



NEW ZEALAND THOROUGHBRED RACING

DIRECTOR, NZTR BOARD
RECRUITMENT BRIEFING PACK

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PUREI HŌIHO NĀTI O AOTEAROA



ABOUT NZTR

New Zealand Thoroughbred Racing (NZTR) is the regulatory and governing authority for the sport of Thoroughbred racing in NZ. We are tasked with ensuring the overall health and successful development of the sport across New Zealand, seeking to enhance its attraction to customers and its position in the sporting and cultural landscape of the country.

Racing contributes \$1.6 billion (0.9% of GDP) to the New Zealand economy and directly employs approximately 10,000 people. When including those who are employed elsewhere in the economy due to activity within the racing industry, this number grows to around 17,000.

More than 50,000 people participate in racing when casual staff, part-time workers and volunteers are included. The largest economic contribution racing makes is in wages and salaries – more than \$768 million is paid every year to employees in racing.

Over \$170 million is generated in export revenue for New Zealand with auction sales alone boosting the economy by more than \$55 million.

The industry is at a turning point as we recover from the COVID-19 pandemic and the new Racing Industry Act assigns responsibility for all aspects of Thoroughbred racing to NZTR.

We therefore expect a period of change as the new industry arrangements bed in and as NZTR's function and role expands.

The Racing Industry Act 2020 provides that NZTR's objective is to develop and promote the racing conducted by NZTR.



ABOUT NZTR

The Act provides that the functions of NZTR are:

- to govern racing clubs, racing venues, and participants, including by -
 - monitoring the performance and finances of those racing clubs and racing venues and their approach to managing risks to health and safety under the Health and Safety at Work Act 2015
 - making racing rules (and any amendments to those rules) in relation to racing conducted by the code
 - approving the constitution of a racing club and any amendments to it before the constitution or amendments take effect
 - registering or licensing racing clubs, participants, and horses (as appropriate) in accordance with racing rules made by the code
 - taking measures to ensure adequate representation and involvement of small racing clubs in the code's decision making
- to develop and implement policies that are conducive to the overall economic development of racing conducted by the code and the economic wellbeing of people who, and organisations which, derive their livelihoods from that racing
- to use its resources, including (without limitation) its financial, technical, physical, and human resources for purposes that, in the code's opinion, will directly or indirectly benefit racing conducted by the code
- to develop and implement animal welfare policies in respect of racing conducted by the code
- to distribute revenue received by the code to racing clubs registered with the code
- to manage any assets or surplus venues transferred to the code pursuant to the Act, including (without limitation) by selling or retaining any asset or surplus venue
- to undertake, or arrange for the undertaking of, research, development, and education for the benefit of New Zealand racing
- to enter into commercial agreements with TAB NZ



THE ROLE

Thoroughbred Racing finds itself amidst an exciting time of transformation. While we are committed to our vision and strategy, the journey ahead demands skillful leadership. Due to the scheduled annual retirement of directors and a recent resignation, we extend an invitation to individuals with previous governance experience and a passion for Thoroughbred Racing to consider joining the ranks of the NZTR Board of Directors.

In collaboration with fellow Board Members, the appointed Director will share the responsibility of steering the governance of New Zealand Thoroughbred Racing towards its strategic objectives. Additionally, this role will play a key part in ensuring the organisation's corporate performance aligns seamlessly with its overarching goals.

The commitment expected for this role amounts to approximately 300 hours per annum, including attendance at nine Board meetings, participation in the NZTR Annual General Meeting, and active involvement in relevant Board Committees.

In your role as Director, you will:

- Ensure that NZTR goals are clearly established and approve strategies to achieve them (such strategies being expected to originate, in the first instance, from Management).
- Set policies to strengthen the performance of NZTR including ensuring that Management is proactively seeking to build the organisation through innovation, initiative, technology, new products and the development of its capital.
- Monitor the performance of Management.
- Appoint the CE, set the terms of the CE's employment contract and, where necessary, terminate the CE's employment with NZTR.
- Decide whatever steps are necessary to protect NZTR's financial position and ensure it has sustainable reserves to meet its debts and other obligations when they fall due.
- Ensure that NZTR's financial statements are true and fair and otherwise conform with the law.
- Ensure that NZTR adheres to high standards of ethics and corporate behaviors; and
- Ensure that NZTR has appropriate risk management/regulatory compliance policies in place



ABOUT THE TEAM

The Board of Directors currently consist of 6 members with a diverse skillset including business management, information technology, finance, racing operations and legal. We are enthusiastic and like-minded individuals who share a passion for driving our industry forward. We are looking for someone who understands the industry and can add to our skillset. Review our Board of Director profiles [here](#).

If you're someone who has a passion for our industry, strong governance experience and looking to drive the change we all want to see in Racing, then we want to hear from you! Join our team and let's work together to drive our industry forward.



SKILLS AND EXPERIENCE

Person Specification

The ideal candidate will have an understanding and/or passion for Thoroughbred Racing! You will have proven experience at Board level as a director in one or more large businesses, including setting strategic directions. Success in this role will require a proven ability to make sensible decisions and recommendations and demonstrated entrepreneurial talent for contributing to the creation of Stakeholder value. You will have an ability to see the bigger picture and have commercial, relationship management and organisational change experience.

Essential Skills:

- Proven experience as a director at board level in one or more large businesses.
- Proven experience in setting strategic direction at board level.
- Proven ability and intelligence to make sensible decisions and recommendations.
- Demonstrated entrepreneurial talent for contributing to the creation of Stakeholder value.
- Proven ability to see the wider picture.
- Proven commercial experience, relationship management experience, and organizational change experience.
- High ethical standards and personal integrity

Desirable but non-essential skills:

- An interest or involvement in thoroughbred racing
- Experience in marketing, including digital marketing.
- Experience in governance of IT capability
- Experience in property development and/or property management
- Experience in IT Solutions and framework Development
- Experience in Project Management

KEY ROLE ACCOUNTABILITIES

The Board is responsible for the governance of the strategic direction of the organisation and for delivering accountable corporate performance in accordance with the organisation's goals and objectives.

In the normal course of events, day-to-day management of NZTR will be in the hands of Management.

The Board will perform its role by:

- Ensuring that NZTR goals are clearly established, and approving strategies to achieve them (such strategies being expected to originate, in the first instance, from Management).
- Setting policies to strengthen the performance of NZTR including ensuring that Management is proactively seeking to build the organisation through innovation, initiative, technology, new products and the development of its capital.
- Monitoring the performance of Management.
- Appoint the CE, set the terms of the CE's employment contract and, where necessary, terminate the CE's employment with NZTR.
- Deciding whatever steps are necessary to protect NZTR's financial position and to ensure it has sustainable reserves to meet its debts and other obligations when they fall due.
- Ensuring that NZTR's financial statements are true and fair and otherwise conform with the law.
- Ensuring that NZTR adheres to high standards of ethics and corporate behaviors; and
- Ensuring that NZTR has appropriate risk management/regulatory compliance policies in place.

The Board is responsible, through Management, for ensuring that the capital and resources of NZTR will be allocated to those assets and activities, which will enable it to achieve its goals in a manner best serving the interests of the Stakeholders as a whole.

The Board will meet with the Members' Council at least three times every year outside of the AGM and more frequently as requested by the Council. It will use its best endeavors to familiarize itself with issues of concern to Stakeholders, will consult with them regularly and will take their views into account when making decisions concerning the direction and welfare of the thoroughbred code.

KEY ROLE ACCOUNTABILITIES

The Board will regularly evaluate economic, political, social, and legal issues and any other relevant external matters that may influence or affect the development of the organization or the interests of Stakeholders and, if thought appropriate, will take outside expert advice on these matters.

Currently, the Board has several standing committees and other committees may be formed for specific purposes and disbanded as required.

THE RECRUITMENT PROCESS

1. Search
This process will take place by using a variety of media platforms including industry channels and networks.

2. Recommendations for shortlist and shortlist interviews
After the screening process, the Members Council Secretary will make a recommendation (with a summary report for each candidate) to the Members Council.

Candidates selected from shortlisting will be contacted and invited to participate in an interview with the Members Council.

There may be more than one interview/discussion and other key stakeholders may be involved as required.

3. Due diligence and decision
Reference checking, police records and other online searches will take place for the leading candidate. Once all checks have been conducted, the Members Council will discuss and agree on the appointment of the preferred candidate.

Unsuccessful candidates will be notified.

4. Contact Information
For more information on this role, contact the Members Council Secretary, Sam Fursdon on Sam.Fursdon@nztr.co.nz



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