



# INFORMATION KIT DIRECTOR SELECTION 2021 SEAFOOD INDUSTRY AUSTRALIA

## CONTENTS

Welcome.....	2
About SIA.....	2
Candidate Eligibility Requirements .....	3
Becoming a Director.....	3
Selection Process .....	3
Appendix A: Skills Matrix .....	4
Appendix B: SIA Director Election Nominees Code of Conduct Policy .....	5

## WELCOME

Thank you for your interest in becoming a Director of Seafood Industry Australia (SIA).

There are currently two (2) Directors positions open for election by SIA Members and SIA has opened the call for nominees.

At the September SIA AGM, four (4) Director nominees will be presented by the Nominations Committee for election, by voting members, to the two (2) open positions.

This information kit contains information about the nomination process, selection criteria, the [SIA Membership Information Pack – available here](#) and the [SIA Strategic Plan – available here](#). More information about SIA is available at [www.seafoodindustryaustralia.com.au](http://www.seafoodindustryaustralia.com.au).

## ABOUT SIA

Seafood Industry Australia (SIA) is the national peak body representing the Australian seafood industry.

Incorporated on May 12, 2017, following a two-year consultation process, SIA represents a dynamic, new representative structure for the industry.

The consultation process demonstrated the need for, and value in, forming an influential national body to represent the industry in its entirety on national and international issues.

SIA incorporates wildcatch, aquaculture and post-harvest sectors, and delivers national representation for the industry and its members.

### **Our purpose**

*“SIA is the voice for Australian Seafood and represents the entire seafood chain - from water to plate.”*

### **Our vision**

For the Australian seafood industry to be united, effective and respected.

### **Our mission**

To promote, protect and develop the Australian seafood industry.

### **Our objectives**

- Be the national peak body for the Australian Seafood Industry;
- Represent and further the interests of the Australian Seafood Industry with respect to both national and international issues affecting our members;
- Increase the value of the Australian Seafood Industry;
- Promote the Australian Seafood Industry;
- Create and maintain an industry that is unified, effective and respected;
- Acknowledgement of the Australia Seafood Industry as unified, effective and respected by industry, members and external bodies;
- Foster understanding and unity within the diverse Australian Seafood Industry;
- Inform and influence governments and regulators;
- Work constructively with all levels of government to ensure the interests of the Australian Seafood Industry and our members are represented with respect to the design and implementation of public policy;
- Be prepared for and responsive to current and emerging issues of national and sector significance for the Australian Seafood Industry;
- Advocate and encourage sustainable practices within the Australian Seafood Industry

to protect the environment, ecosystem and fish stocks;

- Provide an advisory forum for all members to engage with the SIA in its capacity as the peak body for the Australian Seafood Industry;
- Promote improved communication, education and technology transfer to the Australian Seafood Industry through state and other associations, sector bodies and other appropriate avenues; and
- Improve the community's perception and respect of the Australian Seafood Industry.

## CANDIDATE ELIGIBILITY REQUIREMENTS

To serve as a Director of SIA, you must:

- Be nominated by a financial member of SIA;
- Be a resident of Australia;
- Be at least eighteen (18) years of age;
- Not be an undischarged bankrupt;
- Be otherwise legally competent to conduct business and enter contracts under the laws of Australia and its states and territories; and;
- Submit the Nomination Form and Candidate Information Form by **5pm AEST Friday, August 13, 2021** to [nqtrawlers@bigpond.com](mailto:nqtrawlers@bigpond.com).

## BECOMING A DIRECTOR

SIA has a strategic board of seven (7) directors, two (2) of these positions are open for nominees.

It is envisaged that the successful candidates will serve a three (3) year term as a Director. Direct costs associated with participating in the work of the Board (e.g. travel) will be met. There are no directors' fees payable as yet.

Directors will be required to prepare for and attend regular board meetings and adhere to the SIA Board code of conduct.

## SELECTION PROCESS

After nominations have closed on the Friday, August 13, 2021 a Selection Committee will review applications.

It is expected that successful candidates for nomination will be notified by Friday, August 27, 2021.

At the SIA AGM to be held on Thursday, September 30, 2021, four (4) Director nominees will be presented by the Nominations Committee for election, by voting members, to the two (2) open positions.

## APPENDIX A: SKILLS MATRIX

Collectively, the Board will have the following skills. Individual candidates should highlight those criteria where they bring particular strengths to offer the Board, however in order to maintain skills possessed by the two (2) retiring Directors, the Selection Committee will give preference to those that demonstrate particular strength in the **Strategy and Change Leadership** and/or **Governance and Management** sections.

In order to maintain a high level of professionalism, preference will also be given to those that have completed a directors course with the Australian Institute of Company Directors (AICD).

### SELECTION CRITERIA

Criteria	Description
<b>1. Strategy and change leadership</b>	<ul style="list-style-type: none"><li>• Experience in leading change and innovation in complex multi-stakeholder environment</li><li>• Entrepreneurial mindset</li><li>• Ability to balance competing views and set priorities</li></ul>
<b>2. Substantial seafood industry knowledge and expertise, which may include wild catch, aquaculture or post-harvest</b>	<ul style="list-style-type: none"><li>• Commercial experience essential</li><li>• Established industry networks</li><li>• Knowledge of consumers, domestic and international markets for Australia seafood</li></ul>
<b>3. Governance and management</b>	<ul style="list-style-type: none"><li>• Experience at director or senior executive level with developing and ensuring compliance with governance frameworks and policies</li><li>• Experience in business and risk management</li><li>• Knowledge of the roles and responsibilities of a company director</li><li>• Legal experience and background with members organisations or associations</li></ul>
<b>4. Strategic marketing, communications and relationship management</b>	<ul style="list-style-type: none"><li>• Strong understanding of government relations and public policy advocacy</li><li>• Political background/knowledge</li><li>• Experience/knowledge of media relations/PR/advertising</li></ul>

- Ability to build relationships and an inclusive culture for members

**5. Financial management**

- Demonstrated financial management skills
- Ability to secure new funding sources

## **APPENDIX B: SIA Director Election Nominees Code of Conduct Policy**

### **Introduction**

Seafood Industry Australia (SIA) Director Nominees, once selected, have a moral duty of care with SIA and owe this duty to all members of SIA and not any one group or sector. This means that while they hold the position of Director Nominee they are obliged to act honestly and in good faith in respect of SIA. Where a Nominee is a Director running for re-election, there is also an obligation and a duty to avoid abusing their position in order to gain unfair advantage over other Nominees.

### **Purpose**

This policy clarifies the expectations of Director Nominees and explains the application of duty in relation to conduct while holding the Director Nominee position.

### **Policy**

During the election period (i.e. from when advice is received of successful selection as a Director Nominee through to the Director Election), candidates are responsible for their own promotion and there is no restriction on the use of their own social media platforms. They should however use these platforms in accordance with commonly used standards of respectful behaviour.

Nominees are not to use any items of intellectual property of SIA (logos, photos etc) in their communications with Members or otherwise.

In canvassing Members, Nominees may make contact with Members by way of media platforms or direct communication, but this must be carried out using their own contact data base. The use of any SIA internal data to contact Members is strictly prohibited and as such would also be considered a potential breach of the Privacy Act.

Nominees are not to engage in activities which would be deemed as obtaining an unfair advantage over other Nominees, nor threaten the validity of the Election of Directors.

During the election period, SIA will provide Nominees with an opportunity to submit a biography (of a pre-set word limit) with photo which will be distributed with equal weight to all members through SIA's own media platforms.

Nominees are not permitted to make any media statements or generate any media press releases referencing SIA or the Election of Directors without the expressed approval of the SIA CEO.

Nominees will at all times conduct themselves in a manner which is well natured and respectful of other Director Nominees and will act in a manner which does not pose any risk, legal or otherwise, to the integrity and reputation of SIA, its Directors or Members.

### **Consequences of Failure to Observe Policy**

Failure of a Nominee to observe this policy will result in that Nominee being referred to the Director Nominations Committee to reassess the Nominee's fitness for candidacy. In the case of a Director who is standing for re-election, such matters would also be referred to the CGC in relation to any breach of the SIA Directors Code of Conduct.