Southern Gulf NRM

EXPRESSION OF INTEREST

Director - Board of Directors

This form is used to express interest in appointment as a Director of Southern Gulf NRM Ltd, a community-based natural resource management company limited by guarantee. Director recruitment is overseen by a Selection Committee using the selection criteria specified in the company's Constitution.

Please PRINT clearly and attach your current Curriculum Vitae.

About Southern Gulf NRM and the Director role

Southern Gulf NRM's region covers around 215,000 square kilometres draining into the southern Gulf of Carpentaria. Its aims are building strong NRM communities; growing regional prosperity; sustaining the natural and cultural environment; and securing landscape resilience.

The Board comprises of a chairperson and five to seven directors, with a mix of natural resource management, and corporate governance skills and other identified skills. Membership coverage across the region is important but not compulsory. Three director positions are being considered in this recruitment round.

Directors are expected to prepare for and actively contribute to Board and sub-committee meetings; represent the organisation and build regional relationships; advise the Chairperson, other directors and CEO of emerging issues; participate in annual Board performance reviews; and maintain positive, supportive working relationships.

TERM	Three years; retiring directors may be nominated for re-appointment.
ANNUAL REMUNERATION	$10,765 per annum plus superannuation; $1,000 for attendance in committee work. CPI adjusted. Director remuneration is set under the company remuneration policy, approved by members at the Annual General Meeting.
TRAVEL AND OTHER EXPENSES	Reasonable costs covered under the company travel policy.
MEETINGS	Four to five face-to-face meetings in Mount Isa or elsewhere in the Southern Gulf NRM region, with arrival the night before the one-day meeting. Other meetings are held electronically. Occasional travel to Brisbane may be required.
MENTORSHIP	Applicants without Board experience are encouraged to apply; mentorship is provided to support personal development.

1. Candidate Consent and Contact Details

I, _____ (full name), submit this Expression of Interest for appointment as a Director of Southern Gulf NRM Ltd.

Postal address: _____

Suburb / Town: _____

State: _____

Postcode: _____

Email address: _____

Telephone - Work: _____

Home: _____

Mobile: _____

2. Candidate Profile

Full name	
Director Identification Number (Director ID)	
Current profession / position	
Expected professional commitments over the next 3 years	
Current and previous board appointments	
Governance or director training completed	
Relevant qualifications and professional memberships	

3. Supporting Documents

☐ I have attached a current Curriculum Vitae.

☐ I have completed the Candidate Statement in this form.

☐ I have completed the Board Skills and Attributes Self-Assessment in this form.

4. Candidate Statement

In 300 words or less, outline why you are interested in serving as a Director and the governance, business, natural resource management or agricultural experience, regional networks and perspective you would bring to the Southern Gulf NRM Board.

5. Board Skills and Attributes Self-Assessment

Please rate your capability in each area using the scale below and provide brief evidence where relevant. The 2025 Director Pack seeks a mix of these capabilities across the Board, including skills or knowledge in one or more of natural resource management/agriculture, strategy and risk management.

Rating scale: 1 = Limited exposure 2 = Developing 3 = Sound 4 = Strong 5 = Expert

Skill area	Description	Rating 1-5	Evidence / comments
Governance	Contribute to strategic and compliance oversight; understand Board and director responsibilities and respect the distinction between strategic and operational functions.		
Facilitate leadership	Under the Chairperson's leadership, help develop Board knowledge and capabilities, support fellow directors and, where approved, represent Southern Gulf NRM in the community.		
Business acumen	Build effective working relationships with the Chairperson, other directors and CEO; understand the company's finances and other business fundamentals.		
Investment procurement and marketing	Bring broad business experience, preferably in the not-for-profit sector, and identify funding and income opportunities to maximise NRM investment in the region.		
Self-evaluation	Contribute to objective Board self-evaluation, support improvement recommendations and seek feedback from the Chairperson.		
Local networks	Bring strong networks across the Southern Gulf region that provide insight for Board deliberations.		
Natural resource management/Agriculture	Bring knowledge and experience in natural resource management and/or northern agricultural industries, including current and emerging issues affecting the Southern Gulf region.		
Strategy	Bring experience in developing and implementing strategy in a changing market.		
Risk management	Bring experience in managing areas of major organisational risk.		

6. Required Personal Competencies

Competency	Description	Rating 1-5	Evidence / comments
Integrity	Fulfil director duties and responsibilities, act ethically, maintain appropriate independence and put the organisation's interests before personal interests.		
Communicator	Engage stakeholders and facilitate effective communication; listen and seek input from others.		
Emotional intelligence	Demonstrate self-awareness and self-management, motivate individuals and groups, and manage situations empathetically when strong emotions are present.		

7. Independence, availability and declarations

Do you have any actual, potential or perceived conflicts of interest that may affect your appointment or contribution as a Director?

☐ No ☐ Yes - please provide details below

Do you currently provide paid services to Southern Gulf NRM, hold an employment relationship with Southern Gulf NRM, or have another affiliation that may affect your independence?

☐ No ☐ Yes - please provide details below

Are you able to prepare for and actively contribute to Board and sub-committee meetings, participate in the annual Board performance review, and undertake regional travel?

☐ Yes ☐ No

Are you willing to comply with Southern Gulf NRM's Constitution, governance policies, Code of Conduct, confidentiality requirements and conflict-of-interest procedures?

☐ Yes ☐ No

Are you willing to complete any probity, eligibility or background checks reasonably required before appointment?

☐ Yes ☐ No

8. Additional Information relevant to Board Composition

Please outline any geographic, community, professional or lived experience that would add to the Board's collective capability and coverage across the Southern Gulf of Carpentaria region. Providing this information is optional.

9. Candidate Declaration

I declare that the information provided in this Expression of Interest and attached documents is true and complete to the best of my knowledge. I consent to Southern Gulf NRM Ltd considering this information for the purpose of assessing my suitability for appointment as a Director. I understand that recruitment is overseen by a Selection Committee using the selection criteria specified in the company's Constitution.

Candidate name: _____

Signature: _____

Date: _____

Submission

Please submit your full application to Simone Parker (companysecretary@southerngulf.com.au) by the 9th of December 2026.

Office use only

Date received	
CV attached	☐ Yes ☐ No
Eligibility / checks completed	☐ Yes ☐ No ☐ Pending
Board decision / notes	