



**DAIRY WOMEN'S
NETWORK**

success through inspiration

ASSOCIATE TRUSTEE

Pilot Programme Overview

A MESSAGE FROM THE CHAIR

Karen Forlong

Throughout my time with Dairy Women's Network I, along with the rest of the Trust Board and team, have seen the promise that exists within dairy women to make change and craft transformation. From experience we have learnt that dairy women benefit from programmes that allow them to collaboratively discuss strategies and solutions while learning new skills, and we see this often with the uptake of our DWN Business Groups within the regions. Now we are in a unique position to take that one step further, and provide one of our members with an entry into governance through this Associate Trustee position.

This is only the beginning, however, as we are working with AGMARDT to create a standard pilot programme that can be tailored to multiple organisations, and open governance opportunities to women across the industry. We have always said that Dairy Women's Network is an organisation that is led from the ground up, and we



recognise the need to provide dairy women with the first step on their governance journey by giving insight into our own governance framework. We are fortunate that AGMARDT too see the potential within our members, and the future possibilities that will become available to our industry as more and more women who operate with purpose move into governance roles.

All good things need to start somewhere, and I welcome all applications for the Associate Trustee role from our pool of talented and passionate women. An application means you are making an intentional choice to start crafting change and transformation at governance level, and that is exactly the type of person we want to contribute to our board table.

Programme Overview

Dairy Women's Network is looking to its membership for a candidate who has a desire and interest in developing governance experience.

The objective of the programme is to offer an opportunity to develop governance skill and experience by actively participating in DWN's own governance framework. This will be strengthened by gaining knowledge and extension of skills through a targeted professional development course and a governance project, all the while being supported by a formal mentoring programme with existing DWN Trustees.

Both the Professional Development and Governance Project will be tailored to the individual's strengths and capabilities. They will focus on one (or more) of three areas – governance, leadership and/or an area of industry opportunity or challenge.

The desired outcome is for the candidate to gain experience, grow skill and build confidence. To develop a CV that is supported by governance capability and self-belief, which will enable them to lead our industry into the future.

Candidate Eligibility

The position is open to a present member of Dairy Women's Network who has shown leadership and commitment to the Network through but not exclusively by being a:

- Hub Leader
- Regional Leader
- Business Group Leader
- Member of the Conference Committee
- Facilitator/presenter of DWN driven workshops

Ideally the candidate will:

- Have an active interest in governance, and may have already held other community or governance roles.
- Be able to commit on average approximately 8 – 15 hours monthly on DWN board activity and the governance development programme.
- Be available to travel regularly to attend in-person board and other DWN meetings and events including, but not limited to, Conference and Leadership Forum.
- Have the ability to actively engage in discussions outside the scheduled board via Zoom, phone calls or email on a regular basis.

Responsibilities of the Associate Trustee

The Associate Trustee will:

- Attend all board and committee meetings (while the Associate Trustee will not have decision-making power or voting rights, they will be encouraged to actively participate in and contribute to meetings).
- Ensure they have a working understanding of the business plans, budgets and DWN Strategic Intent.
- Respond to requests for feedback or information made by the Trust Board or CEO in a timely manner.
- Remain current with the business and membership activities and outcomes of DWN in order to be able to provide nimble, adaptive feedback and contribution to decision making.
- Understand the reliance on Network Partners and the need to build and nurture relationships.
- Ensure a current knowledge of Network Partners supporting Regional Events being attended.

Selection Process

Applications for the Associate Trustee Programme will be open from Monday, 17 January to Monday, 7 February 2022. The applications will then be reviewed by the Trustees and the successful short-listed applicants invited for interviews.

Following the interview process, the DWN Trust Board will announce the successful candidate on Monday, 28 February 2022. The Associate Trustee position will commence on Tuesday, 1 March 2022 and close at the conclusion of either the April or June 2023 Board meeting. Effectively, the term of the role is 14-16 months.

Selection of the successful candidate is entirely at the DWN Trustees discretion. The Trustees also reserve the right to not appoint an Associate Trustee if they feel that there are no suitable candidates.

Programme Outline

The selection process itself provides an important development and experience building opportunity for all candidates. This includes experience gained in completing an initial governance CV and being part of a governance focused interview process.

The successful candidate will participate in the following programme activities:

- An induction process involving written documentation and a discussion with the CEO and Chair of DWN. Pre reading will include (but not be limited to) the Trust Deed, DWN policies & procedures and minutes of the previous 12 month board meetings.
- The formalisation of a key mentor relationship for the term of the programme with one of the DWN Trustee team (consideration will be given to a Trustee who meets the specific development objectives of the Associate Trustee).
- Introduction and establishment of a mentor relationship with an external to DWN industry leader for the term of the programme.
- Attendance at board meetings during the term of the programme.
- Formalised pre and post board meeting discussions with a rotation of Trustees.
- A targeted external professional development programme to build governance knowledge.

- A targeted project agreed with the DWN Chair and supported by the CEO and Trustees.
- Formal feedback and programme close out discussion with CEO, Chair and mentor.
- Development of a governance CV.

Financial support will also be provided to the Associate Trustee to attend an agreed Industry or related external Conference during the term of the programme.

How to Apply

Complete the online form by Monday, 7 February 2022.

Contact

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