



Position Description

Position Title:	Board member
Organisation:	Murray Dairy
Immediate Manager:	Chair and the dairy industry in Murray Region
Position length:	Casual Vacancy or 3 years after a probationary 6 month period
Annual assessment:	Chair
Salary/rates:	Sitting fees and expenses

About Murray Dairy and the Dairy Industry

Murray Dairy is the Regional Development Program of Dairy Australia (DA) in Northern Victoria and Southern NSW (Riverina) and is governed by a Board of four farmers and two service providers. Murray Dairy is one of the largest dairy regions in Australia, producing approximately 1.8 – 2.0 billion litres or 23% of Australia's milk and 23% of Australia's exports by value.

Dairy farmers in Australia fund collective action by paying a service levy to Dairy Australia. Part of this funding is matched by federal taxpayers' money to help develop our industry. Murray Dairy's funding (based on milk volume) is used as leverage to attract additional funds from NRM bodies, state government and other interested parties and helps our farmers access regionally relevant support, advice and programs. On average for every \$1 dollar of levy funds Murray Dairy leverages a further \$4.

Murray Dairy Strategy

Murray Dairy Vision

Fostering a confident, valued and profitable dairy industry.

Mission

Murray Dairy leading in the development and delivery of trusted, timely and relevant dairy services to meet farmer and broader industry needs.

Strategic Priorities

In recognition of the key trends, issues and opportunities in our region, the following priority areas have emerged:

1. Promote adoption of innovation and industry best practices

Statement of intent Murray Dairy will deliver agile services that meet the needs of the region's diverse production systems.

2. Foster partnerships, networks and increase regional industry recognition

Statement of intent Murray Dairy will enhance productive partnerships and networks and increase the industry's recognition to ensure the industry is well resourced, engaged and valued.

3. Attract, retain and develop quality people

Statement of intent Murray Dairy will invest to ensure a perpetual supply of diverse, highly skilled and talented people for the dairy industry



Purpose of Murray Dairy

The purpose of Murray Dairy is to:

1. Advance the dairy industry in the Murray region by improving the productivity, profitability and sustainability of dairy farmers in the region
2. Develop and conduct programs which are both suited to, and benefit from a co-ordinated industry approach
3. Provide the industry with a better understanding of regional issues, needs and opportunities
4. Coordinate the investment of Dairy Australia and other funding for collective action
5. Provide the region with the capacity to develop and implement regionally focused research, development, extension, education and industry development activities
6. Attract and/or influence other funding for research, development, extension, education and industry development
7. Empower the local dairy industry and build leadership capacity across the Murray region
8. Create knowledge of, and support for, dairy farmers' investment in collective action
9. Effectively meet corporate governance and management requirements
10. Account to all dairy farmers in the region and operate for the ultimate benefit of levy-paying milk producers and in the best interests of the Murray region dairy industry
11. Encourage and maintain a balanced approach to industry development; and
12. Increase awareness and understanding of the role and achievements of Regional Development Programs (RDP's) in the Murray region and among regional industry and community stakeholders

Position Overview:

Murray Dairy directors are collectively responsible for governing the advancement of the dairy industry in the Murray region, in particular developing the strategic direction of the organisation and ensuring organisational performance.

The role includes:

Working across the region to:

- Ensure MD collects the priorities of farmers in the region, allocates levy funds to those priorities, finds partners to accelerate the delivery of those priorities and manages projects addressing those priorities where there is market failure
- Prepare for and attend Board meetings and contribute to decision making
- Set the strategic direction for MD and monitor its performance in achieving those goals
- Appoint the CEO, develop and agree their work plans, monitor their performance and set their remuneration
- Develop and utilise policies to govern MD
- Support and promote MD and the service levy
- Form and attend working groups as agreed by the Board

Governing organisational performance:

- Milestones are met and investor expectations are delivered
- Financial/budget performance is achieved
- Project delivery enhances the reputation of MD
- Review and development of the rules of MD
- MD complies with relevant regulations and law
- Audits are undertaken and high performances identified
- Risk management is undertaken

Key Result Areas:

- Development and monitoring of the MD Annual Operating Plan
- Development and monitoring of the MD Strategic Plans
- Development and building of strong industry networks
- Actively promoting the dairy industry in the region
- Improving the capacity of MD

Key Selection Criteria

- Demonstrates a passion for the dairy industry and its development
- Has the ability to work well in a team environment
- Demonstrate a sound understanding of the dairy industry
- Understands the role of governance
- Demonstrates organisational ability (planning, negotiating and execution)



Experience and/or qualifications

- Current driver's license
- Governance training preferred (but not essential)

Personal Characteristics

- Excellent organisational skills including the ability to prioritise workload
- Excellent interpersonal communication skills

Terms and Conditions

- Remuneration is per Dairy Australia's directors sitting fee rates
- Probation period of 6 months
- The use of a vehicle will be required to attend MD Board meetings and other appropriate events/functions/meetings – compensation is per current Dairy Australia guidelines
- All Board members to adhere to MD Code of Conduct and Murray Dairy procedures and policies