

# Information and application guidelines for MLA non-executive director positions - 2017



As part of its Board selection process, MLA appoints three non-executive directors to the Board each year. Applications for the current round of appointments closes on June 2, 2017. [View advertisement](#)

## MLA Board composition

MLA's Board is a skills based board currently comprising 10 directors: nine non-executive directors and the Managing Director. The MLA constitution requires three non-executive Directors to retire each year. Appointments are for a period of three years, with retiring Directors able to nominate for re-election. Accordingly there is a need for the recruitment of three Directors in 2017.

## The MLA Selection Committee

Directors are elected by the Company's members at the Annual General Meeting each year. Candidates put forward for election by the members are selected by a nine-person Selection Committee. This is made up of three industry representatives, four member-elected representatives, one of whom this year will chair the committee, and two non-voting members of the current MLA Board. The number of candidates endorsed by the Selection Committee must be equal to the number of vacancies to be filled.

## Time commitment required of MLA Board Directors

An indicative annual time commitment would be approximately 25 days per annum, usually comprising of 7 board/strategy meetings. The MLA Group Boards (including the subsidiary company boards) meet approximately every 6-8 weeks, usually in North Sydney at MLA's Head Office, although a number of meetings will be held each year at locations around Australia. In addition to the MLA Board meetings, a Director may sit on the following committees which will usually meet 4 times per year.

- Audit & Risk Committee
- Remuneration Committee
- Selection Committee

Where possible, committee meetings are held adjacent to Board meetings. Additionally, MLA Directors may attend associated industry events and meetings (e.g. peak council meetings and industry forums). These events and meetings will often be held outside the Sydney area.

## MLA's commitment to diversity

MLA takes into account the ASX Corporate Governance Principles and Recommendations and is committed to providing an environment which respects and promotes diversity. MLA recognises that a workforce which represents a diverse range of backgrounds, age, ethnicity and gender will enable MLA to provide optimal service to its stakeholders.

## The selection process

The Selection Committee meets in April of each year to determine the skills to be sought in candidates, to both fill 'skill gaps' and provide a balanced Board, and to agree a selection process. National advertisements are then placed in print and online media seeking applications and a targeted search process occurs simultaneously. Applications are received via an online application and applicants will receive an automatically generated response to confirm receipt of their application.

Following the conclusion of the advertisement and search processes, the Selection Committee will meet in late-July to agree on a shortlist of candidates for interviews, with interviews held in Sydney over two days in late August. You should expect to hear about the progress of your application no earlier than late-July.

Interviews will be approximately one hour in duration and will be a panel interview with the full Selection Committee. During the interview, candidates will be expected to present their credentials for inclusion on the Board (how they meet the criteria and how they can contribute to the Board, their ideas on MLA's contribution to the red meat industry, their thoughts on industry issues etc) and the Committee will ask a series of questions. There will also be an opportunity for the candidate to ask questions.

## Skills being sought - 2017

The skills and experience sought year to year in director candidates are guided by the skills and experience of the retiring Directors and the skills balance requirements of the Board.

As a skills-based Board and in line with current specific requirements, for 2017 applications are sought from prospective candidates who have the skills and experience in one or more of the following areas:

- Australian beef production – including demonstrated knowledge and/or experience of northern production systems and knowledge and experience in one or more of the following:
  - pasture management, genetics and nutrition
  - an understanding of Research Development & Extension
  - emerging technologies and their application and implementation (including but not limited to IT and data)
- Australian sheepmeat production systems including demonstrated knowledge and/or experience in diverse production systems and knowledge and experience in one or more of the following:
  - pasture management, genetics and nutrition
  - an understanding of Research Development & Extension
  - emerging technologies and their application and implementation (including but not limited to IT and data)
- Financial, audit and risk framework oversight with demonstrated knowledge and experience in and an understanding of issues relevant to the following:
  - Australian operations
  - global operations
  - compliance with statutory obligations under the Corporations Act and under the Federal Government funding arrangements

Candidates with other specialist skill sets are also encouraged to apply whilst recognising that all applicants should possess the following:

- An understanding of the Australian red meat and livestock industry structure
- Demonstrated ability in high level strategic thinking, leadership, corporate governance, strong business acumen, including sound financial literacy
- Well-developed communication skills, with a collaborative approach in making an active contribution to Board discussion

## Format and deadline for applications

Applications should include:

- A short cover letter outlining the skills and experience the candidate brings to the Board.
- A full resume detailing work history, relevant experience and qualifications. Please remember to include your full contact details.

Rimfire Resources is a specialist agribusiness search and recruitment business partnering with MLA to manage the selection process.

Applications should be completed online via Rimfire Resources' website which is [www.rimfireresources.com.au](http://www.rimfireresources.com.au) and should be received no later than **Friday 2 June 2017**. For further information, please contact Mick Hay or Sharon Moloney at Rimfire Resources on 07 3878 3411.

On receipt of your application you will receive an automated email acknowledgement.

Following the conclusion of the advertisement and search processes, the Selection Committee will meet in late-July to agree on a shortlist of candidates for interviews, with interviews held in Sydney over two days in late August. You should expect to hear about the progress of your application no earlier than late-July.

We encourage all applicants to reassess their candidacy each year against the preferred skills and experience sought, as this changes on an annual basis.