

NOMINATIONS COMMITTEE

NOONGAR COMMUNITY MEMBER

EXPRESSION OF INTEREST

10 October 2022

The South West Native Title Agreement between the Noongar People and the State of Western Australia is the largest and most significant native title settlement in Australia's history. The Noongar Boodja Trust will eventually hold around \$1.3B of assets for and on behalf of the Noongar People.

Perpetual, who are the first Trustee of the Noongar Boodja Trust, is seeking **one (1) Noongar Community Member** for the Noongar Boodja Trust **Nominations Committee**.

If you are a leader in your field, have experience in interviewing and assessing candidates for positions, and have a genuine desire to contribute to the social and economic advancement of the Noongar Community, please lodge your expression of interest by **5pm, Monday, 31 October 2022**.

Your application should include:

- a current CV; and
- a short letter which confirms you meet eligibility requirements (page 4) and addressing the selection criteria (page 5). Please also include the name and contact details of one (1) professional referee and one (1) cultural/community referee.

Deadline for applications 5pm, Monday, 31 October 2022

Please send your completed application by email to: applications-nt@perpetual.com.au

Attention: Chair, Noongar Nominations Committee

Should you have any questions about the application or the selection process, please contact:

Jai Wilson

Senior Trust Manager – Noongar Boodja Trust:

- by email: applications-nt@perpetual.com.au
- by phone: +618 9224 4400

OUTLINE OF SELECTION PROCESS

The Trustee will oversee and manage the selection process for **Nominations Committee**.

The Trustee, in consultation with the Noongar Advisory Company, is responsible for reviewing applications, interviewing, and selecting members.

Short listed candidates will be required to participate in an interview with a selection-panel at a time to be advised.

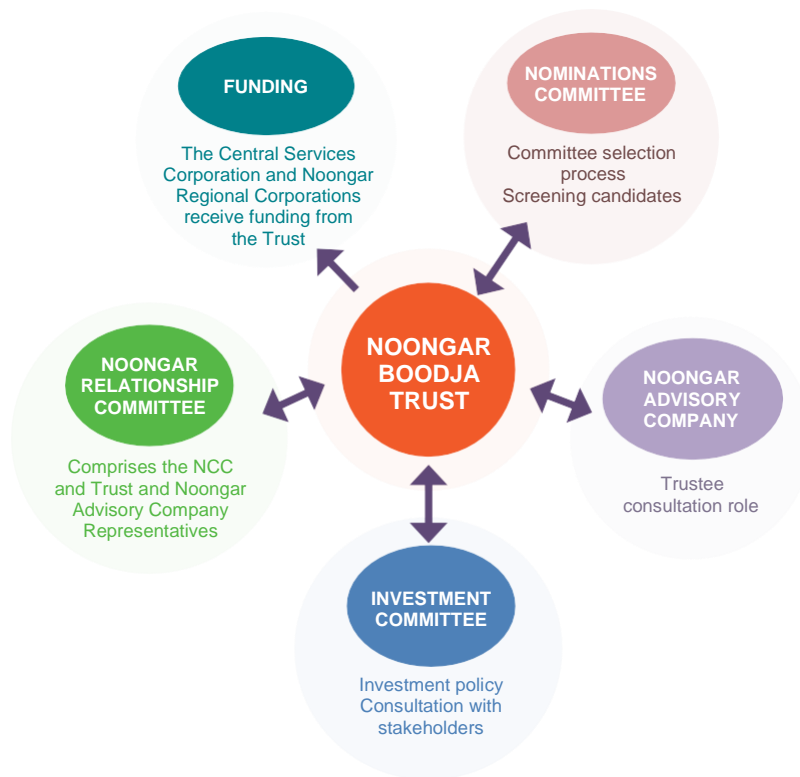
NOONGAR NOMINATIONS COMMITTEE

BACKGROUND

The Noongar Boodja Trust is established to receive, hold and manage all of the assets arising from the South West Native Title Settlement.

The Noongar Nominations Committee forms parts of the Noongar Boodja Trust Governance Structure. The Noongar Governance Structure has been established to ensure the long-term accountability of the Noongar Boodja Trust is in line with the Noongar Peoples' expectations and future aspirations.

Diagram 1. Noongar Boodja Trust Governance Structure





THE NOONGAR NOMINATIONS COMMITTEE

The Role of the Noongar Nominations Committee

The Noongar Nominations Committee manages the selection process for board members of the Noongar Advisory Company and committee positions for the Investment Committee.

The Nominations Committee also has a role in the appointment process for directors of Noongar Corporations. The Nominations Committee undertakes a screening process for Noongar Regional Corporation and Central Service Corporation directors to ensure that they meet the eligibility requirements set out in their rulebooks.

The Noongar Boodja Trust Deed requires the Trustee to establish and maintain the Noongar Nominations Committee to oversee the process of selecting candidates for positions as directors and committee members and ensuring that the candidates are eligible for appointment.

The Noongar Nominations Committee has the following functions:

- a. calling for nominations for appointment to the relevant boards and committees
- b. specifying the form in which applications must be made
- c. considering applications for appointment and interviewing candidates and referees
- d. making inquiries and investigations to confirm the eligibility of candidates for the relevant boards or committees of the Trust or Eligible Noongar Entities as the case may be
- e. making recommendations only to the Trustee or other relevant entity for appointments, including positions caused by casual vacancies
- f. acting as soon as possible upon receiving an instruction from the Trustee
- g. creating a transparent and fair process for applicants and incumbent officeholders to apply for positions.



ELIGIBILITY

Please include in your letter confirmation of how you meet the eligibility criteria.

A person is eligible for appointment as a Noongar Community representative of the Nominations Committee if they satisfy the following (in accordance with the Trust Deed):

- a. Financial literacy
- b. Leadership experience
- c. Absence of conflicting commitments
- d. Has not been disqualified from managing corporations or companies
- e. Has not been convicted in a criminal proceeding or named a subject of a pending criminal proceeding (excluding traffic violations or minor offences)
- f. Has not been found in civil proceedings to have violated any federal or state securities or commodities law
- g. Not subject to any court or regulatory order or decree limiting his or her business activity
- h. Is not a director, officer or committee member of a Regional Corporation or the South West Aboriginal Land and Sea Council (SWALSC)
- i. is a Noongar person in accordance with s.50(d) of the Equal Opportunities Act (1984) and can be confirmed as a Noongar person by SWALSC

COMPOSITION

The Nominations Committee must comprise 6 persons appointed by the Trustee

- 1 person nominated by the Trustee who shall be chair of the Nominations Committee
- 1 person nominated by the Noongar Relationship Committee (if any) who must not be a current director or employee of an Eligible Noongar Entity
- 2 representatives of the Noongar Community that have experience with directorships and boards
- 2 independent persons that have experience with directorships and boards



Nominations Committee - Selection Criteria

Please include a statement in your letter explaining how you meet the following selection criteria.

Leadership Requirements

- Can demonstrate transparency and high integrity leadership or management experience, is of high repute and recognized integrity, acts ethically with appropriate independence, putting the organisations interests before personal interests

Special Requirements

- Good communicator – being able to clearly express opinions and listen to and understand the opinion of others
- An understanding of cultural matters and has experience working in a cross-cultural environment
- Able to make decisions based on merit – as set out in selection criteria
- Demonstrates an awareness of personal biases
- Able to facilitate and contribute to consensus decision making
- An active contribution to the South West Settlement or other similar native title settlements throughout Australia and a passion for the economic and social development of Noongar People.

Education Requirements

Has a relevant Degree and/or Post Graduate qualifications which may include HR, education, law, community development, social policy or other relevant field, and/or a recognized qualification or work experience in lieu of education, including not-for-profit or public sector management

One of the following four experience requirements

- Minimum 3 years' experience as a director of an Australian company, governed by the Corporations Act or the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth) **or**
- Relevant qualifications in Company Directorship e.g. Graduate of Australian Institute of Company Directors or a similar qualification **or**
- Senior management experience with at least 5 years experience managing staff and reporting to or working closely with boards
- Demonstrated skills and experience in putting together a board/committee with complimentary skills and experience



APPOINTMENT PROCESS AND TERM

The term of appointment will be three (3) years and a person cannot be appointed for more than two (2) consecutive terms.

REMUNERATION AND EXPENSES

Conditions and term of appointment including remuneration will be discussed with the appropriate candidates after the shortlisting process. Please provide your remuneration expectations in your cover letter. Travel assistance is provided to those people travelling from outside the Perth metropolitan area.

TIME COMMITMENT

The successful candidate will be required to attend and participate in Committee meetings as determined by the Chair, expected to meet approximately:

- three to six times per year; and
- attend to committee matters in between meetings.

REFEREE REQUIREMENTS

Please include the name and contact details of **one professional referee** and **one cultural/community referee** with your application.

Further information:

Should you have any questions about the application or the selection process, please contact the Senior Trust Manager for the Noongar Boodja Trust, Jai Wilson, on +61 8 9224 4400.