



## Seeking Expressions of Interest

The Federation of Victorian Traditional Owner Corporations (**Federation**) is seeking expressions of interest (**EOI**) from suitably qualified people to be considered for appointment to the Federation Enterprises' board of directors.

### Background

Federation Enterprises is a wholly-owned subsidiary of the Federation. It was established in 2013 among other things as a way to support the Federation by enabling:

- Enhanced income generation and reduced risk profile and mitigation of conflict of interest.
- A greater degree of direct control and oversight of investments
- Furthering economic and business opportunities
- Greater focus on managing business interests

**Vision:** *To establish viable Traditional Owner led enterprises that support self-determination and great economic outcomes for Aboriginal people and communities.*

**Strategic objectives:** The long term strategic objectives of Federation Enterprises are twofold:

- **Return:** To achieve a return on investment that is greater than passive investment
- **Recognition:** To achieve recognition for all Victorian Traditional Owners and respect for their primacy over Country.

### What we are seeking

#### Board of directors

The role of Federation Enterprises' board of directors is to provide governance and strategic leadership to the organisation. This includes:

- Maintaining oversight of and growing the capital and income generated from its investments
- Developing new opportunities that enhance and benefit the Federation, its members and Traditional Owners more broadly
- Directing, controlling and managing the interests of the company; leading and managing risk and investment due diligence
- Building shareholder relationships with joint venture partners and broader business and industry
- Ensuring the interests, integrity and reputation of the parent company and group are maintained through strong accountability, reporting and communication

## Expectations of directors

Directors are expected to:

- Have the appropriate skills, knowledge and attributes for the position
- Prepare for, attend and actively participate in board meetings
- Utilise their skills, experience and knowledge to contribute to Federation Enterprises' success
- Adhere to Federation Enterprises policies and procedures, and strengthen its governance
- Become familiar with Federation Enterprises strategies, investments, resources and finances
- Build relationships across government, business and finance sectors

## Director composition mix of skill sets, knowledge and qualities

It is recognised that the Board will require a mix of skills, knowledge and expertise, and bring a diversity of perspectives and experience to meet the evolving needs of the company.

Key areas of skills and knowledge include:

- Corporate law
- Entrepreneurship
- Investment governance expertise
- Finance and accounting
- Specific industry knowledge (eg construction, agriculture)
- Understanding of Traditional Owner and Aboriginal community economic development

Areas of personal experience and perspectives and qualities

- Networks and knowledge of small business sector
- Experience in senior management of commercial enterprise,
- Experience in corporate governance
- Bring independent analysis and thought, while being a team member for collective benefit
- Understanding and management of conflicts of interest, particularly in membership driven organisations
- Understanding and knowledge of sector, industry and investment trends
- Risk check and due diligence processes
- Relationships and understanding of government, business and finance sectors

Directors may be expected to:

- Be directors on subsidiary boards
- Support and promote of leadership and opportunity, particularly to:
  - strengthen participation of women
  - enable succession planning
  - recognise emerging knowledge and skills where appropriate
- ensure interests that may raise a conflict of interest will be noted in the expression of interest, and in any on-going fulfilment of the role.

### **Number and Representation of Board Members**

It is expected that the Board will comprise between 4 – 8 Directors, including the Chair and Managing Director. It may be expected that the Board will have a mix of Directors including:

- The Federation Board
- Women members
- Traditional Owner Corporations or associated membership
- Non-Aboriginal backgrounds if required

### **Tenure**

It is expected that the tenure for Board members will be two years, but may be for differing periods, to enable continuity over a longer period of time and balancing the skills and knowledge required to shift in response to the needs of the organisation.

### **Sitting fees**

The Federation Enterprises Board currently pays sitting fees.

Indicatively, these are expected to be based on the Federation's Policy on Payments for Board, Representative and Committee Membership for Directors and Consultants. The board of directors generally meets four-six times per year.

### **Further Information**

[Federation Enterprises - Federation of Victorian Traditional Owner Corporations \(fvtoc.com.au\)](http://fvtoc.com.au)

### **Process for selection**

In responding to this Expression of Interest, please provide your resume along with an outline of your experience and what skills and expertise you have that will contribute to the board's roles and functions and complement Federation Enterprise's vision and strategy.

A selection panel will review the EOIs, undertake interviews and make recommendations to the Federation (parent company) board for final decisions.

Please provide your Expression of Interest by **15 October 2023** addressed to the Company Secretary at [ben.gordon@fvtoc.com.au](mailto:ben.gordon@fvtoc.com.au). If you have any questions, please contact Ben Gordon by email or on 0413 640 291.