



Selection criteria for appointees to the board of The Sheep Alliance of WA

For the 2016/2018 term

Nominations are called for nine (9) positions on the board of The Sheep Alliance of WA (The Sheep Alliance), which subject to AGM approval on 29 July 2016 will become the new name of the Sheep Industry Leadership Council (SILC).

The period of tenure for board positions is in the first instance two (2) years, where eligible directors will be able to apply for a second term, subject members' review of performance and agreement to continue operations from 30 June 2018 at the conclusion of the current round of funding.

The proposed restructure of SILC's membership to form The Sheep Alliance was progressed by two industry leadership meetings in March and May 2016, attended by a diverse representation of the sheep supply chain, including current SILC directors plus WAFarmers, PGA, Grower Group Alliance members, WA Livestock Research Council (WALRC), DAFWA, universities, CSIRO, Muresk, live exporters, wool exporters and meat processors.

Membership of The Sheep Alliance is open to all 'entities'* that are key contributors to the sheep supply chain and/or actively working towards improving the profitability of the WA sheep industry and where membership is the business, not the individual.

(*Entities refers to organisations/businesses, not individuals)

The Sheep Alliance has a single purpose – to help arrest the decline of the WA sheep population by undertaking the following responsibilities:

- a. Lead a communication process to develop a shared vision between all members of the Alliance;
- b. To review and refine the WA Sheep Industry Plan to describe the tactics that that will be undertaken in response to the decline;
- c. Consider the business case for the formation of a commercially funded entity with a responsibility for coordinating and aligning activities that deliver benefit across the supply chain, including but not limited to research, extension, education, training and stakeholder communication; and,
- d. Engage with, support and communicate the benefits of all WA-based relevant sheep research and extension activities, including specifically but not limited to the DAFWA Sheep Industry Business Innovation (SIBI) project (Royalties for Regions).

To be considered for a position as a Sheep Alliance board member, it would be expected that applicants can demonstrate knowledge of, or experience in three or more of the following fields:

- Production including commercial experience in sheep and wool farming systems (Merino and non-merino)
- Allied industries
- Live Export specifically and transport generally
- Meat and wool processing
- Agricultural R&D
- Business management and finance skills
- Corporate governance
- Investment attraction and advocacy
- Implementation of strategic plans and project management

- Agricultural supply chains and economics
- Agricultural Higher education and training

Candidates will be selected to ensure The Sheep Alliance board collectively possesses an appropriate balance of expertise in the above fields.

The outcome of an annual board performance review that will include the opportunity to identify any gaps in skill sets will be communicated to the Selection Panel in order use the selection process to enhance the overall performance of the board.

In the response to the call for nominations, applicants must clearly articulate how their experience in *at least three of the above fields* can assist them make a contribution to the implementation of the WA sheep industry strategic plan, whilst detailing how they can meet each of the following selection criteria:

Essential

- A strong understanding of the WA sheep industry's productivity drivers.
- Availability for monthly (in the first six months) and then by monthly meetings and willing and able to devote time and provide written constructive critical analysis to board papers in a timely manner.
- A demonstrated track record of communicating with at least one sector of the WA sheep industry.
- High degree of proficiency in electronic communication.
- A willingness and capacity to undertake professional development opportunities that will enhance director skills in corporate governance and interpretation of financials.
- Applicants must be or become a member of WAFarmers.

Highly desirable

- Experience in critical analysis of agricultural science and/or business performance.
- A strong working understanding of; empathy for and interest in the sustainability of the WA Sheep industry.
- A demonstrated understanding of the skills required of a director, particularly in the area of governance and analysis of financial performance.
- 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.

Commitment

The Sheep Alliance board will meet monthly and then by-monthly, usually in Perth or Katanning. Most of the board's communication and input in the interim is carried out by email and from time-to-time, by phone conference. In addition, board members are called upon for their input and attendance at various industry meetings relating to The Sheep Alliance, which may include up to six additional days per year. A modest sitting fee and travel expenses are paid to all self-employed board members.

Process of Appointment

Applications have been called through a series of public advertisements. Written nominations must be submitted to **WAFarmers by 12.00pm, Friday 27 May**. Applications should be marked confidential and sent by email to kimhaywood@wafarmers.org.au and addressed to:

**The Chairperson
Sheep Alliance of WA Transition Sub Committee
C/o PO Box 668
Denmark WA 6333**

WAFarmers will submit the nominees to the Transitional Committee Chairman by 5.00pm on Monday 30 May. A five-person selection panel will interview candidates in Perth between 6-10 June.