



# Selection criteria for nominees to the Western Dairy Board

## Introduction

Nominations are called for one director position on the Western Dairy Board effective 3 December 2020, for either a dairy farmer **or** a non-farmer with specialist skills.

The appointment will, in the first instance, be for a three-year term with an expectation that eligible directors will renominate for a second term of office.

Under the terms of the Western Dairy Constitution, a dairy farmer director must be a levy-paying Western Australian dairy farmer and become a voting member of Western Dairy

## About Western Dairy

Western Dairy was established in 1997 and operates under the auspices of Dairy Australia to facilitate dairy industry research, development and extension, and support the sustainable growth of WA's 135 dairy businesses. The Western Dairy region generates approximately 4.2 per cent of the national milk production, boasts the highest producing herds in the country (average herd size 401) and is responsible for an annual funding budget circa \$1 million.

To be considered for a position as a Western Dairy board member, it is expected that applicants can demonstrate knowledge of, or experience in, one or more of the following fields:

- Dairy farming
- Agricultural science (agronomy, nutrition, animal reproduction)
- Technology and precision farming
- Dairy industry structures and organisations
- Food processing, including manufacturing of dairy products
- Business management, finance or law
- Research and extension
- Communications and corporate affairs
- Natural resource management
- Industry and/or community development
- Corporate governance

Candidates will be selected to ensure the Western Dairy Board collectively possesses an appropriate balance of expertise in these fields.



It is an expectation that the Board should contain a diversity of gender, skills and age, and the majority of the directors shall always be farmers.

In the response to the call for nominations, applicants must clearly articulate how they can meet each of the following selection criteria and do so by providing commentary against each criteria item listed.

### **The commitment**

The Western Dairy Board meets approximately six times per year, usually in Bunbury or Busselton. Most of the Board's communication and input in the interim is carried out by email, and from time-to-time by video conference.

In addition, Board members are called upon for their input and attendance at various industry meetings relating to the Western Dairy Charter, which may include up to six additional days per year. From time-to-time, Board members may be called upon to attend industry meetings in Melbourne.

Modest sitting fees and travel expenses are paid to all Board members at standard Dairy Australia rates.

### **SELECTION CRITERIA**

#### **Essential**

- Available to prepare for and commit to attend six board meetings/year, mostly in Bunbury but at times in other dairying regions of WA;
- A special interest in working with groups to research and develop project areas that will build the business acumen and drive the productivity of WA dairy farm businesses;
- A strong understanding of the drivers behind dairy farm productivity or a demonstrated willingness to learn;
- A demonstrated track record of communicating with a broad sector of the WA dairy industry, including farmers, processors, dairy scientists, extension staff and dairy service providers;
- A good standard of computer literacy and ability to review and respond to emails in a timely manner;



- A willingness and capacity to undertake professional development opportunities that will enhance financial literacy and/or skills in corporate governance.

### **Highly desirable**

- Experience in critical analysis of agricultural science;
- Business/strategic planning;
- A strong working understanding of, and interest in, Western Dairy's key project areas of farm business performance, pasture research, workforce development, and best-practice effluent management;
- A demonstrated understanding of the skills required of a director, particularly in the areas of governance and analysis of financial performance.

### **Process of Appointment**

Applicants are requested to provide career and personal details, specifically addressing the above selection criteria, and further noting any other areas from the above list in which they have particular skills and experience.

A nomination must include:

1. Completed nomination form
2. Cover letter addressed to -

**The Chair  
Western Dairy Selection Panel  
PO Box 5066  
Bunbury WA 6230**

3. Current CV containing two relevant referees

Nominations should be marked confidential and emailed to [jenelle.bowles@westerndairy.com.au](mailto:jenelle.bowles@westerndairy.com.au) by **5pm, Monday 12 October 2020**.

A four-person selection panel will interview candidates at a date and location to be agreed during the week commencing Monday 26 October 2020. The Selection Panel will recommend one person to the Western Dairy Board from a pool of candidates.