

# Position Description

## Non-Executive Director



<b>Role</b>	Non-Executive Director
<b>Reports to:</b>	Chair of the Board
<b>Location</b>	Australia and New Zealand

**Company Overview:**

The Infrastructure Sustainability Council of Australia is a small, yet very influential industry not for profit. We are a membership based peak body committed to supporting industry with the delivery of more sustainable infrastructure outcomes from planning through to design, construction and operation of Australia's assets. Since launching the Infrastructure Sustainability (IS) rating scheme in February 2012, ISCA has seen significant industry take up of the IS rating tool and the training we provide. We have a volunteer Board comprising executives from leading infrastructure organisations.

<b>Financial information</b>	Provided on request
<b>Strategic Plan</b>	Final draft attached

**Current Board**

Chairperson	Alison Rowe (Chair: Board)
Directors	<p>Sarah Marshall (Deputy Chair; Chair: Governance Committee)</p> <p>Marko Misko (Chair: Finance, Audit, Risk Committee)</p> <p>Ben Schnitzerling (Chair: Operating Environment Committee)</p> <p>Matthew Brennan</p> <p>Leo Coci</p> <p>Monique Cornish</p> <p>Dorte Ekelund</p> <p>Sally Joseph (Company Secretary)</p>



**Competencies – role related:**

- **Governance** – includes an understanding of the role as well as the legal, ethical, fiduciary and financial requirements
- **Strategic expertise** – input and review the strategy through constructive questioning and suggestion and contribute to the effective decision making of the board
- **Accounting and finance** – view and comprehend the company’s accounts, financial material presented to the board, financial reporting requirements and some understanding of corporate finance
- **Legal** – oversee compliance with relevant laws as well as understanding of the individual director’s legal duties and responsibilities
- **Risk management** – experience in managing areas of major risk to organisations
- **Managing people and achieving change** – experience in current management thinking on employment and experience in executive remuneration and compensation
- **Engagement** – experience in communications and digital, branding, engagement, media, customer centricity in the NFP sector and strategic stakeholder management
- **Industry knowledge** – experience in infrastructure or an infrastructure-related industry e.g. the transport, energy, built environment sector
- **Technology** – appreciation and experience of the value of data and the organisation’s ability to leverage data.
- **Change management** – understanding of changes in ways of working and implementation of new technologies

**Competencies – personal:**

- **Integrity** – fulfilling a director’s duties and responsibilities, acting ethically, appropriate independence, putting the organisations interests before personal interests
- **Collaborative** yet curious and **courageous** – a director must be able to function as an effective team member, but also must have the curiosity to ask questions and the courage to persist in robust discussion with management and fellow board members where necessary
- **Emotional intelligence** – as well as self-awareness and self-management, a director needs to demonstrate empathy manifested through strong interpersonal skills. A director must work well in a group, listen well, be tactful yet able to communicate a cogent and candid viewpoint
- **Commercial judgement and instinct** – a director is required to demonstrate good business instinct and acumen and be able to assimilate and synthesise complex information
- An active contributor with genuine interest in the organisation and its business

**ISCA Values:**

The ISCA Board need to demonstrate the values of the organisation.

**Collaboration | Ambition | Integrity | Progress**

**Decision Making Authority:**

As delegated

**Key Interactions:**

**Internal:**

Other ISCA Board members, CEO and the Executive Leadership Team

**External:**

Executives of Member base, State and Commonwealth governments, as well as key sector stakeholders



<b>Qualifications:</b>	<b>Desirable:</b> <ul style="list-style-type: none"> <li>• Tertiary degree or relevant industry experience</li> <li>• AICD, IDNZ or Governance Institute</li> <li>• Board Kickstarter or similar training</li> </ul>
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<b>Remuneration and benefits</b>	
Annual Remuneration	Voluntary
Travel and Expenses	Travel expenses will be covered in accordance with ISCA's travel policy
Directors Insurance	Yes



<b>OUR VISION</b> A positive future for people, the planet and the economy.												
<b>OUR PURPOSE</b> To ensure all infrastructure delivers cultural, social, environmental and economic benefits.												
<b>OUR STRATEGIC GOALS</b>	<b>LEADERSHIP</b> To drive global best practice in infrastructure.			<b>THRIVING INDUSTRY</b> To enable the industry to be connected, collaborative and ambitious.			<b>MARKET TRANSFORMATION</b> To advocate for change that supports industry to rapidly transition.			<b>ORGANISATIONAL HEALTH</b> To be a purpose-led, inclusive and high performing organisation.		
<b>OUR OBJECTIVES</b>	<b>RATINGS</b> Provide industry with a valued <b>rating scheme</b> that promotes continuous improvement and innovation	<b>DATA-DRIVEN PERFORMANCE</b> Enable the accurate comparison of <b>sustainability performance</b> of infrastructure	<b>GLOBAL REACH</b> Develop enduring relationships with <b>global</b> government, investor and private sector partners	<b>COLLABORATION</b> Encourage industry to collaborate and act by <b>showcasing leadership, sharing knowledge, and building relationships</b>	<b>CAPABILITY</b> Build a stronger infrastructure workforce by developing <b>skills and capabilities</b> , and providing <b>tools and resources</b>	<b>MEMBERSHIP</b> Evolve the <b>membership</b> model to amplify value for all	<b>ORGANISATIONAL CHANGE</b> Support members to <b>systematise change</b> through organisational strategy and operating procedures	<b>SYSTEMIC CHANGE</b> Mobilise industry leaders to advance <b>policy, standards and specifications</b> for low carbon, resilient, inclusive infrastructure	<b>SOCIETAL AWARENESS</b> Showcase the social benefits of rated infrastructure to create greater <b>public awareness</b>	<b>OPERATIONS</b> Enhance <b>operational efficiency</b> , practice good <b>governance</b> and make sound <b>financial</b> decisions	<b>PEOPLE &amp; CULTURE</b> Celebrate diversity, value well-being and <b>together</b> create change toward the UN SDGs	<b>OUR IMPACT</b> Plan, implement, and measure <b>our impact and wellbeing</b>
<b>OUR KPIs</b>	<p>By June 2025, we will:</p> <ol style="list-style-type: none"> <li>Increase <b>key stakeholder engagement</b> by 20%</li> <li>Achieve an annual <b>membership and user satisfaction</b> score greater than 8.</li> <li>Deliver <b>sustainability impact</b> through improved performance by 10% across assets using the rating scheme</li> <li>Increase annual <b>uptake of the scheme</b> by at least 5%, representing all asset classes and expanded geographies</li> <li>Achieve an 'A grade' on our <b>organisational health</b> dashboard</li> </ol>											
<b>OUR VALUES</b>	<b>Collaboration   Ambition   Integrity   Progress</b>											

