



The New Zealand Merino Company Limited Intern Director Programme - 2023

Following on the success of the inaugural Intern Director Programme, The New Zealand Merino Company Limited (NZM) is pleased to call for applications for the second offering of the programme. This 18-month programme offers an exciting opportunity for emerging governance

leaders within our grower community to accelerate their boardroom experience, provide valuable contributions through to NZM, and prepare themselves to potentially stand as a grower-appointed director to the NZM board in the future.

Message from the Chairman

Kate Mitchell
Chairman



Welcome to the NZM Intern Director Programme.

NZM recognises the need for strong leadership, robust governance, and diversity of thought around the board table.

We acknowledge the passion, talent and innovative thinking prevalent amongst our growers and are excited to welcome new ideas and perspectives to our boardroom.

We have never been better positioned to drive purpose-led impact for the world, and we look forward to a leading member of our grower community joining us as an Intern Director as we design the future of our organisation, our industry and our planet.

Kate Mitchell
Chairman

Programme Overview:

We are looking for a grower who has:

- An avid interest in developing governance experience
- A deep understanding of and passion for the wool industry
- An ability to augment board diversity of thought

The NZM Intern Director Programme will offer boardroom experience through a dynamic, innovative, and passionate organisation.

The Intern Director would be expected to attend all NZM board and committee meetings in an observer capacity, as well as attend the Annual Meeting and other events at which the board is present.

To assist with the development of the Intern Director NZM will appoint a mentor from the existing directors who will assist with the preparation in advance of board meetings and to debrief and answer any questions afterwards.

NZM will also sponsor the Intern Director to attend the Institute of Directors' Company Directors' Course.

The Intern Director Programme is an unpaid position; however, all travel costs and associated incidentals will be covered by NZM.

Key Dates:

The key dates for the NZM Intern Director Programme are as follows:

- Programme applications open
3rd November 2023
- Applications close
24th November 2023
- Candidate interviews
4th - 8th December 2023
- Successful Intern Director announced
15th December 2023

Candidate Eligibility:

To apply for the NZM Intern Director Programme, candidates must:

- Be a wool grower supplying into NZM;
- Have an active interest in governance, and may have already held other community or governance roles;
- Reside in New Zealand;
- Be able to commit on average approximately 8 – 15 hours monthly on NZM board activity;
- Be available to travel regularly to attend in-person board and committee meetings and events; and
- Have the ability to actively engage in discussions outside the scheduled board and committee meetings via Zoom, phone calls or email on a regular basis.

Selection Process:

Applications for the Intern Director Programme will close on 24th November 2023. The applications will then be reviewed by the board and the successful short-listed applicants invited for interviews.

Following the interview process, the board will announce the successful candidate on 15th December 2023. The Intern Director position will commence on 1st January 2024 and conclude on 30th June 2025.

Selection of the successful candidate is entirely at the NZM board's discretion. The board also reserves the right to not appoint an Intern Director if they feel that there are no suitable candidates.

Preparing the Intern Director for Success:

The Intern Director will be provided a full induction by the NZM board and executive team upon appointment.

Support and mentorship will be provided by an existing director throughout the duration of the programme including preparation and debriefing discussions around board meetings. NZM will also sponsor the Intern Director to attend the Institute of Directors' Company Directors' Course. All board materials, papers and communications will be provided to the Intern Director.

Responsibilities of the Intern Director:

The Intern Director will be expected to attend all board and committee meetings. While the Intern Director will not have decision-making power or voting rights, they will be encouraged to actively participate in and contribute to meetings. The Intern Director will be indemnified by NZM and be included in the directors' and officers' insurance programme. They will also be subject to the board's confidentiality obligations.

The level of commitment required corresponds to on average approximately 8-15 hours monthly, attendance to half-day committee meetings and full day board meetings on a quarterly basis, and additional meetings or Zoom calls as required.

The Intern Director will be expected to provide a report at the end of the programme of their learnings and insights.

Pathway for Appointment as a Grower Appointed Director:

The Intern Director may choose to stand for appointment as a grower-appointed director to the NZM board in the future. Under the NZM constitution voting on grower-appointed directors can only be done by shareholders

who qualify as merino or mid-micron growers as defined in the constitution.

How to Apply:

Please complete the attached application form and mail together with a copy of your current CV to: The New Zealand Merino Company, PO Box 25-160, Christchurch 8144 , or scan and email to: peter.floris@nzmerino.co.nz

Contact:

For further information contact Kate Mitchell (Chairman) or Ben Todhunter (Deputy Chairman)

Kate Mitchell

Email: kate@morrisonhorgan.co.nz

Phone: 021 231 0505

Ben Todhunter

Email: genesforprofit@gmail.com

Phone: 021 140 3760



Application Form

Name: _____

Address: _____

Email: _____

Phone: _____

Date of Birth: _____

Eligibility check list (tick boxes):

Be a wool grower supplying into NZM

Be able to commit on average approximately
8 – 15 hours monthly on NZM board activity

Have an active interest in governance, and may have
already held other community or governance roles

Be available to travel regularly to attend in-person
board and committee meetings and events

Reside in New Zealand

Have the ability to actively engage in discussions
outside the scheduled board and committee
meetings via Zoom, phone calls or email on a
regular basis.

Relevant experience: summary of employment and other community or governance roles.

Motivation: describe why you have applied for the NZM Intern Director Programme and how you hope it will enhance your governance career (**max 200 words**)

Development: what are three areas you would like the programme and your mentor to help you develop in?
(max 200 words)

Diversity: what can you bring to a board that will increase diversity of thought? (max 200 words)

Accept and Confirm: by submitting this application for the NZM Intern Director Programme you agree and confirm each of the following:

- The information you have provided in this application is true and accurate
- You understand and accept that you may be selected for an interview as part of the selection process
- You understand and accept the aims and limitations of the Intern Director Programme
- You will provide referees if asked to do so by NZM and you consent to these referees being contacted by NZM
- You consent to NZM publicly disclosing your name and location if you are selected
- You consent to NZM contacting you from time-to-time via email, telephone, video call, or mail in relation to the Intern Director Programme
- You agree at all times to conduct yourself in a professional and ethical manner and refrain from any conduct that may harm the Intern Director Programme
- You agree to respect the confidentiality of the Intern Director Programme relationship by not disclosing details of the agreement entered into.

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- If selected as an Intern Director you will be required to sign a letter of appointment with NZM. You must satisfy yourself that the terms outlined in this letter of appointment are acceptable to you.
 - Although you will not be a director of NZM, the Intern Director will be indemnified by NZM and be included in the directors' and officers' liability insurance. You will also be subject to the board's confidentiality obligations.
 - Please confirm you have read and accepted the NZM Intern Director Programme terms and conditions as outlined above by checking the box below:

Yes I accept the terms and conditions.

Signed: _____

Date: _____

Please complete this form and attach your CV and return to NZM:

Email: peter.floris@nzmerino.co.nz

Post: PO Box 25,160, Christchurch 8144