

Director of Te Ohu Kai Moana Trustee Ltd Position Description

Title:	Director
Responsible to:	The Chair of Te Ohu Kaimoana Trustee Limited (Te Ohu Kaimoana)
Responsible for:	The Board of Te Ohu Kaimoana is responsible for administering the Settlement Assets in accordance with the purpose of the Māori Fisheries Act and the Māori Aquaculture Act and the purpose of the trusts of Te Ohu Kaimoana and Takutai.

Principle Duties

1. Establish and maintain the organisations vision, purpose and values
2. Determine strategy and structure
3. Delegate to management
4. Exercise accountability

Specific Duties

1. Shall meet bimonthly to monitor the performance of management, the Te Ohu Group as a whole and the Takutai Trust. To do this the Board will ensure that appropriate monitoring and reporting systems are in place and that these are maintained and utilised to provide accurate and timely information to the Board.
2. Shall ensure that there is an appropriate separation of duties and responsibilities between itself and the CEO of Te Ohu Kaimoana and that no one has unfettered powers of decision making.
3. Shall ensure that the independent views of Directors are given due consideration and weight.
4. Shall ensure that the beneficial owners of the Māori fisheries settlement assets and designated Māori aquaculture settlement assets, are provided with an accurate and balanced view of the performance of the entities of the Te Ohu Group, including both financial and service provision.
5. Shall regularly review its own performance as the basis for its own development and quality improvement.
6. Shall carry out its meetings in such a manner as to ensure fair and full participation of all Directors.

7. Shall ensure that it develops, maintains and adheres to policies relevant to the effective governance of the Te Ohu Group and the Takutai Trust.
8. Shall satisfy itself that Te Ohu Kaimoana has the capacity to implement policy and manage its affairs.

Competencies of a Director of the Board of Te Ohu Kaimoana

The following list of competencies identify 'the ideal' level of competency for a director of Te Ohu Kaimoana:

Māori

- Every director of Te Ohu Kaimoana must be Māori.

Matters of Tikanga Māori and Te Reo Māori

- Directors should be well versed in tikanga Māori and competent in te reo Māori.
- Directors should have the ability to speak with authority and be considered an authority in Māori and English, in different situations: - i.e. marae, hui, political, industry, media, commercial, international fora; on a variety of matters – i.e. Māori fishing rights, legislative reform, aquaculture issues, fresh water issues, commercial practices, and long-term sustainability of the Settlement Assets.

Commercial Expertise

- Directors should have a sound grasp of fishing, fisheries-related industry, the quota management system and the influence of market conditions on the value and sustainability of the fishing assets of Iwi and Māori.

Business Skills

- Directors should have a successful and a proven business record and should understand how the Māori fisheries portfolio could leverage the wider Iwi and Māori business portfolio.
- Directors must understand financial matters and their implications on the organisation.

Leadership

- Directors must demonstrate leadership skills, leadership in directing the organisation and leadership to stakeholders.

Strategic Thinking

- Directors must have the ability to think strategically and consider the wider perspective of issues. They must be able to distinguish between governance and operational matters.

High Profile

- Directors should have a high profile and are well regarded, particularly in te ao Māori.

Commitment to Excellence

- Directors must have a commitment to excellence, both personally and for the organisation as a whole.

Treaty of Waitangi Settlements

- It would be useful if Directors had prior involvement as a leader, spokesperson or negotiator of Treaty settlements.

Political Acumen

- Directors should be or have been actively involvement in Māori and/or mainstream politics at a local, national or international level.

Personal Attributes

Commitment and Adding Value

- Directors must be interested in matters Māori, fishing and Treaty settlement issues and be able to commit the time and effort required to carry out their role as a Director of the Board effectively. The Board should strive to add value to the organisation in terms of strategic direction and through its decision-making process.

Decision-Making

- Directors must have the ability to consider and make decisions that benefit the organisation. They must demonstrate good judgment, common sense and independence of thought, allowing for a wide perspective on issues.

Honesty and Integrity

- Directors must be able to demonstrate honesty and integrity at all times. This includes being non-negotiable in their personal values.

Interpersonal and Communication Skills

- Directors must have good interpersonal skills, including the ability to interact and communicate with people from a wide variety of backgrounds and on a wide range of issues which include but are not exclusive to: Māori development, Treaty of Waitangi issues, fishing industry and fisheries management, government policies, and global and sustainability issues.

Organisational Awareness

- Directors must have knowledge of the organisation, its structure and the issues which are important to the beneficial owners as a whole.