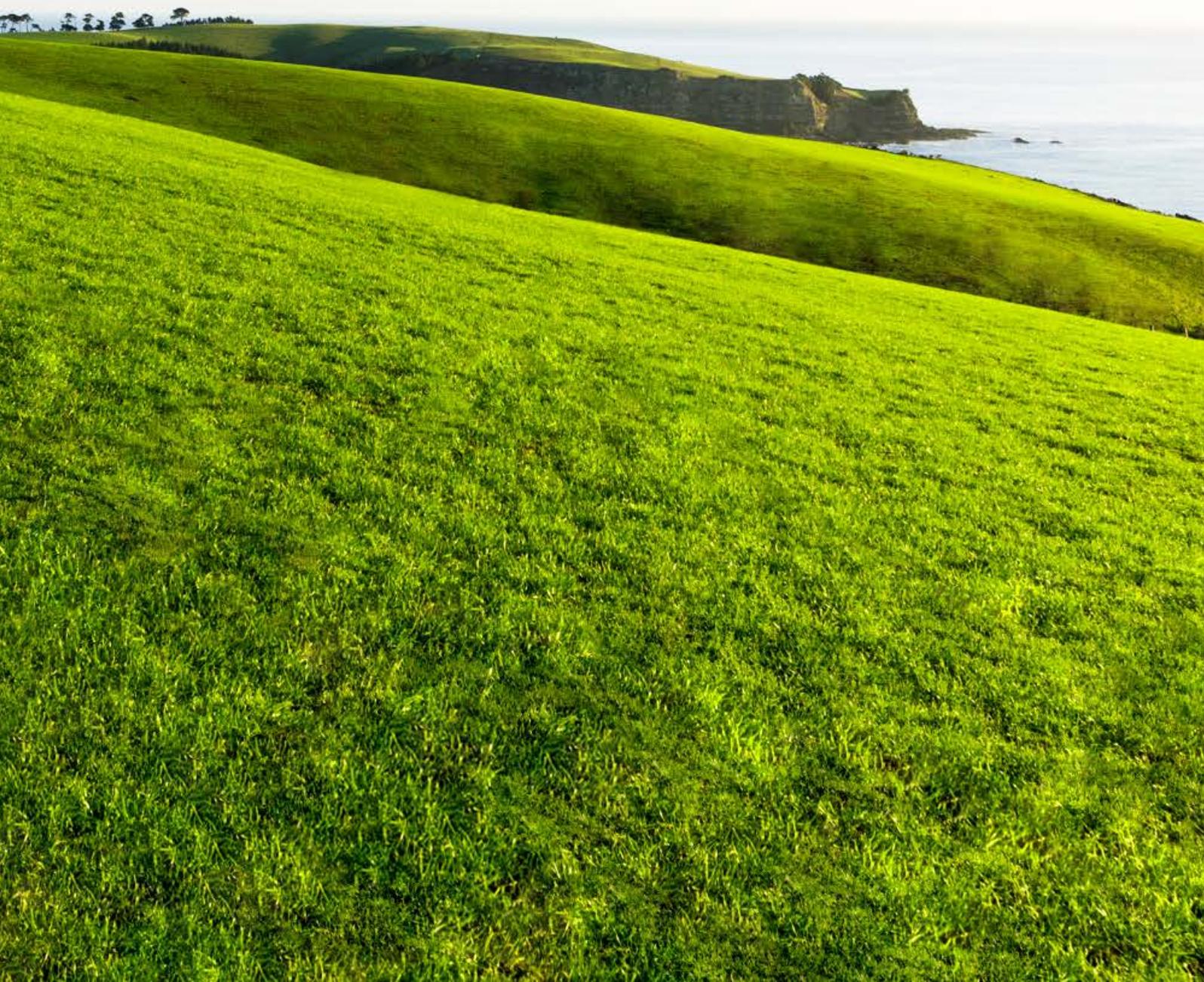


# Associate Director Programme

2022



## A MESSAGE FROM THE CHAIRMAN

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Strong and effective governance is vital to ensuring Alliance Group remains a profitable and sustainable co-operative that delivers value for our farmer shareholders. We are committed to supporting the development of the next generation of Alliance Group directors and encouraging diversity, creativity, and innovation around the board table.

Alliance's Associate Director Programme aims to give those with an interest in a developing a governance career real world experience by observing the Alliance board first-hand over a 12-month period. It is a unique opportunity to gain valuable governance experience, build confidence and contribute to the success of one of New Zealand's leading food and solutions companies.

This is an exciting programme which promises to deliver real and tangible benefits for our farmers and the co-operative.



**Murray Taggart**  
**Chairman**  
**Alliance Group**



# PROGRAMME OVERVIEW

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Alliance Group's Associate Director Programme aims to enhance the governance capability of Alliance Group shareholders who are interested in embarking on a governance career. The programme offers successful applicants the opportunity to accelerate their boardroom experience as an Associate Director for a 12-month duration on the Alliance Group board. The Associate Director will be entitled to observe and participate in discussions with the Board but will not have voting rights or decision-making power.

## Key Dates

Programme Launch	May 2022
Applications close	5 June 2022
Candidate Selection Process	June 2022
Confirmation of Appointment	June 2022
Induction	July 2022
First Board Meeting	August 2022
Appointment Concludes	July 2023

## Candidate Eligibility

Applicants are required to complete and submit an application form and CV for consideration. Applications will be reviewed against criteria including competencies and potential ability. All applicants must meet the following criteria:

- + Actively involved in livestock farming.
- + Applicants (or an immediate family member) must be a shareholder with Platinum or Gold supplier status, either directly or by way of a beneficial interest in a shareholding entity.
- + Applicants must not be an employee of the Company or any subsidiary of the Company.
- + Flexible with time to prepare for and commit to board meetings and time with mentors throughout the 12 months.

Alliance Group is making a purposeful commitment to providing opportunities for people to succeed. Therefore, in addition to the above criteria, other competencies may be considered to ensure the best fit with the overall objectives and outcomes desired. For example, the selection and appointment process aims to support diversity of thought around the boardroom table.



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## **Selection Process**

Following the close of the application period, the applications received will be reviewed and a short list of candidates will be selected for interviews. One applicant will be selected as an Associate Director of Alliance Group. Alliance Group reserves the right to make no appointment.

Selection is at the discretion of the Alliance Group board and the skills, experience and personal attributes of all candidates will be considered in reaching the final decision. The successful participant will be assigned different mentors from the Board to support their development over the 12-month term.

## **What to Expect**

Following confirmation of appointment, an induction programme will take place. This programme is aimed at broadening your understanding of Alliance, its business and the environment and markets in which we operate. The Associate Director will also be provided with relevant background material and board papers as well as introductions to members of the Alliance Board and management.

It is expected that the Associate Director will attend all board and committee meetings during the term of their appointment, including ERP, Audit and Risk and all People sub committee meetings. The level of commitment required corresponds to approximately 15-20 hours per month and includes preparing for and attending approximately one monthly board meeting (held over two days) and mentoring from board members. In addition to monthly meetings with a mentor, there will be six-monthly 'one-on-one' feedback sessions with the Chair.

Mentorship is an incredibly important part of the programme. Each Director mentor is to be available in the lead up to that month's meeting to discuss any queries the Associate Director may have and will catch up subsequent to the meeting to debrief any questions the Associate Director may have.

## **Responsibilities of Associate Director**

While the Associate Director will have no decision-making power or voting rights, they will be encouraged to actively participate in and contribute to meetings. The Associate Director will be indemnified by Alliance Group and be included in the directors' and officers' insurance policy. The Associate Director will also be subject to the board's confidentiality obligations and required to sign a deed of non-disclosure.

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### **A Message from our 2021 Associate Director**

The associate directorship role with the Alliance Group over the past year has been inimitable to my career development with the leadership opportunity Alliance has structured. I found myself being immersed in a higher-level of thinking and complexity of the Alliance Group.

The role offers unparalleled insight into one of New Zealand's most unique businesses. The mentoring programme within the position enriched my knowledge, fostered insight to decision making, and expanded personal growth opportunities to learn. I cannot emphasise enough the mentoring relationships as an asset to the associate directorship role. The one-on-one time with directors, sharing expertise, bouncing ideas, moral support and governance insight was extremely valuable.

I commend Alliance in offering the Associate Director role as it is important we develop future shareholder directors of Alliance. I have loved my time on the board and have enthusiasm and passion to be a part of the future of Alliance.

**Victoria Trayner**  
**Associate Director 2021**



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## General Terms and Conditions

The following terms and conditions will apply:

- + This is a 12-month appointment.
- + This is an active observer role with no voting rights.
- + The Associate Director position is not a paid role. However, the Company will arrange and meet the costs of all accommodation and flights associated with your attendance at Board meetings.
- + You are expected to attend all Board and Committee meetings, unless the Company determines otherwise.
- + You will be asked to sign and return a letter of appointment and non-disclosure deed.
- + Mentoring will be provided by different directors over the 12-month period.
- + An indemnity and directors' and officers' liability cover is provided.

## How to Apply

Please complete the application form and submit along with a current CV to [sam.harley@alliance.co.nz](mailto:sam.harley@alliance.co.nz).

A downloadable Information Pack and Application Form is available on the Alliance Group website at: [www.alliance.co.nz/farmers/associate-director-programme](http://www.alliance.co.nz/farmers/associate-director-programme).

Applications close at 5pm on Friday 5 June 2022.

## Contact

For further information about the Alliance Group Associate Director Programme, contact:

Samantha Harley Talent Acquisition Manager

Phone – 027 245 8707

Email – [sam.harley@alliance.co.nz](mailto:sam.harley@alliance.co.nz)

