Position title: Board Director New Zealand Thoroughbred Racing Inc	
Reports to: Board Chair	**Location:** (No Location Requirement]
Term of Office: Three years The NZTR Constitution provides for a term of three years with the possibility of reappointment for two additional three-year terms based on performance and the needs of New Zealand Thoroughbred Racing to a maximum of nine years	

NEW ZEALAND THOROUGHBRED RACING OVERVIEW

New Zealand Thoroughbred Racing (NZTR) is the governing body for a multibillion-dollar industry, contributing over $1.3 billion to the national economy and supporting more than 24,000 jobs. The sport features flat and jumps racing, world class breeding, and marquee innovations like Champions Day and the NZB Kiwi.

NZTR is an incorporated society and its statutory objective, as set out in section 14 of the Racing Industry Act 2020, is "to develop and promote racing conducted by the Code". NZTR's role is to collaborate closely with member clubs, Recognised Industry Organisations, our key wagering partner Entain, TAB NZ, and Racing New Zealand. Our focus is to set a platform for strengthening the business performance and racing opportunities for the sport and code and to provide the long-term strategic leadership and direction for the sport. The NZTR Board is comprised of up to seven members who have the responsibility for governing NZTR in accordance with the Racing Industry Act 2020, the Incorporated Societies Act 2022, NZTR's Constitution, and the NZTR Rules of Racing.

The Board's key functions include establishing the strategic objectives for NZTR, selecting and supporting the Chief Executive, ensuring financial resources for clubs through code funding policies, approving annual budgets and business plans, and being accountable to industry stakeholders for NZTR's performance. Board members will act honestly, in good faith and in the best interests of the organisation and, in so doing, support the organisation in fulfilling its purpose while upholding its values. Additionally, the Board is empowered to enact the Rules of Racing, and regulations and directions under the Rules.

POSITION OBJECTIVE

As a member of the Board of NZTR, you will play a critical role in guiding the strategic direction, governance, and overall success of the organisation. Board members are expected to act in the best interests of NZTR, its stakeholders, and the thoroughbred racing industry. This position requires a commitment to upholding the values and ethics, mission, and vision of NZTR while adhering to legal and regulatory requirements.

KEY RESPONSIBILITES AND EXPECTED DELIVERABLES

KEY RESPONSIBILITIES	**EXPECTED DELIVERABLES**
Governance and Leadership	• Provide strategic guidance and leadership to ensure NZTR operates effectively and ethically. • Guide and support the organisation's strategic direction, mission and priorities. • Participate in Board meetings, discussions, and decision-making processes with integrity and transparency. • Support the CEO to build an engaged and high performing culture within NZTR. • Work across the wider racing community to build and drive an engaged culture that reflects NZTR values and behaviours.
Strategic Planning	• Contribute to the development and review of NZTR's strategic goals, objectives, and establish relevant policies to support NZTR strategic intent. • Monitor progress towards achieving strategic objectives and make recommendations for adjustments as needed. • Manage the CEO and management to ensure delivery of the strategic objectives as established by the Board.
Financial Oversight	• Review and approve NZTR's annual budget, financial statements, and investment strategies. • Ensure sound fiscal management practices are in place to safeguard NZTR's assets and resources. • Ensure organisational compliance with all financial reporting standards and legislative requirements.
Risk Management	• Identify potential risks and opportunities facing NZTR and work collaboratively with fellow Board members and management to mitigate risks and capitalise on opportunities. • Ensure that there is an effective risk management system in operation to safeguard the organisation's sustainability, financial and otherwise and t protect its assets and reputation.

Stakeholder Engagement	• Act as an ambassador for NZTR and foster positive relationships with key stakeholders including industry participants, Minister for Racing, Entain, TAB NZ, Racing NZ, government agencies, sponsors, and the broader community.
Compliance and Legal Obligations	• Ensure NZTR operates in compliance with relevant laws, regulations, and statutory objectives and functions under the Racing Industry Act 2020. • Stay informed about changes in legislation or governance practices that may impact NZTR's operations. • Always act in the interest of NZTR and safeguard its good name and value.
Performance Evaluation	• Participate in the evaluation of NZTR's performance through a stakeholder survey, including the performance of the Chief Executive Officer and the Board itself in conjunction with the NZTR Members' Council.

KEY WORKING RELATIONSHIPS	
Internal:	• Chair • Fellow Board members • CEO and Senior Leadership Team
External:	• Racing New Zealand • TAB NZ • ENTAIN • Recognised Industry Organisations • Racing Integrity Board • Government Agencies • Clubs and Racetracks • Sponsors and Partners • Racing Participants • Community Organisations • Harness Racing New Zealand • Thoroughbred governing bodies in international racing jurisdictions • International Thoroughbred Racing organisations (IFHA, Asian Racing Federation)

PERSON SPECIFICATION	
Qualifications and Experience	• **Desirable -** Bachelor's degree in, finance, business, law, risk management or related field. • **Highly Desirable -** Sound understanding and background of the thoroughbred racing industry, including its challenges, opportunities, and regulatory framework. • **Essential -** Demonstrated experience in governance, leadership, risk management, and decision-making at a senior level, preferably within a sports industry or similar organisation. • **Essential -** Excellent communication and interpersonal skills, with the ability to engage effectively with diverse stakeholders and build consensus. • **Essential -** Strategic thinking and analytical skills to assess complex issues and make informed decisions.

	• **Essential -** High ethical standards and a commitment to integrity, transparency, and accountability. • **Essential -** Availability to dedicate the necessary time and effort to fulfil Board duties effectively.
Technical skills / knowledge	• Sound Business Acumen and background. • Good Understanding of Health and Safety legislation and policy. • Familiarity with legal obligations, regulatory frameworks, board dynamics, risk frameworks and best practice. • Experience or good knowledge of Human / Employment Relations • Previous experience in Change Management • Background in Information Management Technology • Experience or background in Commercial Property Development. • Experience or background in Marketing / Digital Communication.

COMMITMENT REQUIRED

Under the Constitution and the Board Charter, the Board is required to meet no less than six times a year. The current Board typically convenes 10 – 11 times per year, for approximately 4 hours, predominantly in Cambridge and Auckland, although meetings can from time to time be held elsewhere. Board members can attend some meetings via video link if they are unable to attend in person. There are also occasions where the Board is required to convene for shorter out of cycle meetings, usually undertaken via video link. NZTR has two established committees, Audit and Risk, and Racing and Integrity. The Board can and has appointed other committees based on specific projects or strategic areas requiring additional support. It is desirable for Board members to contribute to a committee in an area of their expertise or interest. Although the frequency of committee meetings varies depending on its nature, the Audit and Risk Committee meets 9 times per year, and the Racing and Integrity Committee meets 4-5 times per year for approximately 2 hours. Committee meetings are usually held via video link.

BOARD CHAIR

The Board Chair is elected by the board members annually after the AGM and can be re-elected for a further term each year. The Board Chair in collaboration with the Chief Executive, will guide and provide vison, leadership and stewardship, guiding strategy and representing NZTR as required. Additional duties in addition to the Board Member role:

- Lead and collaborate with Board and Senior Leadership Team in guiding the organisation's strategy, mission and priorities.

- Ensure an appropriate organisational culture, framework, system and procedures for the governance and strategy of NZTR.
- Ensure that the Board adhere to the NZTR Board Charter including the code of conduct; that they maintain their capability to govern; that they create an ethos within the organisation of accountability and self-reflection; and that the Board shows leadership in relation to equalities legislation.
- Regularly evaluate and report on the Statement of Intent through robust Objectives and KPI's quarterly and annually to the members.
- Develop the capacity of the Board.
- Ensure the organisation is managed in accordance with the decisions of the Board and its strategic priorities, making effective use of resources through providing line management, support and leadership to the Chief Executive.
- Ensure that Board decisions are taken in the long-term interest of the organisation and the Board takes collective ownership of its decisions.
- Be responsible for the confidentiality of all business conducted for and on behalf of the Board, taking action as necessary and appropriate.
- Ensure the efficient conduct and recording of Board meetings and Committees.
- Be accountable to the stakeholders and members for the governance of NZTR.
- Represent the organisation as required.