

## MODEL CRITERIA FOR LSV PRESIDENT AND DIRECTORS

Nominees for the position of President or Director of LSV must be eligible to be a Director of a company under the Corporations Act and of LSV under the LSV Constitution and should be able to demonstrate the following personal qualities:

- a) **Integrity (ethics):** Have a commitment to:
  - understanding and fulfilling the duties and responsibilities of a director, and maintaining knowledge in this regard through professional development;
  - putting LSV's interests before any personal interests;
  - being transparent and declaring any activities or conduct that might be a potential conflict;
  - maintaining board confidentiality.
- b) **Effective listener and communicator:** Have the ability to:
  - listen to, and constructively and appropriately discuss, other peoples viewpoints;
  - develop and deliver cogent arguments;
  - communicate effectively with a broad range of stakeholders.
- c) **Constructive questioner:** Be prepared to ask questions and challenge management and peer directors in a constructive and appropriate way.
- d) **Contributor and team player:** Have the ability to work as part of a team, and demonstrate the passion and time to make a genuine and active contribution to the board and LSV.
- e) **Commitment:** Be able to demonstrate a commitment to the vision, mission and purpose of LSV and its on-going success.
- f) **Influencer and negotiator:** Have the ability to negotiate outcomes and influence others to agree with those outcomes, including an ability to gain stakeholder support for the Board's decisions.
- g) **Critical and innovative thinker:** The ability to critically analyse complex and detailed information, readily distil key issues, and develop innovative approaches and solutions to problems.
- h) **Leader:** Be able to demonstrate leadership skills including the ability to:
  - appropriately represent the organisation;
  - contribute to an appropriate board and organisational culture;
  - make and take responsibility for decisions and actions.

### PRESIDENT

In addition to being able to demonstrate a commitment to the vision, mission and purpose of LSV and its on-going success, it is desirable that nominees for the position of LSV President have demonstrated experience in a number of the following areas:

- a) Financial performance – experience at a high level in analysing key financial statements, critically assess financial viability and performance and contributing to strategic financial planning
- b) Corporate governance - knowledge and experience in best practice corporate governance structures, policies and processes (particularly in the not-for-profit context).
- c) Leadership – can demonstrate experience in promoting and generating cooperation among peers in leadership to achieve a collective outcome; in fostering the development of a common vision and full participation in creating a unified leadership team that get results.



- d) Strategy – the ability to think strategically, identify and critically assess strategic opportunities and threats, and develop effective strategies in the context of LSV’s strategic objectives and relevant priorities.
- e) Policy development – a demonstrated ability to identify key issues and develop appropriate policies to define the parameters within which the organisation should operate.
- f) Risk and compliance oversight – experience in identifying key risks to an organisation in a wide range of areas including legal and regulatory compliance.

## **DIRECTORS**

It is desirable that the LSV Board have access to the following skills. It is expected that each Director has the Core Competencies and possesses one or more of the Other Competencies.

### **Core Competencies**

- a) Financial performance: Qualifications and/or experience in financial analysis and the ability to:
  - (i) analyse key financial statements
  - (ii) critically assess financial viability and performance
  - (iii) contribute to strategic financial planning
- b) Leadership: Promotes and generates cooperation among one's peers in leadership to achieve a collective outcome; fosters the development of a common vision and fully participates in creating a unified leadership team that get results.
- c) Strategy: Able to think strategically, identify and critically assess strategic opportunities and threats, and develop effective strategies in the context of LSV’s strategic objectives and relevant priorities.
- d) Corporate governance: Knowledge and experience in best practice corporate governance structures, policies and processes (particularly in the not-for-profit context).

### **Other Competencies**

- e) Policy development: Ability to identify key issues for LSV and develop appropriate policies to define the parameters within which the organisation should operate.
- f) Risk and compliance oversight: Ability to identify key risks to the organisation in a wide range of areas including legal and regulatory compliance, and monitor risk and compliance management frameworks and systems.
- g) Communication: Creates an atmosphere in which timely and high-quality information flows smoothly up and down, inside and outside of the organisation; encourages open expression of ideas and opinions.
- h) Commercial experience: A broad range of commercial/business experience, preferably in the small to medium enterprise context, in areas including developing new business opportunities, communications, marketing, branding and business systems, practices and improvement.
- i) Lifesaving knowledge and networks: Broad understanding of the lifesaving and Aquatics industry and its stakeholders – people with extensive networks and profile in the industry.
- j) Advocacy & Public Policy: Experience in developing public policy, influencing policy debates, shaping policy agendas, and public sector reform. And the methods of communicating advocated position.
- k) Education and Training: Knowledge and experience in best practice education and training programs, particularly industry sector specific training or continuing professional development programs.

- l) **Research & Development:** Forward thinker in the industry with ability to connect with relevant research activities, leverage partnerships with research organisations and build LSV's profile as a leader in Aquatics industry thinking.
- m) **Legal Expertise:** This important as the board's responsibility involves overseeing compliance with numerous laws as well as understanding an individual director's legal duties and responsibilities.
- n) **Managing People and Achieving Change:** A Director or Directors having experience as either a CEO or senior member of a management team in a similar or larger sized organisation would assist in this regard.
- o) **Marketing Experience:** Knowledge and experience in the development and implementing of marketing strategies at a senior level would be advantageous.