

Applicant Information Pack – Deputy Chair

This Applicant Information Pack provides you with the information you need to complete an application for a position with RDA Pilbara Committee as a Deputy Chair.

This Information Pack contains the following elements:

1. Position description, accountabilities and responsibilities, and selection criteria.
2. Selection process description including application lodgement instructions.
3. Application form.

The application form can be downloaded from RDA Pilbara's website by visiting www.rdapilbara.org.au, completed electronically offline and emailed to Fiona White-Hartig, Chair at chair@rdapilbara.org.au.

Position description

The role of the Deputy Chair is to assume the role and duties of the RDA Chair, as defined below, whenever the Chair is not available. The Deputy Chair also plays an important role in supporting the Chair in day-to-day matters and has similar skills to the Chair.

The role of the RDA Committee Chair is to lead a diverse organisation of individuals working in a complex environment to deliver high value outcomes for the community and the region. The Chair is a recognised business or regional leader who champions local job creation and sustainable regional growth.

They network widely across industry sectors, and attract and facilitate opportunities and investment in their region. They are very knowledgeable about the economic, social, cultural and environmental opportunities and challenges facing their region; well connected and a strong advocate for their region; and draw their community together to build and drive economic growth.

The RDA Chair provides strategic direction and leadership to the RDA Committee and ensures corporate governance arrangements are effectively designed and implemented. They demonstrate strong leadership to the Committee and have a sound understanding of board or committee performance management, including people and organisational management processes.

Accountabilities and responsibilities

The RDA Deputy Chair will be accountable to:

- The Chair – for supporting the activities of the Committee;
- Their communities – for delivering outcomes that meet regional needs;
- The funding providers – for ensuring that agreed objectives are achieved and resources invested are expended as efficiently and effectively as possible; and
- RDA Committee staff – for providing a safe and healthy workplace.

The RDA Deputy Chair will be responsible for supporting the RDA Committee to meet the requirements of the charter, deliver against the outcomes, reporting requirements and performance measures specified in the RDA Funding Agreement, and for the good operational and financial governance of the overall organisation.

Selection criteria

RDA Deputy Chairs are expected to be able to demonstrate a high level of:

1. **Leadership and governance** – A successful applicant will have a very high degree of experience and capability in leading organisations and be able to demonstrate a high degree of knowledge of the governance and performance management principles that apply. They have most likely chaired a board or committee and/or led an organisation and achieved successful and sustainable outcomes in this role(s). They will be very familiar with the types of processes required to manage an organisation, board or committee and have experience leading a group of people in a complex setting.
2. **Delivery focus** – A successful applicant will have had significant experience in actively and substantively contributing to the leadership of high performing organisations that have had success in achieving difficult outcomes within tight deadlines and in a complex environment.
3. **Business acumen** – A successful applicant will have an extensive history of making very good business decisions under pressure and being able to quickly identify and seize business opportunities when they present themselves. They have most likely had a very successful career in business or in a commercially oriented public sector or not-for-profit organisation and will be recognised as a business leader in any of these sectors.
4. **Stakeholder engagement** – A successful applicant will have been successful in managing a broad range of stakeholders in a complex environment to facilitate the achievement of very successful outcomes. They will have a high degree of experience in managing complex relationships including how to manage conflict between stakeholders.
5. **Representational skills** – A successful applicant will have had extensive experience representing regional, business and/or industry interests in a variety of forums. They are recognised as a business, industry and/or regional leader and are regularly called upon to represent these groups as appropriate. They have a sound understanding of the complexities involved in representing a diverse set of people and views that typically exist within a region, business and/or industry groups and can articulate what is necessary to be successful in such a role.
6. **Commitment to the region** – To be successful, an applicant will be expected to have a deep commitment to the region. They will have significant personal and business networks, be able to clearly articulate the key issues facing the region and how the RDA Committee can broker solutions to these issues. The applicant may live or have lived or have business interests in the region and will be a regional, industry and/or business leader.

Selection process description

Applying for a Deputy Chair position involves completing the application form and providing a brief Curriculum Vitae (CV). These documents should be returned to RDA Pilbara, Fiona White-Hartig, Chair at chair@rdapilbara.org.au. Once submitted, you should receive email confirmation that your application has been received. The application process involves the following steps and indicative timeframes:

1. **Processing of applications** – once applications close they will be considered by the Chair.
2. **Referee and other checks** – The Chair will conduct referee checks, and other checks (e.g. probity checks) if required, before making a final assessment of each applicant. This process may take up to two weeks.
3. **Consultation with delegate** – once the Chair has identified their preferred candidate(s), the appropriate approving authorities will be consulted so that a final appointment decision can be made. This may take up to six weeks.
4. **Advice to applicants** – once a final decision has been made, applicants will be advised of the outcome of their application by email and/or post. This may take up to one week.