

Horticulture™
New Zealand
Ahumāra Kai Aotearoa

Independent Director Position Brief







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About Horticulture New Zealand

At Horticulture New Zealand (HortNZ), we're passionate about growing a thriving, sustainable horticulture industry that feeds New Zealand and the world. HortNZ is a levy-funded industry organisation representing and advocating for the interests of over 4,300 commercial fruit and vegetable growers across New Zealand.

We work with product groups and district associations to provide leadership, advocacy and influence for grower success. Our aspiration is healthy food for all forever — *Oranga kai, oranga tangata, haere ake nei*, and our vision is to create an enduring environment where growers thrive.

Board composition

The HortNZ Board comprises:

- Seven elected directors (commercial fruit and vegetable growers)
- Two appointed independent directors.

For more information, visit
www.hortnz.co.nz

The governance opportunity

HortNZ is seeking an Independent Director to help shape the long-term direction of the organisation and contribute to a thriving horticulture sector. Working alongside grower-elected and independent colleagues, you will bring independent judgement, constructive challenge and a complementary perspective to the Board's collective decisions.

Why this appointment matters

This appointment offers the opportunity to help shape the future of New Zealand horticulture.

Your independent perspective will strengthen the Board's ability to look beyond immediate challenges, test assumptions and assess how the organisation continues to deliver long-term value for growers. You will help connect strategic ambition with practical opportunities to strengthen grower productivity, sustainability and resilience.

Your contribution will span:

- **Strategic leadership** – shaping the organisation's long-term direction and keeping grower success at the centre of Board decisions.
- **Governance excellence** – bringing sound judgement and constructive challenge to Board deliberations and upholding high standards of governance.
- **Board development** – contributing to a cohesive, high-performing and future-focused Board.
- **Member accountability** – promoting transparent decision-making and ensuring the Board remains responsive to grower needs.

We welcome candidates who will broaden the perspectives, experience and diversity around the board table.

Time commitment and term

- Approximately one to two days per month
- Bi-monthly board meetings held at various locations
- Occasional attendance at industry events
- Initial term of three years, with eligibility for reappointment (for a maximum of three consecutive terms).

Remuneration

- Director fees are set by an Independent Director Remuneration Committee and are currently set at $34,791 per annum
- Travel and accommodation expenses are reimbursed
- Directors are covered by Directors & Officers (D&O) insurance.



Person specification

Capabilities and experience

The Board is seeking candidates whose expertise will complement the practical knowledge and experience of grower-elected directors. We are particularly interested in independent candidates with knowledge and experience in the following areas:

- Corporate law and governance knowledge and experience – ideally, you will have an understanding of the legal and regulatory frameworks that apply to levy-funded industry bodies, including directors' duties, compliance and risk oversight.
- Science and innovation governance – experience in the governance of science, research or technology-led organisations, with an understanding of research ecosystems, strategic research investment and partnerships. The ability to assess how new knowledge, emerging technologies and innovation can translate into practical, commercially viable outcomes that improve grower productivity, sustainability and resilience.



Other desired capabilities include:

- Purpose and commitment – a strong commitment to HortNZ's vision and purpose, with the capacity to prepare thoroughly and contribute meaningfully.
- Leadership – the ability to represent HortNZ with integrity, take collective ownership of Board decisions and provide leadership through change.
- Integrity and ethics – sound ethical judgement, an understanding of director responsibilities and a commitment to organisational values and ongoing governance development.
- Communication and engagement – the ability to listen actively, challenge respectfully and engage constructively with fellow directors and diverse stakeholders.
- Influence and negotiation – the ability to work through differing perspectives, build consensus and secure support for Board decisions.
- Critical and innovative thinking – the ability to analyse complex issues, test assumptions and evaluate creative, practical options from a governance perspective.
- Sector connection – a strong affinity with the food and fibre sector and the interests of growers.



How to apply

For further information or a confidential discussion with the HortNZ Board Chair please contact:

Bernadine Guilleux

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Please send your CV and cover letter to board@hortnz.co.nz. Applications close at 4pm, 4 December 2026.

Interviews are scheduled for mid-December 2026.

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