

Subtropical Dairy Programme Ltd 2025 Director Elections

Applications
close 6pm Friday
25 July 2025

Subtropical Dairy Programme Ltd (SDP) is a company limited by guarantee and is governed by an elected skills-based Board. SDP is Dairy Australia's Regional Development Program (RDP) for the northern Australian dairy industry throughout Queensland and northern NSW. SDP delivers Research, Development, Extension and Education outcomes for northern Australian dairy farmers.

The Board consists of seven directors. At our Annual General Meeting to be held online on 20 November, 2025, two farmer directors (Ruth Chalk and Elke Watson) and one service provider director (Mark Bauer) will be standing down. The remaining Board members are: Luke Stock (dairy farmer); Dan Cork (dairy farmer); Zita Ritchie (service provider) and Howard Smith (service provider).

Leading up to the AGM we are seeking nominations from dairy farmers for two board positions and from service providers for one board position. Terms are for three years. We are seeking Expressions of Interest from potential candidates to submit applications for Board positions through our selection panel process. Ruth Chalk, Mark Bauer and Elke Watson have indicated they will seek election through the same selection process as new candidates.

It is important for potential candidates to be aware that Subtropical Dairy is currently undergoing a transformation regarding its purpose and operations. The incumbent board anticipates significant change regarding how Subtropical Dairy operates from July 1, 2026.

The key skills being sought as agreed by standing members of the Board are:

- i. **Dairy Industry Experience:** Candidates must be able to demonstrate their understanding and appreciation of the Australian and northern Australian dairy industry and its complexities across the value chain;
- ii. **Milk-Producer Skills and Experience:** Farmers with an interest and understanding of research, development and/or extension across the Subtropical Dairy region are encouraged to apply;
- iii. **Industry leadership:** It is desirable that a candidate can demonstrate an interest, involvement and knowledge of issues and industry structures and/or active participation and credibility within their community with the ability to facilitate consultative discussion;
- iv. **Board / Committee Experience:** All candidates will be required to demonstrate their experience and abilities in key skills relating to the role of director, with relevance to legal obligations, developing and implementing strategy, monitoring organisation performance, ethical standards and developing stakeholder relationships.
- v. **A demonstrated high standard of ethical business behaviour:** Subtropical Dairy operates under a Code of Business Conduct & Ethics, and a Governance Framework. Its purpose is to establish the ethical standards by which directors are required to abide. These standards go beyond compliance with laws and regulations to embrace the organization's values and commitments to its stakeholders.
- vi. **Re-engineering and transforming not-for-profit organisations:** Candidates with skills in the development, deployment and collaboration of strategy within not-for-profit (NFP) organisations; developing public private partnerships; new service and project design for primary producers and/or agricultural service organisations; and generating revenue for NFPs.
- vii. **Emerging Issues:** It is essential that all candidates can demonstrate their knowledge and understanding of emerging issues and be able to apply them as they relate to the northern Australian dairy industry;
- viii. **Research, Development, Extension and Education:** It is preferred that candidates understand leading research, development and extension activities and an interest in working with stakeholders and investors in these disciplines.

Please contact our Executive Officer, Brad Granzin on
brad@subtropicaldairy.com.au or 0431 197 479 for further information.

Applications must be lodged with the Executive Officer by 6 PM AEST Friday July 25, 2025.