business affairs			
Dairy farming systems			
Dairy processing			
People, Culture and Human resource management			
Livestock management and welfare			
Market development			
Natural resource management			
Dairy research and development, technology, commercialism and adoption			
Ruminant nutrition			

5. Provide further details of experience

If you have ticked 'very experienced' or 'some experience' in the table above, please elaborate in the appropriate section(s) below.

Agricultural education and training

Agronomy

Corporate governance, risk management and business affairs

Dairy farming systems

Dairy processing

People, Culture and Human resource management

Livestock management and welfare

Market development

Natural resource management

