

Emerging Leader Recruitment 2024

Applicant Information Pack



This information pack contains information for people interested in applying for a position on the Board of Terrain Natural Resource Management. It includes information about the organisation, selection criteria for candidates, directions on applying and contact details for further enquiries.

Position	Emerging Board leader
Reports to	Chair - Terrain Board
Location	This role is to be based in the region. Board meetings are held in Cairns, Atherton, Innisfail and Tully on a rotational basis (Covid restrictions allowing)
Sitting term	1-year tenure (5 board meetings per calendar year)
Remuneration	Sitting Fees: Full Day \$400 Half Day \$200 (Non-salaried positions) Plus \$1,000 in training allowance
Opening Date	16 September 2024
Closing Date	11 October 2024 4.30pm



A THRIVING AND SUSTAINABLE WET TROPICS

WHO WE ARE

Terrain NRM is an independent, not for profit and community-based environmental management organisation. We think innovatively and act collaboratively, combining the latest science with local knowledge to develop sustainable solutions to increase the resilience of the rainforests, reefs, landscapes and local communities of Australia's Wet Tropics region.

We are part of a network of natural resource management bodies around Australia that specialize in planning, design and delivery of projects to maintain and restore ecosystems.

Our focus areas are waterway health, biodiversity, soil health, climate resilience and regenerative economies.



We bring people together and build partnerships with community conservation groups, Traditional Owners, industry groups and landholders and a range of other stakeholders.

We combine science, technical expertise, local and traditional knowledge to solve our most pressing environmental challenges. We think strategically and we search for innovative solutions.

GEOGRAPHICAL LOCATION

Established in 2003, Terrain NRM is based in Cairns with office locations in Innisfail, Tully and Atherton. We cover the region from the Daintree to Hinchinbrook and across the Atherton Tablelands.

WHAT WE DO

Our vision is for a thriving and sustainable Wet Tropics with healthy ecosystems, vibrant economies and empowered communities.

For nearly 20 years, we've been working with over 50 organisations and thousands of landholders to strengthen the reefs, rainforests and landscapes that people travel from all around the world to see.

We've reconnected patches of endangered forest. Restored important wetlands. Planted green corridors so mahogany gliders can soar from tree to tree. Inspired farmers to love the bugs and microbes in their soil. Stabilised creekbanks to keep our rivers clean. Empowered Indigenous groups to take the lead in caring for country.





The Opportunity

The board of Terrain NRM is looking to appoint an Emerging Board Leader as part of its Emerging Leader Program. This role will be supported by a year-long knowledge exchange and mentoring program, which will include direct participation in Terrain Board meetings and mentoring by Terrain NRM Directors.

The Terrain Board is skills-based and Directors must be capable of overseeing the strategic delivery of community based natural resource management across the Wet Tropics Region. The Board of Directors consists of one Chairperson and six Directors.

This is an opportunity to be exposed to board process, extend knowledge and skills, establish networks and be involved in a high performing not for profit organisation. For Terrain's Board, this is an opportunity to diversify perspectives and skills and build stronger links, particularly with young people, in the community.

Emerging Leader Role

This role is appointed as an advisor to the board. An advisor may make recommendations to the board, but no recommendation is binding. The advisor will be a full participant in all board business and is appointed for 12 months under the provisions of Clause 19 of FNQ NRM Ltd (trading as Terrain NRM) constitution.

During this time the Emerging Board Leader will:

- Attend a 2-hour induction
- Attend 5 full day Terrain NRM Board meetings
- Attend at least 2 half day Terrain NRM Board subcommittee meetings (Finance and Human Resources)
- Attend at least two social/media events (could be after hours)
- Attend 4 sessions with mentor (Board Member – Board Buddy)
- Attend the AGM in November
- Develop a paper for the Board on how to improve youth engagement in NRM in the Wet Tropics.
- The role may also include a liaison role with the recipients of the Indigenous Education Bursary where appropriate

Remuneration

An advisor is a non-salaried position. Advisors receive sitting fees (\$400 per day and \$200 half day for preparation and attendance at Board and subcommittee meetings).

Advisors will receive a mileage allowance of 0.68c per km for using a private vehicle to attend board related commitments and advisors are encouraged wherever possible to pool car with directors.

Accommodation and meals are provided and paid for by Terrain in association with overnight travel. Superannuation is applicable to all advisor's remuneration based on the applicable superannuation guarantee rates.

The Emerging Leader will also receive a training allowance of \$1,000 to be put towards governance training (courses to be agreed)

Eligibility for role

- Insight into and the ability to connect with the views and issues of young people
- Resident of the Wet Tropics region and if not a resident, has demonstrated connection with and

sound knowledge and understanding of NRM in the Wet Tropics

- Not currently or previously disqualified as a company director
- Able to accept the time commitments
- Flexible with their time to meet the mentor
- Able to travel within the Wet Tropics region to attend various meetings

Selection Criteria

- Ability to use initiative
- Willingness to learn
- Ability and willingness to provide input to the Terrain NRM Board proceedings, particularly on youth matters
- Potential for experience and knowledge to advance leadership potential for the successful candidate

Submitting an Application

Complete the Application Form in full. Please include your current resume and address all the selection criteria. Applications can be submitted by email to people@terrain.org.au. **Applications close 11 October 2023 at 4.30pm.**

The Selection Panel

The selection panel will be the Chair of the Board, one other Director and the incumbent Emerging Board Leader. The primary objective of the panel is to ensure the successful applicant can meet the selection criteria.

Shortlisting and Interview Process

Once applications close, candidates are assessed by the selection panel and shortlisted based on the application form. Shortlisted applicants may be contacted for an interview.

Interviews are expected to be held in Cairns or Innisfail.

- The interview will take approximately 1 (one) hour.
- Questions will not be provided prior to the interview.
- Additional questions may be asked based on applicants' responses.
- Responses will be scored by the selection panel.
- Applicants will have an opportunity to ask the selection panel questions at the conclusion of the interview.

General Enquiries

For general enquiries related to the position, please contact:

Gabrielle Gleeson
Governance and Senior Administration Assistant
Gabrielle.Gleeson@terrain.org.au

For more information about Terrain

[Terrain NRM: Natural Resource Management in the Wet Tropics](#)



OUR VISION: A THRIVING AND SUSTAINABLE WET TROPICS

OUR MISSION: EMPOWERING COMMUNITIES TO SOLVE OUR REGION'S ENVIRONMENTAL CHALLENGES, TOGETHER

OUR VALUES

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| COLLABORATION | We achieve long lasting change by partnering with others and building strong relationships. |
| INTEGRITY | We are honest, transparent and fair |
| INNOVATION | We build upon lessons learnt, embrace diverse thinking and search for new ideas and solutions |
| COURAGE | We are bold, transformative and ambitious with a long-term vision. |
| RESPECT | We treat individuals and communities with respect, value diverse knowledge systems and act in culturally informed ways and respond through the way we work and act. |

www.terrain.org.au