



# Call for Director Nominations

Closes 27 October 2023

STORMWATER INDUSTRY ASSOCIATION LTD

ACN 093578164



**Stormwater Australia** is the peak body representing the interests of stormwater practitioners nationally. As grassroots, 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**

- Collaboration – We work with openness, honesty, caring and collaboratively to build enduring working relationships, teamwork and unity with our membership.
- Creativity – We foster a culture of innovation 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:

- National conference in October 2024
- Establishing the Policy and Advocacy Committee to engage nationally in policy development.
- Re-thinking our national approach to networking, knowledge sharing and industry recognition.

### **Director requirements**

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.

Stormwater Australia aims to enhance and broaden their competencies across these requirements with an emphasis for this call on industry knowledge and engagement such as stormwater management, water industry, education and skills development, member-based not-for-profits, public policy and environmental understanding, and government links.

The Board is interested also in hearing from candidates who bring strong company director skills and diversity in background, perspective and with independent thinking and experience across different state jurisdictions.

At this stage in the organisation's development, SWA Directors are not "box tickers". They are all active in at least two committees and generally hold one leadership role. Successful applicants will need to have sufficient time to prepare for and attend a minimum of four 2-hour meetings each year and a similar number of committee meetings, as well as providing timely feedback on documents, emails and phone calls.

Further information can be found on our website [www.stormwater.com.au](http://www.stormwater.com.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.

Currently, the Association can 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 not-for-profit organisation, 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 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 **27 October 2023**. Please send nominations to [finance@stormwater.asn.au](mailto:finance@stormwater.asn.au).

For queries and further information, please contact Stefanie Stanley, Director on 0428 346622.

## Key selection criteria

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

### 1. Industry experience

Stormwater Australia seeks candidates who can demonstrate expertise in some of the following areas, in the stormwater, environment or water sectors. The preferred candidate will be actively involved in the stormwater industry and will have a depth of exposure in government and private sector.

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<sup>1</sup> Note Member state associations can 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.



Stormwater Australia seeks a candidate who can demonstrate expertise in one or more of the following areas:

- Local Government
- State Government
- Consulting
- Land use planning
- Urban design
- Engineering
- Environmental science
- Social science
- Research
- Public policy
- Education and training
- Indigenous perspectives

## 2. Skills, knowledge and diversity

As a skills-based Board, Stormwater Australia is interested in hearing from candidates who can offer diverse skills and can contribute to diversity in expertise, background and perspective, independent thinking, and representing and responding to industry needs.

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

- Knowledge of director duties and responsibilities
- Strategic planning
- Networking and facilitation
- Leadership and Innovation
- Finance and accounting
- Business development
- Policy and advocacy
- Marketing and communications
- Legal and compliance
- Risk management
- Corporate Strategy
- Event planning
- Digital media/technology
- Human resources
- Constitutional reforms
- Corporate governance and policy
- C-suite experience
- Commercial business experience
- Commercialisation of IP
- Change management
- Member-based not-for-profit directorship
- Commercial directorship

## 3. 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 and where possible, one Director should be selected from each state jurisdiction. In considering nominations candidates with experience in multiple jurisdictions will be considered favourably. We are currently seeking Directors from across Australia. We would particularly welcome applications from Western Australia, South Australia the Northern Territory and Tasmania.

## 4. Legal requirements

Per the *Corporations Act 2001*, to have your nomination considered you must not have been involved in activities that would preclude you from consideration, including bankruptcy, insolvency, fraud, or imprisonment related to company law. Please refer to the declaration in the nomination form for more information. You must also be eligible for a Directors ID.

## 5. 'X factor'

Candidates will be assessed against their potential to contribute positively to developing and delivering on our national agenda. We are asking for a short statement (50 words or less) in the application to demonstrate the candidate's passion and commitment to providing leadership.

## Sustaining member representatives

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

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 4 (four) Board positions within the next 6-12 months. To apply, please complete and return the form below and provide a CV by the closing date.

Once nominations are received, members of the nomination committee will assess against an evaluation plan 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 to be accepted by the members.

Depending on criticality of skills against business needs, there is an option 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 skill sets of successful candidates from December 2023.

## 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 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.

### **Stage 2. 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.

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 able 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.

## Nomination Form

### Appendix One - Nomination form

If there is not enough room in the boxes for your responses, you are welcome to provide information in a separate document.

Name			
<i>Not compulsory:</i>	<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			
Director ID	<i>If you do not have an ID you can apply for one at <a href="http://www.abrs.gov.au">www.abrs.gov.au</a></i>		

### Declaration

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

- I expect to be at least 18 years of age at such time my nomination is accepted.
- I am legally eligible to have my nomination considered and have not been involved in activities that would preclude me from consideration, including:
  - Being bankrupt and/or being 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.
- I am aware of the [roles and responsibilities of Directors](#) and willing to accept these
- I am willing to comply with relevant policies and procedures as required by [Stormwater Australia](#) and in particular, those which respond to conflict of interest, confidentiality and appropriate use of privileged information.
- I can commit time to attend board and committee meetings and will be informed, diligent and committed to progressing agreed business priorities.

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

## Nomination Form

### Statement of competencies

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

### Statement of intent

Please outline why you think you are the best candidate to be considered for the role. Don't forget the "x" factor!

## Nomination Form

### **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 as necessary).

### **Referees**

Please provide contact details for at least two referees.