



**Horticulture™**  
New Zealand  
Ahumāra Kai Aotearoa

# Independent Director Position Description



## 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.

The horticulture industry is valued at over \$7.5 billion and employs over 40,000 people across the regions.

To learn more about HortNZ, please visit [www.hortnz.co.nz](http://www.hortnz.co.nz).

## Our aspiration

Healthy food for all forever

*Oranga kai, oranga tangata, haere ake nei*

## Our vision

To create an enduring environment where growers thrive

## Our purpose

Leadership, advocacy and influence for growers



## HortNZ Board

The HortNZ Board is made up of:

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

## Independent Director opportunity

HortNZ is seeking an Independent Director to support a thriving horticulture sector. This is a governance role contributing to:

- **Strategic leadership** – guiding the long-term direction of the organisation
- **Governance excellence** – upholding best practices in board performance
- **Board development** – fostering a high-functioning, future-focused board
- **Member accountability** – ensuring transparency and responsiveness to grower needs.

## Time commitment and term

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



## Remuneration

- Director fees are set by an independent Director Remuneration Committee and are currently set at \$33,051 per annum
- Travel and accommodation expenses reimbursed
- Directors are covered by Directors and Officers (D&O) insurance.

## Person specification

### Capabilities and experience

The Board is seeking an independent director to complement and support the core capability of the grower-elected directors, including within the spheres of:

- Te Ao Māori knowledge and experience
- Corporate law and governance knowledge and experience
- Policy and advocacy knowledge and experience.

Diversity around the board table will be a consideration in the recruitment process.

### Other desired capabilities:

- Purpose driven: Deep commitment to HortNZ's vision, with the passion and time to contribute meaningfully.
- Leadership: Represents the organisation with integrity, takes ownership of decisions, and leads change effectively.
- Integrity and ethics: Models organisational values, understands director responsibilities, and pursues ongoing development.
- Communication and engagement: Listens actively, engages constructively, and communicates across diverse stakeholder groups.
- Influence and negotiation: Builds consensus and secures support for board decisions
- Critical and innovative thinking: Analyses complex issues and develops creative, practical solutions.
- Strong affinity with the food and fibre sector





## How to apply

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

### **Phoebe Murphy**

Advisor to the Chief Executive

Phone: 027 223 6080

Email: [phoebe.murphy@hortnz.co.nz](mailto:phoebe.murphy@hortnz.co.nz)



Please send your CV and cover letter to [board@hortnz.co.nz](mailto:board@hortnz.co.nz). Applications close 4pm, 12 September 2025.

Shortlisting will begin in September, with interviews scheduled for mid-October 2025.





**At HortNZ,  
we don't just  
represent  
growers – we  
stand alongside  
them, driving a  
stronger, more  
sustainable future  
for New Zealand  
horticulture.**



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