



Position Description:

Non- Executive Director

The Commitment:

A board member at Australian Organic Limited (AOL) spends roughly **30 days per year** committed to Board and AOL outcomes. This is inclusive of travel time for various in-person meetings and preparation time for meetings.

Duration: 3-year term

Responsibilities (Minimal Expectations):

- Attend all Board Meetings, scheduled bi-monthly and the potential for 'as needed' meetings for urgent matters
- Participate in at least one Board Committee or Advisory Group
- Attend AOL/industry events
- Attend in person Board strategy workshops, typically once per year
- Attend the Annual General Meeting (AGM)
- Engage in other Board- related activities as may be required.

The Board:

The Board is jointly accountable to its members for ensuring the company achieves its vision, purpose, strategic and operational objectives. They do this by working together to:

- Collaborate with AOL leadership in setting the organisation's strategic direction, and contribute to reviewing policies, goals, and performance targets to meet AOL strategy and stakeholder expectations
- Establish an appropriate organisational culture, through behaviour, frameworks and policies, and in how CEO performance expectations are set
- Ensure the leadership of AOL has the right resources to deliver both strategically and operationally, covering financial, people and tools to do their work
- Appoint the CEO and ensure a solid succession plan
- Monitor the organisation's performance against strategies and targets and financial performance
- Ensure compliance across good governance practices, legal, financial, regulatory, environmental and community requirements
- Establish AOL's risk appetite with a risk matrix focused on processes to manage any strategic risks identified
- Establish accountability reporting to all stakeholders; and align the collective interests of members, key stakeholders, board, management and employees
- Ensure sustainable value is created
- Represent AOL, where appropriate, in key stakeholder interactions and events, ensuring brand ambassadorship and AOL's reputation continues to strengthen
- Serve on at least one Board Committee or Advisory Group, which currently includes:
 - Remuneration and Nomination Committee
 - Executive Advisory Group
 - Policy and Advocacy Advisory Group
 - Communications Advisory Group
 - Technical Advisory Group



The Board is composed of up to eight (8) Directors, with one appointed as the Chairperson. The Chairperson directly manages the Chief Executive Officer (CEO) and is accountable for the success of this role and acts as primary coach. The CEO is responsible for the day-to-day leadership of the organisation.

The Challenges:

Following senior leadership changes within AOL, and the increasing complexity of the organic industry across Australia, the Board focus for 2026-27 will include:

- a) Mentoring, coaching and enabling the CEO
- b) Finalisation of the new 5-year strategic plan
- c) Domestic Regulation for the organic industry
- d) Building AOL's membership value proposition and alternative revenue streams as Domestic Regulation is achieved
- e) Stakeholder relationships and change leadership industry-wide.

Eligibility:

Subject to the Corporations Act, a person is eligible for appointment as a Director if that person is a current (financial) member of Australian Organic Limited (or meets the conditions of an Independent Director as outlined in the Director Eligibility Policy) and has expertise, skills or experience not limited to the Australian Organic Industry and relevant to the achievement of AOL's objectives.

Prospective Directors must be able to:

- (a) satisfy the skills, expertise, experience and attributes relevant to contributing to the skills, expertise, experience and attributes which the Board as a whole should possess as determined by the Board from time to time;
- (b) be eligible to be a public company director under the Corporations Act; and
- (c) not be disqualified from being a director under the Corporations Act.

The Board will take this opportunity to recruit against a Board Skills Matrix, enabling sensible succession planning within the Board; and will focus on building the best sector representation across the membership group.

Selection Criteria:

The successful candidate must be able to meet the following criteria:

1. Demonstrated skills and experience in the retail sector, with a focus on organic products being essential.
2. Experience in advocacy at the State or Federal level is desirable, although not essential.
3. Previous Board Director experience and understanding of governance responsibilities, frameworks and systems, and an ability to apply that support to a member-based organisation.
4. Demonstrated commercial acumen, financial acumen and strategic thinking capabilities.
5. A proven ability to work collaboratively as part of a board and to drive new strategy.
6. Strong stakeholder relationships as evidenced by current board members – able to liaise and gain trust and respect from members and key industry stakeholders.
7. Personal Attributes which are essential are: Integrity, Team Player, High Emotional Intelligence, Influencer, Negotiator, Leadership and a Critical and Innovative Thinker.



Australian Organic Limited support a diverse and inclusive organisation and, as such, applications are encouraged from Indigenous Australians, females, people from a range of cultural and linguistic backgrounds, people with disabilities and LGBTIQ+ individuals. AOL are seeking candidates from across Australia given their national membership base. To encourage participation and genuine representation throughout the organic sector, any AOL member within the sector, regardless of certification, is strongly encouraged to apply.

How to apply:

To submit your expression of interest, please complete the Director Applicant Details Form, ensure to upload your resume and a written response supporting the selection criteria outlined in the Position Description by 5pm on Thursday 27 August 2026.

Alternatively, please email your resume, completed Director Nomination Form and a written response supporting the selection criteria above. Email application directly to Secretary@austorganic.com by 5pm on Thursday 27 August 2026.