



Desert Channels Queensland Incorporated

2018/19 Director Recruitment

Information Pack

How to Apply

To apply for 2018/19 Desert Channels Queensland Director positions:

1. You **must complete** the [DCQ Director's Application Form](#), which can be downloaded from www.dcq.org.au. The DCQ Directors' Application Form includes a response to general selection criteria as well as ones specific to NRM and governance. The application form also requires you to provide evidence of the skills, experience and ability required for the position of Director. Applicants are encouraged to become acquainted with the DCQ Constitution which is available at www.dcq.org.au.
2. Your application **must include** a [statement of interest in the position](#) (maximum 300 words), provision for which is included in the DCQ Director's Application Form.
3. You **must submit** your application [via email](#) to ceo@dcq.org.au.
4. To be eligible to apply, you **must** to be a Desert Channels Queensland member. Membership is \$11/year and the form can be downloaded from www.dcq.org.au.

General Enquiries

For general enquiries related to the advertised Director positions, please contact:

Leanne Kohler
Chief Executive Officer

Mobile: 0427 427 961
Phone: 07 4652 7821
Email: ceo@dcq.org.au

Acknowledgement of Application

Upon receipt of your application, you will be sent a confirmation email. If you do not receive an email within 24 hours, please contact Shelleagh Hunt on 07 4652 7832

Applications must be received by

5pm Monday 21st January 2019

LATE APPLICATIONS WILL NOT BE ACCEPTED

Director Application Checklist

All applicants must complete the **DCQ Directors' Application Form** in full. The form requires applicant details and a response to selection criteria. There are three sets of criteria:

- **General Skills**
- **NRM Skills**
- **Governance Skills**

Eligibility for Directorships

Any person, 18 years or over, who is a **resident** of the Desert Channels Queensland region or, if not a resident, can demonstrate a connection with, and sound knowledge and understanding of, NRM in the region. Applicants must also be eligible in accordance with ASIC rules (i.e. cannot be bankrupt or have been convicted of various offences such as fraud, insolvent trading etc.).

The Selection Panel and Objectives

The Desert Channel Qld Selection Panel consists of the Chair, Chief Executive Officer and one Board Director.

The primary objective is to ensure the Board is skills-based and capable of overseeing the strategic regional development and implementation of community driven natural resource management in the region.

In making recommendations to the Board, the selection panel will endeavor to achieve a situation where the Board directors will:

1. Have a well-developed understanding of NRM issues and a commitment to finding solutions from a regional perspective;
2. Act and operate as a cohesive and integrated team in the best interests of the region's biodiversity conservation and sustainable use of natural resources.
3. Have the capacity to:
 - Engender trust from the community, business sector, NRM groups and government in decisions relating to planning and implementing priority projects and initiatives to achieve cost-effective outcomes for NRM in the region; and
 - Develop an environment in which these same groups are prepared to invest and commit to implementing change.

Shortlisting and Interview Process

- Once applications close, candidates will be assessed by the Selection Panel for shortlisting. The shortlisting process is based on the answers on the DCQ Directors' Application Form.
- Shortlisted applicants may be contacted by the Selection Panel for an interview.
- Interviews are expected to be held in Longreach in mid October 2018.
- The interview will take approximately 1 (one) hour.
- Questions will NOT be provided prior to the interview.
- Additional questions may be asked based on applicants' responses.
- Responses will be scored by the Selection Panel.
- Applicants will have an opportunity to ask the Selection Panel questions at the conclusion of the interview.

Desert Channels Queensland

DCQ's key role is to protect environmental resources, promote sustainable use of land and water, and support healthy, productive and viable communities and sustainable industries, particularly agriculture. This work is guided by the Desert Channels Queensland Natural Resource Management Plan.

DCQ is an independent, community-based not-for-profit organization, operating under the Incorporations Act. Its membership base of individuals, associate members and corporate members forms a critical part of the governance structure to uphold the objectives of the organisation's Constitution.

Further information can be obtained from our website www.dcq.org.au

The Desert Channels Queensland Board

The Board is appointed to:

- Provide purpose, leadership, direction and strategic vision.
- Ensure all legal and financial responsibilities are met and that finances are sound and operations are legal.
- Undertake risk management.
- Select and support the CEO.
- Evaluate and improve its own effectiveness.

Directors

A Director of Desert Channels Queensland will be passionately committed to sustainable natural resource management and capacity building in the region, and will work collaboratively with other Board members to ensure that the strategic NRM interests of the region are delivered.

The development of policy and its effective implementation is a responsibility of each Director and of the Board collectively. Board directors are charged with making decisions in the strategic best interest of NRM in the region. Directors should not, therefore, represent the interest of any group they are associated with (in the context of pursuing advantage for that interest group) but rather represent the views of the broader community.

Director Remuneration

Directors receive a stipend and sitting fees.

- **Stipend** - total annual stipend of \$4,000 plus \$1,000/Board meeting, paid quarterly in conjunction with Board meeting attendances.
- **Travel** - Directors' will receive an allowance for using a private vehicle to attend board related commitments as per the ATO mileage rates – Directors are encouraged, wherever possible, to car pool. Accommodation and meals are provided in association with overnight travel.
- **Superannuation** - superannuation is applicable to all Directors' remuneration based on the Organisation rate (currently 12.75%) or applicable superannuation guarantee rates.