



# INFORMATION KIT

## DIRECTOR SELECTION 2024

### SEAFOOD INDUSTRY AUSTRALIA

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## WELCOME

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

There are currently three (3) Directors positions open for election by SIA Members and SIA has opened the call for nominees.

At the September SIA AGM, six (6) Director nominees will be presented by the Nominations Committee for election, by voting members, to the three (3) open positions.

These positions present a unique opportunity to strategically influence the direction of the organisation, and the industry.

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.

As the voice of Australian seafood, SIA provides consumers, Government, and other stakeholders with confident and united representation. We are a member-based, not-for-profit organisation with the mission to Promote, Protect and Develop the Australian seafood industry at a national and international level..

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 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 Monday 8 July 2024** to [apply@seafoodindustryaustralia.com.au](mailto:apply@seafoodindustryaustralia.com.au).

## BECOMING A DIRECTOR

SIA has a strategic board of seven (7) directors, three (3) of these positions are open for nominees as part of this 2024 Director selection process.

It is envisaged that the successful candidates will serve an initial 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 Monday 8 July 2024 a Selection Committee will review applications.

It is expected that successful candidates for nomination will be notified by Monday, July 29, 2024.

At the SIA AGM to be held in Hobart, Tasmania on Tuesday, September 10, 2024, Director nominees will be presented by the Nominations Committee for election, by voting members, to the three (3) open positions.

## APPENDIX A: SKILLS MATRIX & SELECTION CRITERIA

Collectively, the Board will have the skills identified in the SIA Board Skills Matrix below. Individual candidates should highlight each of those criteria where they bring particular strengths to offer the Board.

However, to maintain skills possessed by the three (3) retiring Directors (who are eligible for re-election), the Selection Committee will give preference to those that demonstrate strength in the Governance **and Stakeholder Management, Strategy and Leadership** and/or **People and Culture** sections.

At the 2024 AGM, the Members will vote for the Director Candidates via three separate ballots (two nominated candidates in each ballot) to ensure that the skills requirements of the board as assessed by the Directors Nomination Committee are met.

Ballot one: Position 1 - Governance and Stakeholder Management

Ballot two: Position 2 - Strategy and Leadership

Ballot three: Position 3 – People and culture

Candidates can specify the position they are applying for and can apply for multiple positions via the cover letter and/or the application form.

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

### SELECTION CRITERIA

Skill	Description
<b>1. Financial literacy</b>	<ul style="list-style-type: none"><li>- Experience in financial governance management, accounting and/or auditing.</li><li>- Demonstrated financial management skills.</li><li>- Ability to interpret and interrogate financial information.</li></ul>
<b>2. Governance and stakeholder management</b>	<ul style="list-style-type: none"><li>- Experience and commitment to best practice corporate governance.</li><li>- Significant board expertise with an ability to guide the board around governance issues and processes.</li><li>- Previous Chair experience is preferred but not essential.</li><li>- Possess an understanding of membership-based organisation governance with senior level experience in successful stakeholder engagement strategy and implementation across key stakeholder groups.</li></ul>

<b>3. Strategy &amp; Leadership</b>	<ul style="list-style-type: none"> <li>- Awareness of regulatory and statutory frameworks.</li> <li>- Experience in leading change and innovation in complex multi-stakeholder environment.</li> <li>- demonstrated track record as a Chair / Senior Executive with contemporary leadership experience</li> <li>- Entrepreneurial mindset.</li> <li>- Experience in strategic / corporate planning, including identifying and analysing strategic opportunities and threats, developing, implementing, delivering and monitoring strategic objectives.</li> </ul>
<b>4. Industry knowledge and experience</b>	<ul style="list-style-type: none"> <li>- Extensive industry experience, with a preference for agribusiness</li> <li>- Well-connected and respected with a strong network of key stakeholders.</li> </ul>
<b>5. Communication and Contribution</b>	<ul style="list-style-type: none"> <li>- Be able to effectively communicate ideas to the board.</li> <li>- Contribute skills, knowledge and expertise to be an effective member of the board.</li> <li>- Excellent written and verbal communication skills.</li> </ul>
<b>6. Digital and Technology</b>	<ul style="list-style-type: none"> <li>- Experience and expertise in identifying, assessing, implementing and leveraging digital technologies, understanding cyber-security.</li> </ul>
<b>7. ESG Experience</b>	<ul style="list-style-type: none"> <li>- Understanding and experience in effective environmental management and the impacts of climate change on business operations</li> </ul>
<b>8. People and Culture</b>	<p>Experience in overseeing workplace culture, people management, industrial relations, health, safety and wellbeing</p>

## **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 database. 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.