Horticulture New Zealand
Associate Director

NATURE & SCOPE OF HORTICULTURE NEW ZEALAND
Horticulture New Zealand (HortNZ) is the pan sector organisation for New Zealand's commercial fruit and vegetable growers. Affiliated with HortNZ are horticulture's product groups and district associations. HortNZ is levy funded by the commercial growers and focuses on the following core areas: biosecurity, food safety, the environment, people capability, grower support and representing growers to Government. HortNZ's prime communications focus is telling the horticulture story to the wider public and politicians.

Our Vision: **Healthy food for all forever**

Our Mission: **Creating an enduring environment where growers thrive**

HortNZ's Board has nine directors: seven are elected by growers and two independents are appointed by the Board.

The skill set of the HortNZ Board is a mix of knowledge and experience in the following areas: growing, biosecurity, the environment, people capability, central and regional government interaction, communication, finance, legal, strategy, diversity and governance.

The HortNZ Board meets up to six times a year in Wellington and around New Zealand's growing areas and holds in-between meetings via zoom.

ASSOCIATE DIRECTOR
This is a development opportunity for a future industry leader to join the HortNZ Board and gain experience in governance, leadership, and strategy. This will build on the future leader's current horticulture experience and prepare the successful applicant for governance roles in the horticulture sector. The role will also give the Associate Director the opportunity to be mentored by an experienced Director of their choice and undertake governance training.

This is a non-voting role however the Board seeks full participation in meetings and will welcome constructive contributions from the Associate Director in the workings of the Board.

HortNZ is a member of Diversity Works New Zealand and strives to provide an environment where all employees, contractors and board directors feel free to bring their whole selves to work. This means feeling comfortable that their unique background and characteristics will be accepted and valued. HortNZ welcomes all individuals from any background to apply for this role.

COMPETENCIES

- Active involvement in a horticultural enterprise giving an understanding of the issues and challenges that horticulture and growers face.
- Strategic thinker with the motivation to learn and develop the skills necessary for governance. The HortNZ board upholds the Institute of Directors four pillars of governance, and this will be the platform that underpins the role – determining organisational purpose; ensuring an effective organisational culture; holding to management to account and effective compliance.
- Ability to interpret reports – financial, operational and technical.

POSITION ATTRIBUTES

- Empathy for the interests of horticulture growers and their aspirations.
- Analytical abilities with a pragmatic approach.
- The ability to communicate with logic and be persuasive in debate, respectful and concise.
- Able to argue effectively for their views, but also accommodate the need for Board consensus.
- Enquiring type of character who probes the facts and challenges assumptions.
- The willingness to develop their skills.
- Comfortable and happy to develop industry wide relationships for the betterment of the industry
- Be able to display sound judgement and common sense.
- Conflicts of interests are declared and able to be managed.
- Ability to discern sensitive information and maintain confidentiality.
- The ability to manage their existing workload and deadlines to accommodate the board work.
- A strong sense of ethics and what is right.
- A belief in the activities that HortNZ is tasked with.
- A desire to make a difference.

Applicants must have the support of their employer (if not self-employed) before applying for this opportunity and will be required to sign a confidentiality agreement.

This is a 12-month appointment paying a per diem rate of $320.00 per day (plus travel and reasonable expenses). The appointment will be made by the HortNZ Board following advertisement of the position and a selection process.

HortNZ's Board is committed to diversity as set out in HortNZ's diversity policy and will apply this policy when making this appointment.

Approved *by the Horticulture New Zealand Board in June 2022.*