



Board Member Position Description – November 2023

Holstein Australia is seeking dedicated and experienced members to join its Board of Directors. Board Members are responsible for providing strategic guidance, governance, and oversight to the organisation. They play a key role in shaping Holstein Australia's current and future direction and contribute to the growth and development of the Holstein breed within the Australian dairy industry.

The organisation is committed to the growth and sustainability of the Holstein breed in Australia, and Board Members play a vital role in achieving this mission. If you are dedicated to the dairy industry, passionate about the Holstein breed and believe you have the skills to assist Holstein Australia achieve its mission, we encourage you to nominate.

It should be noted that a Board Member's role is a strategic and oversight position in an organisation. This should not be confused with the management and operational aspects of an organisation (that is, the everyday running of the organisation).

Potential Board Members should possess a diverse range of skills and expertise that aligns with Holstein Australia's strategic goals and challenges.

Specific Skills and Attributes Sought

Following a Board Composition Analysis and Review completed prior to calling for nominations, the following desired areas of expertise were identified to complement existing Board Member skills and address current and future challenges.

Technology and Digital Transformation

Expertise and knowledge of technology, IT and its uses in cattle breeding and the dairy industry is increasingly important to the Association and its members. Members with knowledge in this area can help guide Holstein Australia's technology strategy.

Marketing and Branding

Members with marketing and branding expertise can assist in shaping Holstein Australia's market positioning, member and stakeholder engagement and brand development.

Governance, Compliance and Risk

Members with strong commercial and corporate governance backgrounds or advisory roles in governance expertise can contribute to compliance, risk management, and legal and regulatory matters. They can also ensure the Association's operations align with applicable legal requirements.

Diversity

A Board that is diverse in terms of gender, age, background and other factors can ensure it better reflects Holstein Australia's current and emerging stakeholders and the community within which it operates. Companies with diverse Boards are better equipped to navigate

complex and rapidly changing business environments, research shows these organisations perform better financially, and are more likely to capitalise on new opportunities.

Community and Member Based Associations (Not For Profit)

Members are the lifeblood of any community and member based organisations. Directors should represent and be cognisant of the varied fraternities within the organisation and members with community or NFP experience and knowledge are an important component of the Board.

Key Board Member Responsibilities

Strategic Planning: Contribute to the development of Holstein Australia's strategic plans and policies. Collaborate with fellow board members to set long-term goals and objectives.

Governance: Provide governance oversight, ensuring compliance with relevant regulations and ethical standards. Act in the best interests of Holstein Australia and its members.

Financial Oversight: Review and approve the annual budget, monitor financial performance, and ensure Holstein Australia's fiscal responsibility.

Advocacy and Promotion: Promote and represent Holstein Australia within the dairy industry and the broader agricultural community. Advocate for the interests of Holstein breeders and dairy farmers.

Committee Participation: Contribute to the work of Board committees as assigned, which may include the Breed Development and Conformation Committee, Member Advisory Committee, Youth Committee, Audit and Risk Committee, and others.

Risk Management: Participate in identifying and mitigating risks that may impact Holstein Australia's success.

Industry Engagement: Foster positive relationships with key stakeholders, including members, dairy organisations, government agencies, and research institutions.

Board Meetings: Attend and actively participate in regular Board meetings, teleconferences, and Annual General Meetings. Attending sub branch meetings and other member related events may also be required.

Continuous Learning: Stay informed about the latest dairy industry and Holstein breed developments. Participate in Director, governance and professional development.

Compliance: Directors of the Board have the full duties and responsibilities of a Company Director under the Corporations Act.

Desired Board Candidate Attributes

In addition to the specific skills sought above, desired Board candidate attributes include:

- Demonstrated passion and commitment to the Holstein breed and the Australian dairy industry.
- Proven experience in a governance or leadership role, preferably on a board.
- Knowledge of the dairy industry, genetics, and agricultural practices.
- Strong communication, strategic thinking, and problem-solving skills.
- Ability to work collaboratively in a team environment.
- A willingness to commit the necessary time and effort to fulfill board responsibilities.

Additional Information

Role Title: Holstein Australia Board Member.

Role Type: Volunteer. Holstein Australia meets Board member travel and accommodation costs for in-person meetings. Directors receive a small annual cash honorarium.

Term: Three years with a maximum of 4 terms (12 years in aggregate) expiring at the Annual General Meeting. Sitting Directors can renominate for additional terms via the member nomination process.

Meetings: The Board meets approximately 8 times per annum and meetings are held either online or at Dairy House, Bundoora, Victoria, with at least one out-of-town meeting to be held each year in an Australian dairy region.

Holstein Australia Overview

Holstein Australia is the member based dairy breed association dedicated to the promotion and advancement of the Holstein breed in Australia. The organisation plays a crucial role in supporting dairy farmers, breeders, and industry stakeholders through the provision of registration, classification and genetic improvement services.

Holstein Australia represents its members on numerous organisations, including DataGene, the National Herd Improvement Association and the World Holstein Friesian Federation. It also provides an independent, member-focused voice on matters affecting genetic improvement in the Australian dairy industry. It is committed to maximising the profitability of its members via the provision of world-class information, services and community.