



Board Expression of Interest

Leading NRM for Tasmania's natural future

MARCH 2025

Opportunity

NRM South's skills-based Board is seeking to appoint experienced individuals to complement the existing talent on the Board. These are remunerated governance roles offered on a four-year term, with Directors eligible to stand for two terms.

This is an opportunity to contribute to the future of NRM in Tasmania, providing strategic leadership and governance to a respected not-for-profit organisation at the forefront of environmental and sustainability challenges.



About us

NRM South is a not-for-profit organisation (Incorporated Association) established in 2003 in response to the Tasmanian Government's Natural Resource Management (NRM) Framework and its enabling legislation, the *Tasmanian Natural Resource Management Act 2002* (NRM Act). The NRM Act assigns specific functions to the Board.

NRM South works to keep the natural and productive landscapes of south-eastern Tasmania healthy. We are at the forefront of creating and implementing solutions to the increasingly complex challenges facing Tasmania's environment and natural resource industries. We play a key role in building partnerships, securing and directing investment, connecting knowledge and expertise to action, and increasing the capacity of others to engage in NRM activities. NRM South works with partners to address land, water, and biodiversity management issues and to better understand, protect, and manage these diverse natural assets.

The Board contributes their time and expertise. We are fortunate to be guided by their diverse expertise from a range of professional backgrounds. NRM South creates innovative, on-the-ground solutions to our region's toughest challenges so that people and nature can thrive together.

More information about our organisation, including details on current Board Directors and staff, can be found at www.nrmsouth.org.au.

NRM in Tasmania

NRM SOUTH'S STORY

Established in 2003, NRM South is one of 54 NRM organisations in Australia and one of three in Tasmania. Our role is to protect, sustainably manage and improve our natural resources for the shared environmental, social and economic benefit of the community.

For the last two decades, we have worked across a diverse range of on-ground projects that aim to keep the natural and productive landscapes of south-eastern Tasmania healthy over the long term.

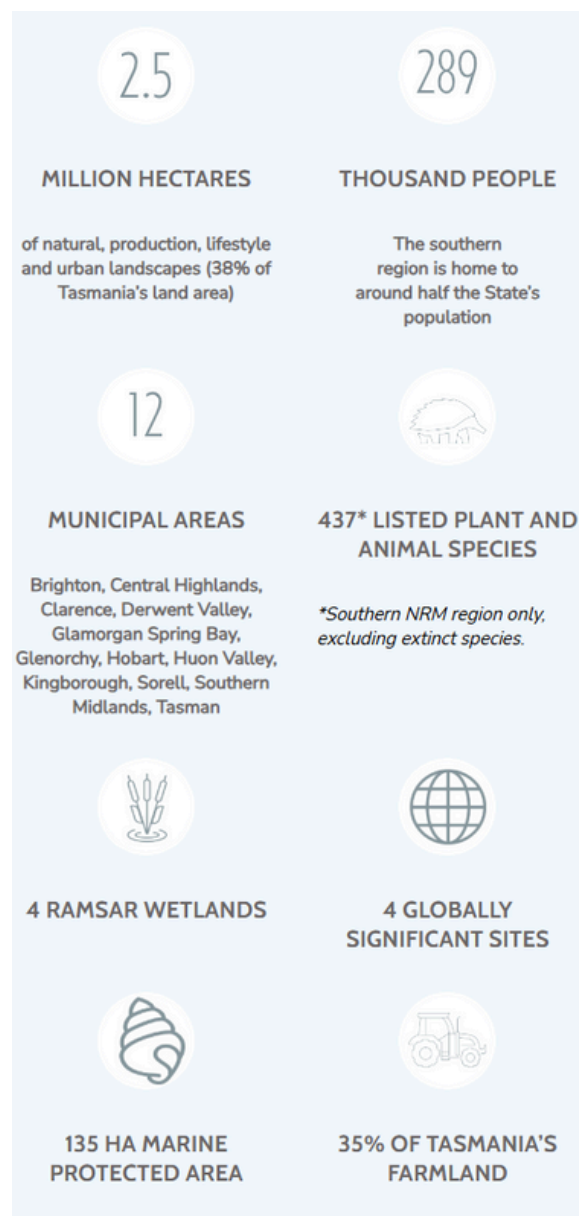
NRM South's small team of passionate professionals work to improve the condition of our land and seascapes. We act as a regional hub and work to build partnerships, secure and direct investment, connect knowledge and expertise to action, and increase the capacity of others to engage in NRM activities.

NRM SOUTH REGION

Tasmania's southern region covers 2.5 million hectares of land and is bounded by the Southern Ocean. Southern Tasmania is recognised globally for its healthy, intact and diverse natural landscapes and productive land and seascapes.

The region is home to a wealth of natural resources, which contribute significantly to southern Tasmania's identity and economic, social, and environmental wellbeing.

The diversity, condition and use of natural resources present both opportunities and complex management challenges. We work with land managers, the Tasmanian Aboriginal community, organisations, governments, specialist consultants, research organisations, and other NGOs to address land, water, and biodiversity management issues and to better understand, protect, and manage these diverse natural assets.



OUR FOCUS AREAS



Biodiversity:

We protect and manage Tasmania's unique biodiversity, including threatened species, habitats, and ecosystems, through hands-on conservation efforts and restoration projects.



Land:

We support land sustainability by improving soil health, restoring vegetation, and controlling erosion. To enhance soil health and drought resilience, we work with farmers through outreach programs, providing tools and knowledge for sustainable land management practices.



Water:

We help preserve water quality by promoting sustainable practices and managing wetlands, riparian, and coastal zones. In the seafood sector, we work with fishers to implement sustainable practices, protect marine biodiversity, and support responsible seafood production.



Sustainable Futures:

We strengthen Tasmania's climate resilience by addressing environmental risks such as bushfires, floods, and droughts. Our work integrates climate considerations into land and water management, supporting recovery and sustainability across agriculture, forestry, fisheries, renewable energy, and tourism.

NRM South's Board

NRM South's Board and committees oversee key areas of strategic importance including direction setting, achievement of priorities, management of risks and stakeholder relationships, and supporting the CEO in business operations.

The Association is governed by a constitution that includes governance rules and defines the requirements for the establishment and operation of the NRM South Board and Association, including membership.

BOARD PURPOSE

The NRM South Board plays a critical leadership role in shaping the future of natural resource management in Tasmania. As the organisation's strategic decision-makers, the Board ensures NRM South remains adaptive, forward-thinking, and impactful in addressing the region's environmental challenges.

The Board sets and oversees NRM South's strategic direction, ensuring alignment with best practices in governance, risk management, and compliance. It drives our 'way of working' - to collaborate, secure investment, and champion sustainable solutions. The Board empowers NRM South to drive meaningful change for Tasmania's landscapes and communities.

CURRENT BOARD DIRECTORS



BOB RUTHERFORD

Chair



TAHNEE MCSHANE

Chair Finance,
Audit and Risk
Management
Committee



**DR. PHILLIPA
MCCORMACK**

Chair Governance
Committee



DR. PETER VOLKER

Chair Project
Governance
Steering
Committee



ANITA DAHLENBURG



**DR. INGRID VAN
PUTTEN**



DR. ANH NGUYEN



CHRIS COSGROVE

FINANCE, AUDIT AND RISK MANAGEMENT (FARM) COMMITTEE

The FARM Committee is a standing committee of NRM South and reports to the Board. The roles and responsibilities of the FARM Committee include:

- Reviewing financial statements
- Liaising with external auditors
- Reviewing the adequacy and effectiveness of NRM South's operating and accounting systems
- Reviewing compliance with statutory responsibilities
- Risk management
- Insurances
- Policies and procedures.

GOVERNANCE COMMITTEE

The Governance Committee is a standing committee of NRM South and reports to the Board. The Committee is responsible for closely monitoring progress on governance measures and governance best practice and is tasked with developing and bringing recommendations about good governance to the Board. CEO Performance and Employment Committee.

Working alongside the Governance Committee, the CEO Performance and Employment Committee oversees the management, performance and remuneration of the CEO and provides advice on any significant human resource changes or policy. Membership includes the Chair and Deputy Chair.

PROJECT GOVERNANCE STEERING COMMITTEE

Major project governance is delivered through the Project Governance Steering Committee. While this is not a formal Committee of the Board, it does include Board membership. The Committee has responsibility to monitor and provide advice on:

- The delivery of project services (quality and timing)
- Budgetary considerations
- Change processes
- Work health and safety
- Reviews of the risk register
- Compliance with other requirements.

Separate Technical Advisory Groups or Project Working Groups are established as required, on a time/ purpose limited basis. The role of these Groups is to provide expert technical advice on specific matters relating to the implementation of a project.

DIRECTOR RESPONSIBILITIES AND EXPECTATIONS

Participation

- Commit to, attend, and actively participate in Board meetings (held every eight weeks, approx. two hours each) and workshops
- Engage in relevant working groups, sub-committees, events, consultations, and training as needed

Governance

- Oversee the development and delivery of the regional strategy, ensuring stakeholder engagement and collaboration
- Set and monitor the organisation's strategic direction and performance.
- Uphold ethical standards, model organisational values, and enhance NRM South's reputation
- Ensure financial sustainability, risk management, and compliance with legal obligations
- Oversee CEO role, set delegations, and oversee critical governance instruments (policies and procedures)
- Establish and maintain governance standards and transparent public reporting

Other Duties

- Act with care and diligence (prepare for meetings, contribute thoughtfully, and be informed)
- Act in the best interest of NRM South (prioritise the organisation's mission)
- Avoid misuse of position or information
- Manage NRM South's financial affairs responsibly
- Disclose and manage real or perceived conflicts of interest
- Ensure NRM South remains financially viable and does not take on unsustainable debts
- Maintain knowledge and understanding of best practice governance



BOARD MANDATE TO THE TASMANIAN GOVERNMENT (NRM ACT 2002)

While NRM South is an independent, Incorporated Association, the Board fulfils specific functions under the Tasmanian Natural Resource Management Act 2002.



Under the NRM Act, the Board's responsibilities include:

- ✓ Identifying regional priorities for NRM
- ✓ Developing and implementing the Regional Strategy
- ✓ Facilitating integration of NRM and planning activities
- ✓ Securing and managing funding aligned with strategic goals
- ✓ Promoting best-practice NRM principles
- ✓ Driving awareness and community engagement in NRM
- ✓ Evaluating and reporting on progress and outcomes

TERM OF OFFICE

The term of office for Directors of the NRM South Board is four years, and Directors may stand for two terms.

SITTING FEES (2023-2028)

At the AGM each September, NRM South's Association Members are required to ratify the Board remuneration (sitting fee).

Category	Fee
Chair Fee (Half Day)	\$245
Chair Fee (Full Day)	\$490
Director Fee (Half Day)	\$185
Director Fee (Full Day)	\$371

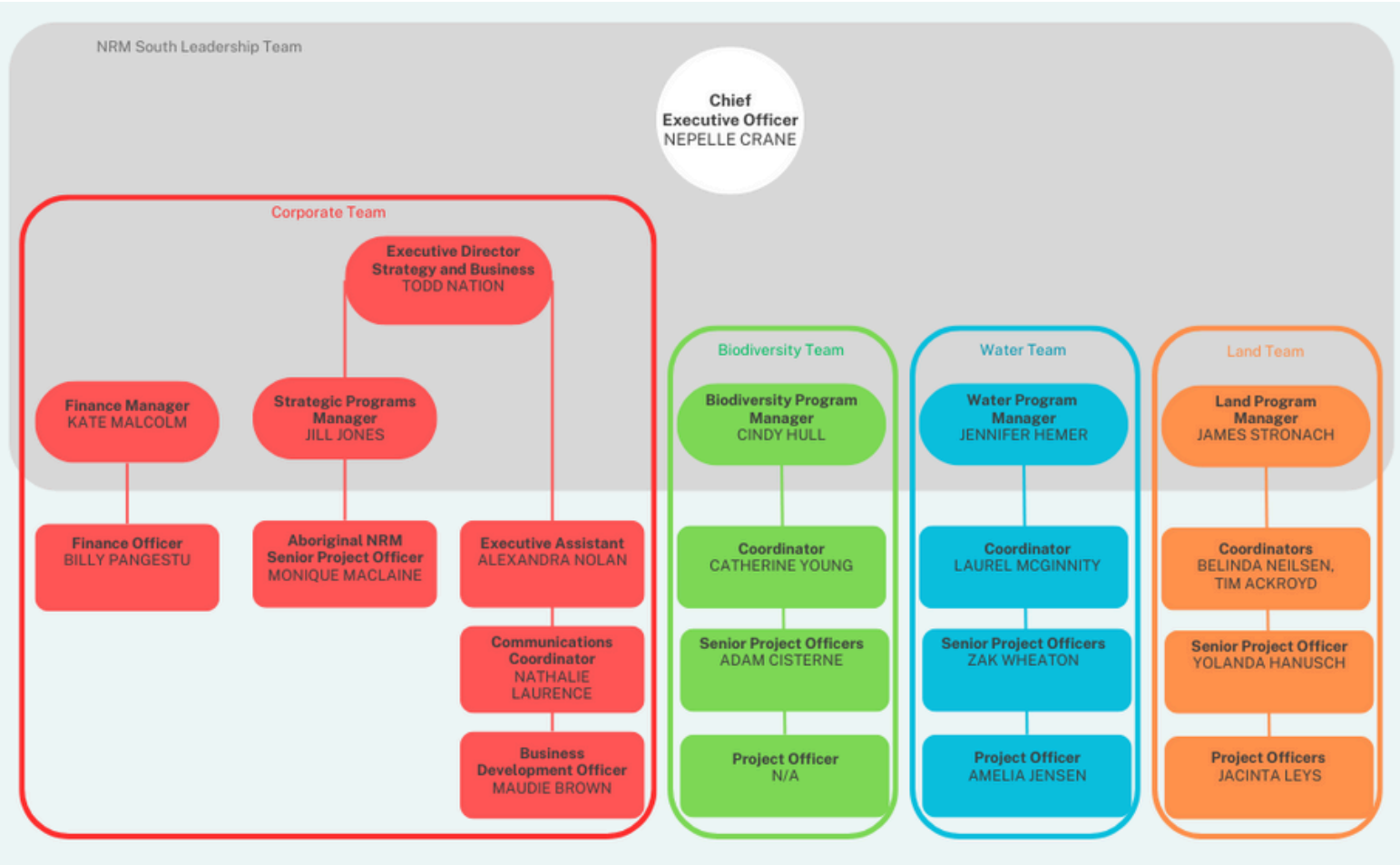




NRM South's Team

Our dynamic team, based in our Hobart office, is a group of knowledgeable and passionate people with skills across a range of areas, including conservation, land management, marine sciences, administration and project management.

ORGANISATIONAL STRUCTURE



Selection process

THE BOARD SELECTION PROCESS

The NRM South Board currently comprises seven Directors and there are projected changes in the coming months. There are at least four vacancies.

The process to fill these vacancies begins with a written application from interested parties, utilising the attached form. These applications will be considered by a Selection Panel, appointed by the Association Members, against the selection criteria below. The Panel may choose to interview selected applicants if required.

SELECTION CRITERIA

The Board is seeking new Directors who are passionate about advancing natural resource management in Tasmania and have skills and experience in one or more of the following areas:

- Experience in board governance, organisational strategy, and driving change
- Expertise in finance, accounting, business development, philanthropy, or corporate partnerships to support NRM South's long-term sustainability.
- Ability to connect, advocate, and influence at local, national or global levels in nature, sustainability, or related sectors.
- Contemporary knowledge of NRM (e.g. nature, water, climate resilience), with an awareness of emerging national and global trends.
- A genuine passion for advancing natural resource management in Tasmania, with the drive to amplify NRM South's impact and innovation.

The Board aims for a balanced skill set among its Directors to ensure good governance and effective delivery of the NRM South Strategic Plan. Applicants should have a broad understanding of natural resource management and its relevance to Tasmania.

HOW TO APPLY

Potential applicants are encouraged to review resources available on the organisation's website, including the latest Annual Report and NRM South Regional Strategy.

Expressions of Interest may be emailed to: admin@nrmsouth.org.au.

Expressions of Interest must be received by Midnight on Sunday 30 March 2025. Late applications will not be considered.

Board Internship for Young Professionals

ABOUT THE INTERNSHIP

NRM South is introducing a Board Internship Program to provide young professionals with an opportunity to gain hands-on experience in governance, strategy, and leadership within the natural resource management sector. This initiative is designed to support emerging leaders who are passionate about environmental sustainability and eager to contribute to NRM South's mission.

The Board Internship is a non-voting 2 year role that allows an early-career professional to:

- Gain insight into board governance, strategic decision-making, and leadership in a not-for-profit setting.
- Participate in Board discussions and contribute fresh perspectives on key issues.
- Receive mentorship from experienced Directors to develop governance and leadership skills.
- Build connections within the environmental and sustainability sectors.

We encourage applications from young professionals who:

- Have an interest in governance, strategy, and decision-making at a leadership level.
- Are passionate about natural resource management, environmental sustainability, or related fields.
- Demonstrate strong analytical thinking, communication skills, and a willingness to learn.
- Are based in Tasmania and able to commit to attending Board meetings and engagement activities.

This internship is a unique opportunity for early-career professionals to gain exposure to governance and strategic leadership, helping to build the next generation of leaders in Tasmania's NRM sector.

HOW TO APPLY

If you are interested in applying for the Board Internship, please submit an Expression of Interest, outlining your background, interests, and what you hope to gain from the experience, to admin@nrmsouth.org.au.

Expressions of Interest must be received by Midnight on Sunday 30 March 2025. Late applications will not be considered.

NRM South Board EOI Form

This form may be filled using Acrobat Adobe "Fill & Sign" or a word document may be submitted if preferred.

PERSONAL DETAILS

Title		Gender (optional)	
Name			
Home Address			
Postal Address			
Email Address			
Phone			

SELECTION CRITERIA



Experience in board governance, organisational strategy, and driving change



Expertise in finance, accounting, business development, philanthropy, or corporate partnerships to support NRM South's long-term sustainability.

3

Ability to connect, advocate, and influence at local, national or global levels in nature, sustainability, or related sectors.



4

Contemporary knowledge of NRM (e.g. nature, water, climate resilience), with an awareness of emerging national and global trends.



5

A genuine passion for advancing natural resource management in Tasmania, with the drive to amplify NRM South's impact and innovation.



RESUME AND REFERENCES

Please attach a current resume and provide details of two referees who are prepared, if requested, to discuss your application with the Selection Panel.

REFEREE 1

Name	
Contact Phone:	
Contact Email:	

REFEREE 2

Name	
Contact Phone:	
Contact Email:	

COMMITMENTS

I confirm that I have read the information packaged provided by NRM South and understand that should I be elected to the NRM South Board, I commit to:

- prepare for and participate in meetings of the Board
- prepare for and participate in meetings of working groups and sub-committees
- participate as required in events and consultations organised by the Board
- train and improve skills

Signature	
Date	

Contact us for more information.



www.nrmsouth.org.au

Potential applicants are encouraged to explore additional resources on the NRM South website, including the 2030 NRM Strategy for Southern Tasmania, and our Annual Report.



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