



STORMWATER  
AUSTRALIA

## Call for Director Nominations

Closes 29<sup>th</sup> October 2021

STORMWATER INDUSTRY ASSOCIATION LTD

ACN 093578164



Stormwater Australia is the peak body representing the interests of stormwater practitioners nationally. As a grassroots, largely volunteer resourced organisation, Stormwater Australia seeks additional Board members for the National Board.

### **Our vision**

Through influencing decision makers, an empowered Australian stormwater industry is innovating to manage stormwater as a resource, protecting waterways, people and property, and enhancing Australian lives and building resilience to climate change.

### **Our values are**

- Collaboration – We work with openness, honesty, caring and collaboratively to build enduring working relationships, teamwork and unity with our membership.
- Creativity – We foster an innovation orientated culture that is creative and trials the unconventional.
- Integrity – We act with integrity and provide respected stewardship for the stormwater industry.
- Courage – We are courageous in our approach to change in how stormwater is valued, managed and utilised in Australia.

Over the next 12-18 months, Stormwater Australia has a number of exciting projects underway, which will require the input of experienced, knowledgeable and skilled people. These projects include:

- Engaging with the federal government in policy development as a follow-on from successful efforts influencing the Productivity Commission National Water Reform Inquiry Report.
- Progressing development of improved business and administration practices in order to achieve sustainable, effective, efficient and valued services.
- Continuing our successful national conference and awards program, held in high regard across the industry, with the next National Conference in 2023.
- Lifting our digital engagement presence to add value to our members.

Stormwater Australia requires a mix of skills and experience that holistically build the strength of the Board. Generic attributes include previous Board experience, finance, business development, advocacy, marketing and communications, legal/compliance, risk management, corporate strategy, digital media/technology, human resources, constitutional reform, corporate governance and policy, commercial business experience, commercialisation of intellectual property and change management.

More specific knowledge includes stormwater management, water industry, education and skills development, member-based not-for-profits, public policy and environmental understanding, and government links. Stormwater Australia aims to enhance and broaden their competencies across these requirements. The Board is especially interested in hearing from candidates who bring strong company director skills and diversity in gender, cultural background, age and with independent thinking and experience across different state jurisdictions.

Further information on our current Board and the Association can be found on our website [www.stormwater.asn.au](http://www.stormwater.asn.au)

## Call for Director Nominations

As per the constitution adopted at the 2018 AGM, Stormwater Australia seeks to receive nominations for vacant Board positions to be filled. The following sections relate to the mandatory and desired aspects of nominations to fill these Board positions.

Currently, the Association is able to offer incumbent directors the benefits of association insurance which includes:

- Professional Indemnity Cover (including injury and property damage cover)
- Directors and Officers cover
- Associations Reimbursement Liability Insurance
- Association Entity cover
- Employment Practices Liability (Association and Insured persons) cover
- Fidelity cover
- Tax Investigation cover

In addition, the Association will provide the following to assist appointed Directors in delivery of their duties:

- Secure web-based services for accessing and reviewing key business documents;
- The benefit of teleconferencing and video conferencing services to assist with reporting;
- Reimbursed travel expenses and allowances for attending official meetings and functions;
- Given this is a NFP, no specific Director remuneration is offered.

It is expected that when the new Board members are appointed, the levels of business support can be refined based on agreed priorities and available resources.

As a national body, the Board is required to represent different state jurisdictions to achieve a balance across states, so the applicants will be assessed on relevant experience and knowledge of different states<sup>1</sup> according to key selection criteria outlined below.

All appointments will be up for a period of up to three years, and re-appointment will be subject to a combination of performance assessment and ongoing business needs. Consideration will be given to staggering appointment terms following the appointment of new board members.

## Timelines

Nominations are now open and will close on **29<sup>th</sup> October 2021**. Please send nominations to [nationaladmin@stormwater.asn.au](mailto:nationaladmin@stormwater.asn.au).

For queries and further information, please contact 0417 338 414.

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<sup>1</sup> Note Member state associations are able to provide a nomination 'on behalf' of their association, however it is generally expected that a vetting and selection process will have occurred at the state level for a nomination to be provided. All applications will still be assessed by the Nominations Committee in line with the advertised evaluation process.

## **Key selection criteria**

The following key selection criteria have been developed to assist interested nominating parties to prepare applications.

### **Geographical representation**

As a national body, it is important that member states' interests can be represented at the National Board level and, according to the constitution, one Director should be selected from each state jurisdiction. In considering nominations candidates with experience in multiple jurisdictions will be considered favourably.

### **Industry skills, knowledge and diversity**

To ensure a broad base of skills, Stormwater Australia is looking for people with an understanding of issues particular to the stormwater, environment and water industry, with public policy and government links and education and training experience. Although not key selection criteria, the skills and knowledge demonstrated are considered helpful for the nominations committee to select preferred candidates, particularly where candidates demonstrate acceptable competency in other areas.

As a skills-based Board, Stormwater Australia is interested in hearing from candidates who can offer both a diverse and independent view. This includes but is not limited to diversity in gender, background and age, independent thinking, and representing and responding to industry needs.

### **Industry representation**

To achieve a balance of representation of industry segments, Stormwater Australia seeks candidates who can demonstrate experience and knowledge in some of the following areas.

- Local Government
- State Government
- Consulting
- Land use planning
- Urban design
- Engineering
- Environmental science
- Social science
- Research
- Policy development

## Board Skills

Stormwater Australia seeks nominations to complement and extend existing skillsets in at least three of the following areas:

- Knowledge of director duties and responsibilities with GAICD, FAICD or equivalent
- Finance and accounting
- Business development
- Advocacy
- Marketing and communications
- Legal and compliance
- Risk management
- Corporate Strategy
- Digital media/technology
- Human resources
- Constitutional reforms
- Corporate governance and policy
- CEO/general management
- Commercial business experience
- Commercialisation of IP
- Change management
- Member-based not-for-profit directorship

Multiple competencies will be considered favourably. Legal and governance background/skills will be highly regarded.

## 'X factor'

Candidates will be assessed against their potential to contribute positively to developing and delivering on a constructive national agenda. A short statement (50 words or less) should be included with the application to demonstrate the candidate's passion and commitment to providing leadership.

Involvement in community and industry association activity will also be considered favourably.

## Sustaining member representatives

Under the Stormwater Australia constitution, one Director position is reserved for a sustaining member representation.

While there are currently Board members who satisfy these criteria, other sustaining members are encouraged to apply in the interest of ensuring that sustaining member representation reflects broadly the different industry roles and segments of this membership group.

## Nominations process

A national nominations committee now calls for nominations to fill up to 2 Board positions.

At a minimum, the format of nominations should include the following

- CV.
- Selection statement/ statement of intent/ interest (i.e. to assess X factor).
- Referees (at least 2).
- Confirmation statement that if accepted, the nominee is willing to accept the responsibilities of directorship as required by law.

Once nominations are received, members of the nomination committee<sup>2</sup> will assess against an evaluation plan (see below) and make recommendations for appointments.

## Appointment

Recommendations from the nomination committee for the formal appointment of successful candidates will be put to a Special General Meeting in December 2021 to be accepted by the members.

Depending on criticality of skills against business needs, there is an option to seek to accept candidates via a Special General Meeting or for skill sets to be co-opted onto the Board.

Regardless of the formal appointment mechanism, we seek access to skillsets of successful candidates from December 2021.

## Nomination

Appendix One provides a nomination form to be completed by nominees.

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<sup>2</sup> The Nominations Committee comprises three current board members, a state association representative and an independent member.

## Evaluation process

A plan guides the evaluation process; however, the nomination committee reserves the right to alter specific processes and criteria as it sees fit once the number and quality of candidates are confirmed.

Generally, the plan allows for a multistage assessment process as described below.

### **Stage 1. Assessment against board skill area**

Each board skill area for candidates is assessed and ranked in a matrix that includes current and prospective Board members.

The strongest cohort of prospective candidates that augment the existing Board capabilities is carried forward to the next stage.

### **Stage 2. Assessment against industry and jurisdictional representation**

Nominations at this stage are assessed to determine the broadest scope of industry and jurisdictional representation while achieving the desired skills balance.

Depending on the quality and mix of candidates at this stage, the evaluators may shortlist candidates for interview.

At the end of this Stage 2, we expect to be in a position to shortlist candidates for reference checking.

### **Stage 3. Referee Checks**

Referees' checks are conducted on preferred shortlisted candidates confirming the information provided upon which assessments have been made.

### **Stage 4. Confirmation**

Offers will be made to successful candidates and be subject to Director consent forms being provided.

## Appendix One - Nomination form

|                 |  |          |  |
|-----------------|--|----------|--|
| Name            |  |          |  |
| Not compulsory: | <ul style="list-style-type: none"> <li>• Gender</li> <li>• Age</li> <li>• Cultural background</li> </ul> |          |  |
| Street Address  |  |          |  |
| Suburb / Town   |  |          |  |
| State           |  | Postcode |  |
| Email           |  |          |  |
| Phone           |  |          |  |

### Declarations

In providing my nomination, I agree/ attest to the following:

I am legally eligible to have my nomination considered and have not been involved in activities that would preclude me from consideration, including:

- I expect to be at least 18 years of age at such time my nomination is accepted;
- Being bankrupt and/or are an undischarged bankrupt;
- Being subject to a personal insolvency agreement or an arrangement under Part X of the Bankruptcy Act that has not been fully complied with;
- Being subject to a composition under Part X of the Bankruptcy Act and final payment has not been made;
- Being convicted of various offences such as fraud or offences under company law, such as a breach of duties as a director or insolvent trading within the past five years; and/ or
- If I have been imprisoned for a relevant company law offence, it has been more than five years after my release from prison for these offences.

Declaration signed ..... Date .....

|  |           |
|--|-----------|
| I am aware of the roles and responsibilities of Directors and willing to accept these.<br>(for further information<br><a href="https://asic.gov.au/for-business/small-business/starting-a-company/small-business-company-directors/">https://asic.gov.au/for-business/small-business/starting-a-company/small-business-company-directors/</a> )                                    | Yes<br>No |
| If accepted, I am willing to comply with relevant policies and procedures as required by Stormwater Australia (see <a href="https://www.stormwater.asn.au/publications/publications">https://www.stormwater.asn.au/publications/publications</a> ), and in particular, those which respond to conflict of interest, confidentiality and appropriate use of privileged information. | Yes<br>No |
| I am able to commit time to attend regular (quarterly) board meetings and board committee meetings and will be informed, diligent and committed to contributing time and resources to progress agreed business priorities as these arise.  | Yes<br>No |

**Statement of competencies**

I have competencies in the following areas (note a minimum of 3 are required):

| Area of competency  |     | Outline/Summary |
|---|-----|-----------------|
| Knowledge of director duties and responsibilities with GAICD, FAICD or equivalent | Yes |                 |
| Finance and accounting  | Yes |                 |
| Business development  | Yes |                 |
| Advocacy  | Yes |                 |
| Marketing and communications  | Yes |                 |
| Legal and compliance  | Yes |                 |
| Risk management   | Yes |                 |
| Corporate Strategy  | Yes |                 |
| Digital media/technology  | Yes |                 |
| Human resources   | Yes |                 |
| Constitutional reforms  | Yes |                 |
| Corporate governance and policy   | Yes |                 |
| CEO/general management  | Yes |                 |
| Commercial business experience  | Yes |                 |
| Commercialisation of IP   | Yes |                 |
| Change management   | Yes |                 |
| Member-based not-for-profit directorship  | Yes |                 |

**Statement of intent**

Please outline why you think you are the best candidate to be considered for the role.

**Qualification and Experience**

Please provide summaries of any relevant qualifications or experience in support of the above.

**Supporting Evidence**

Please attach any supporting evidence (e.g. CV, capability statements, academic transcripts as necessary).

**Referees**

Please provide contact details for at least two referees.