

Position Specification: Te Nohoanga o te Poari Karauna

Landcorp Farming Ltd (trading as Pāmu)

On behalf of the shareholding Ministers, the Treasury is inviting applications from people with governance capability who can bring a fresh perspective to the Board of Landcorp Farming Ltd (trading as Pāmu) from their career and life experience.

Applicants must have the necessary capabilities that enable them to meet the requirements of a director in terms of the Companies Act 1993 and other relevant legislation. They must be able to demonstrate the knowledge, skills, attributes, behaviours, and personal qualities critical for organisational stewardship and required for particular roles on the Board.

For a full list of capabilities applicable to Crown companies and SOE boards go to: [What we look for - Board Appointments.](#)

Capabilities sought: Kaha Kimihia

Ideal candidates will be able to demonstrate:

- Significant governance roles in large and complex organisations.
- Sound commercial acumen, including:
 - portfolio and capital management to identify and assess opportunities to drive performance while mitigating risks
 - long term strategic planning
- Strong stakeholder engagement, networks within the agricultural sector, iwi, and Government
- Understanding of the machinery of government.

Commitment: Manawanui

The Board typically meets eight times per annum across a mixture of in person and virtual sessions with two meetings linked to regional farm visits.

Remuneration: Utu

Ordinary Directors' fees for the Landcorp Board are based on a rate of \$44,490 per annum.

Closing date and Introduction Letter: Rā Kati

Candidates are asked to provide a cover letter to support their application. This may include details on their values, interest and motivations for this role, and any personal attributes, strengths and diverse perspectives that they think would contribute to performance on this Board.

To be successful in this role candidates must be able to demonstrate the core capabilities sought, and outline in their cover letters how they meet each of the following key requirements:

- Portfolio management and capital allocation providing experience of analysing investment opportunities to generate substantial earnings while mitigating the risks.
- Level of Governance experience in large and complex organisations.

Please note that if you are shortlisted as part of this appointment process, you will be asked to disclose all relevant interests (which could be personal, private, business or financial interests) that could result in an actual, potential or perceived conflict of interest. All shortlisted candidates are also subject to reference and background checks which will be undertaken by an external provider engaged by the Treasury.

All final decisions regarding board composition are at the discretion of the shareholding or responsible Minister.

Your application and cover letter are required to be with the Treasury no later than noon on **Monday 3 March 2025**.

Any queries should be directed to: appointments@treasury.govt.nz

Current Board composition: Te Pōari

Board Member	Appointment date	Term end date
John Rae (Chair)	1 August 2024	31 July 2027
Nigel Atherfold (Deputy Chair)	28 September 2021	30 April 2026
Dr Tanira Kingi	1 July 2020	31 October 2025
Desiree Mahy	1 June 2022	31 May 2025
Dr Claire Nicholson	1 June 2022	31 May 2025
Sarah Paterson	1 August 2024	31 July 2027
Nick Pyke	1 March 2022	31 October 2027
Paula Savage	1 March 2022	31 October 2027

Entity's Business and Structure: Rangaranga o te Kamapene

Landcorp was incorporated as a state-owned enterprise on 1 April 1987 to assume the commercial farming and property activities of the former Department of Lands and Survey. It operates under the State Owned Enterprises Act 1986. Landcorp is the largest pastoral farmer in New Zealand, managing nearly 360,000 hectares over 112 farms (84 of which are owned by Pāmu and 28 of which are leased) producing milk, beef, lamb, wool, venison, crops and wood. Pāmu also holds and manages four farms on behalf of the Crown per the Protected Land Agreement.

Business Drivers Short to Medium Term: Te Urunga o te Kaipakihi

Landcorp's principal objective is to be a successful business and, to this end, be an exemplary pastoral farmer through prioritising core business and commercial disciplines that demonstrate strong on farm performance and investment initiatives that leverage and add value to its pastoral farming core.