



**GELGANYEM**



**KILKAYI**

**EXPRESSION OF INTEREST FOR**

**FEMALE INDEPENDENT DIRECTOR GELGANYEM & DIRECTOR KILKAYI**

**Applications will be received until 30 April 2015**

Argyle Diamond Mine signed an Indigenous Land Use Agreement (ILUA) in 2004 with the Traditional Owners of the mine lease area in the East Kimberley.

Under the ILUA, a charitable trust, Gelganyem Trust, and a special purposes Trust, Kilkayi Trust were created. Gelganyem also operates a business arm – Gelganyem Investments Pty Limited – and profits from commercial activities flow back into the Trust to provide core administration funding and funding for projects and programs.

Nine of the eleven Directors of Gelganyem Limited are Traditional Owners, nominated by the seven Dawang<sup>1</sup> Groups within the Mirriwung and Gidja people which constitute the traditional ownership groups. There are two Independent Directors, one male and one female, one of whom should bring business skills and expertise to the board and the other a community development background. The practice since Gelganyem and Kilkayi were established in 2005 has been that the two Independent Directors of Gelganyem Limited are the only directors of Kilkayi Pty Limited.

Under the ILUA, a proportion of profits from the mine are deposited into the Kilkayi Trust for the benefit of the Traditional Owners and Gelganyem Trust for the benefit of the wider Aboriginal population in the East Kimberley.

The Directors have established five priority areas for the Trust: Health, Education and Training, Community Well-being, Law and Culture and Economic Growth and Resilience.

Gelganyem has established itself in the East Kimberley as a respected, credible and capable organisation, serving its own people and playing a significant role in encouraging other organisations and services to pull together to achieve region-wide benefits for Aboriginal people in the East Kimberley. It enjoys continuing support from the Argyle Diamond Mine and Rio Tinto, and continues to attract partner support from Federal and State Government agencies and other local stakeholder groups.

It is now at a crucial point in its development, where wider support is needed, to ensure the continuation and growth of its strategies and activities to provide necessary conditions for the physical, social and economic development of the people of the East Kimberley.

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<sup>1</sup> Refers to country of a local (or Estate) group



## GELGANYEM



## KILKAYI

### FEMALE INDEPENDENT DIRECTOR GELGANYEM, DIRECTOR KILKAYI

Gelganyem and Kilkayi are seeking to appoint a female with strong financial and business skills to fill the role as Independent Director of Gelganyem Limited as trustee of Gelganyem Trust and Director of Kilkayi Pty Limited as trustee of Kilkayi Trust.

#### **Director Responsibilities:**

In collaboration with the other Board of Directors:

- Contribute to the organisation's vision and strategies in close consultation with the Gelganyem Argyle Relationship Committee and Traditional Owners;
- Monitor the performance of the Trusts,
- Ensure the governance, legal and financial obligations of the Trusts are met;
- Contribute to review of the performance of the Executive Officer;
- Support the Executive Officer with the strategic management of the Trusts;
- Build the capacity of the Traditional Owner Directors through knowledge and skills transfer;
- Continually improve the Board's collaborative decision-making ability;
- Attend quarterly Board and Relationship Committee meetings in the East Kimberley and special meetings as required;
- Engage regularly with the Traditional Owner beneficiaries of the Trusts on their traditional country around the time of the Kilkayi Bi-Annual Planning meetings and Board meeting;
- Do not engage in interests or activities that may conflict with the interests of Gelganyem and Kilkayi.

#### **Essential Criteria**

- Demonstrable previous experience as a Director or in a senior management role;
- Strong financial skills and business or financial qualifications;
- Commitment to the highest standards of corporate governance;
- Awareness of and sensitivity to issues affecting Aboriginal people; and,
- Availability for a minimum of 2 years.

### Desirable Criteria

- Experience in the mining, construction, retail and/or pastoral industries;
- Previous experience working with Aboriginal people, organisations or boards;
- Demonstrable experience in community development, capacity building and mentoring; especially in a business environment;
- Skills or experience in one or a number of Gelganyem's priority areas;
- Established contacts and networks which can benefit Gelganyem and Kilkayi.

### Estimated time commitment required

- The Independent Director will be required to attend four major meetings each year incorporating attendance at a Gelganyem Trust meeting (2-3 days) followed immediately by attendance at a Relationship Committee meeting (1 day);
- The Independent Director will be involved in Kilkayi Bi-Annual Planning meetings held twice per year;
- The Independent Director will also be required to provide ongoing advice to Executive Office personnel in person or via electronic means and may be required to sign off on electronic payments from time to time;
- A total annual time commitment to the role of around 50 days is anticipated, spread across the year as indicated in the table below:

ID Tasks	Estimated days per month											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Trust meetings			3			3		3			3	
Relationship Comm			1			1		1			1	
Special meetings		1		1			1			1		
Ongoing advice												
Sign off payments	0.5	1	1	1	1	1	1	1	1	1	1	0.5
Kilkayi Annual Plans			10					10				
Kilkayi individual payments												1
	0.5	2	15	2	1	5	2	15	1	2	5	1.5
								Total annual days requirement				52

### Directors' Expenses

- All travel and accommodation expenses related to meeting Directors' responsibilities are covered by the Trusts (subject to relevant internal policies).

Please refer to Gelganyem website [www.gelganyem.com.au](http://www.gelganyem.com.au) or contact Lawford Benning at the Gelganyem Executive Office on (08) 9169-3504 or email [lawford.benning@gelganyem.com.au](mailto:lawford.benning@gelganyem.com.au) for more information. Applications will be received until 30 April 2015.