

Director Position Description

Summary

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| Position Title | Non-executive Directors x 3 |
| Term | Initial term of up to three years, renewable for a further three years |
| Remuneration | Up to \$4,000 per annum, together with proper expenses |

Wimmera Southern Mallee Development Limited

Wimmera Southern Mallee Development Limited (the Company) is a not-for-profit company limited by guarantee.

The Company's purpose is:

To lead transformative collaboration across the Wimmera Southern Mallee Region to shape sustainable growth into lasting prosperity.

The Wimmera Southern Mallee Region includes the Horsham Rural City Council area and Buloke, Hindmarsh, Northern Grampians, West Wimmera and Yarriambiack Shires. As a whole, the Region is home to more than 54,500 people.

Across the Region, we work with communities, industries and all levels of governments to enable growth, remove barriers, and build resilience and sustainability.

The Company's values – to be 'innovative', 'supportive' and 'brave' – define our people and culture, and guide how we collaborate, lead, advocate and deliver value for our region.

Directors

The Company is looking to appoint three non-executive Directors from the Wimmera Southern Mallee Region for initial terms of up to three years, renewable for a further two years. Remuneration will be up to \$4,000 per annum together with proper expenses.

Role

The role of Directors is to support the Company's purpose, uphold good governance and contribute to balanced decision-making in the interests of the Wimmera Southern Mallee Region's long-term economic and community wellbeing. Specifically, Directors are not appointed to represent any single member, industry, stakeholder group, employer, investor, government agency or local interest.

As members of the Board, Directors should contribute to the effective governance, strategic direction and oversight of the Company, and bring independent judgement, sound commercial and community awareness, external perspectives, relevant expertise and a strong commitment to the responsible development of the Wimmera Southern Mallee Region to Board discussions and decisions.

The Company is currently conducting a strategy reset. Directors will play a key role in developing the new strategy to fulfil the Company's purpose.

Attributes

Directors will:

- have strong connections to communities across the Wimmera Southern Mallee Region
- understand the needs and perspectives of communities and industries across different sectors
- be free from relationships, interests or circumstances that could materially interfere with independent judgement
- promote trust between industry, government, community and investors

Key Responsibilities

Directors are responsible for:

- acting in accordance with the company's constitution, the Corporations Act 2001 and any applicable governance policies
- acting in good faith in the best interests of the company
- supporting effective Board decision-making and collective responsibility
- setting and reviewing the organisation's strategic direction
- identifying opportunities to strengthen regional economic resilience and diversification
- balancing traditional agricultural strengths with emerging opportunities in renewable energy, critical minerals, rare earths, infrastructure, advanced manufacturing, tourism, skills and services
- considering the impacts of major economic change on local communities, landholders, businesses, Traditional Owners, workers and the environment
- supporting advocacy that is evidence-based, constructive and aligned with the organisation's purpose
- representing the Company in the community

Performance

Directors are expected to:

- attend and actively participate in Board meetings
- prepare thoroughly by reading Board papers and seeking clarification where required
- contribute constructively to discussion and decision-making
- serve on Board committees or working groups as required
- participate in Board evaluation, planning sessions and governance development
- support a respectful, informed and collaborative Board culture

Commitment

The Company holds 6-8 Board meetings each year.

It is expected that Directors will also participate in Board Committees, occasional strategy sessions and stakeholder events, and will be available for urgent matters where required.

Candidate Profile

We welcome applications from people with senior skills and experience in the following areas:

- accounting and financial management
- regional agriculture or agribusiness
- local community links

Membership of The Company

On appointment, new Directors will be appointed as Members of the Company alongside existing Directors.

Interviews

Interviews will take place in the week starting Monday 27 July 2026.