

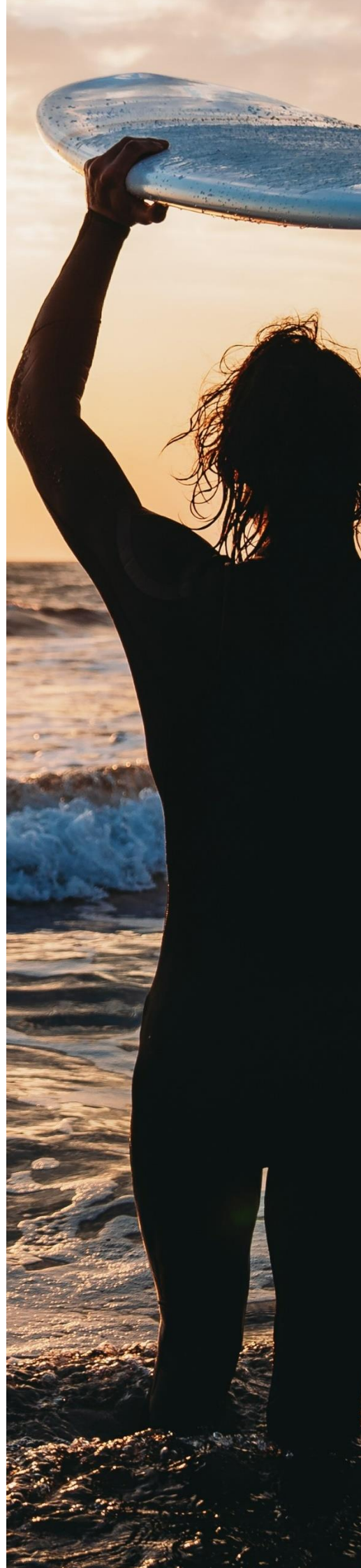
WATERMARK SEARCH INTERNATIONAL CANDIDATE BRIEF

**Board Director
TasNetworks**
February 2024



Powering a
Bright Future

Presented by Watermark Search International.
Trusted for over 40 years, focused on the future.



Non-Executive Director

- High functioning Board
- Contribute to Tasmania's sustainable future
- Major and shared infrastructure focus

TasNetworks is Tasmania's state-owned electricity transmission, distribution and telecommunications business. In delivering our essential services across Tasmania, we're powering a bright future.

To find out more about us visit www.tasnetworks.com.au.

TasNetworks is seeking applications for a Non-Executive Director position on its Board of Directors. The successful candidate will have experience in ESG governance and organisational and cultural transformation in an asset-focused environment. Applicants should have substantial governance and NED experience, a broad appreciation of the Tasmanian economic environment, an understanding of energy transition across the National Electricity Market and preferably AICD or similar qualifications.

TasNetworks is the primary enabler of the continued development of renewable electricity generation and use in Tasmania. It is expected that applicants will share TasNetworks' commitment to balanced, sustainable economic growth for the State.

In accordance with the State Government's Women on Boards Strategy 2020-2025, women are strongly encouraged to apply for this position.

Non-Executive Director

Tasmanian Networks Pty Ltd (TasNetworks)



Company Background

TasNetworks is Tasmania's electricity transmission, distribution and telecommunications business. It is a State-owned corporation, formed by the merger of the distribution business of Aurora Energy Pty Ltd and the transmission business of Transend Networks Pty Ltd on 1 July 2014. TasNetworks is Tasmania's jurisdictional planner in the National Electricity Market (**NEM**).

TasNetworks is established under the *Electricity Companies Act 1997 (Tas)*, and incorporated under the *Corporations Act 2001 (Cth.)* It has two shareholders, the Tasmanian Treasurer and the Minister for Energy.

TasNetworks delivers electricity supply to more than 295,000 residential, commercial and industrial customers. It facilitates the transfer of electricity between Victoria and Tasmania via the sub-sea electricity interconnector, Basslink.

TasNetworks has assets of \$3.5billion and has four subsidiary companies (currently): TasNetworks Holdings Pty Ltd, Fortytwo24 Pty Ltd (**42-24**), Marinus Link Pty Ltd (**Marinus Link**) and TasNet Connections Pty Ltd (**TNC**). 42-24 specialises in telecommunications, information technology and data centre services. Marinus Link was established to hold assets generated or acquired as part of Project Marinus (the feasibility and business case assessment for a second interconnector between Tasmania and Victoria). TNC was incorporated to hold unregulated transmission connection assets.

TasNetworks' purpose is *powering a bright future* and our vision is to be *trusted by our customers to deliver today and create a better tomorrow*.

The latest published Annual Report is available at www.tasnetworks.com.au

Attributes Required on the Board

The Board comprises a maximum of eight (8) Directors (including the Chair) (target composition is six (6)), with an appropriate range of skills, experience, qualifications, expertise and vision to enable it to properly meet its responsibilities to the company. The ability to add value and contribute to Board decision-making and oversight are essential for all Board members.

It is acknowledged that diversity will add to the relevance of the Board's range of skills, experience and expertise.

Some formal training in governance related issues, such as GAICD or FAICD is strongly preferred.

Director appointment

This appointment is to fill a vacancy on the Board and it is expected that the new director will be appointed for an initial term of approximately 3 years.

Director Profile

The Director of TasNetworks will be an active member of the Board, with leadership skills to work as part of a collegiate team and contribute to the strategic direction of the business and effective oversight of Management.

Directors work with Management to ensure that TasNetworks conducts its business and affairs in a manner that is in accordance with sound commercial practice; that conforms to relevant laws and is consistent with TasNetworks' Constitution and the Shareholder's Statement of Expectations. The challenge for the Board is to build on the current TasNetworks' culture to efficiently grow the business

Responsibilities of the Board

Under TasNetworks' Board Charter, the responsibilities of the Board include:

- **OVERARCHING / PRINCIPAL GOVERNANCE:** leadership to and oversight of TasNetworks, including its control, accountability systems, setting strategic direction (including approval of corporate strategy and performance objectives) and risk appetite (including reviewing and monitoring systems of risk management and internal compliance and control);
- **WORKFORCE OVERSIGHT:** monitoring organisational culture and the implementation of strategy, appointing and removing the CEO and Company Secretary, monitoring and assessing CEO and Executive Team (ET) performance and remuneration and ensuring succession planning for the Board, the CEO and ET;
- **DELEGATIONS AND APPROVALS:** approval of regulatory strategy, approving and monitoring the progress of major capital expenditure and capital management, and acquisitions and divestitures, approving and monitoring regular financial and other reporting and approving annual financial statements and reports; and
- **SHAREHOLDER RELATIONS:** Communication with Members about any relevant matters, including TasNetworks' ability to achieve its objectives, purpose or financial targets, reputational risks and emerging risks.

Core Business Skills

The Director will have demonstrated ability and capability in the following areas:

- sound corporate governance skills obtained as a Director or CEO of a comparable business;
- the ability to uphold and develop an effective Board culture;
- overseeing compliance with legislation, policies and procedures;
- a sound understanding of a Director's legal duties and responsibilities;
- ability to contribute to corporate planning and strategy development, organisational culture, company performance and oversight; and
- experience in overseeing a company's management of a safe work environment for team members, contractors, customers and the public.

Specific Requirements for this Position

- Experience in organisational and cultural transformation in an asset focused entity
- contemporary ESG governance
- broad NED experience
- appreciation of the economic environment in Tasmania; and
- understanding of the energy transition and regulatory environment across the National Electricity Market.

Personal Qualities

The following personal qualities are required:

- reputation for high personal and professional integrity;
- sound and independent judgement;
- strong business acumen;
- genuine interest in the organisation, its business and its people; and
- strong interpersonal and communication skills, including the ability to work well within a team.

Remuneration

Board remuneration is determined in accordance with the Guidelines for Board and Committees issued by the Department of Premier and Cabinet. Non-Executive Directors of TasNetworks are remunerated at a rate of \$56,462 per annum, with increases approved by Government from time to time.

TasNetworks Board / Committee Meeting Schedule 2024

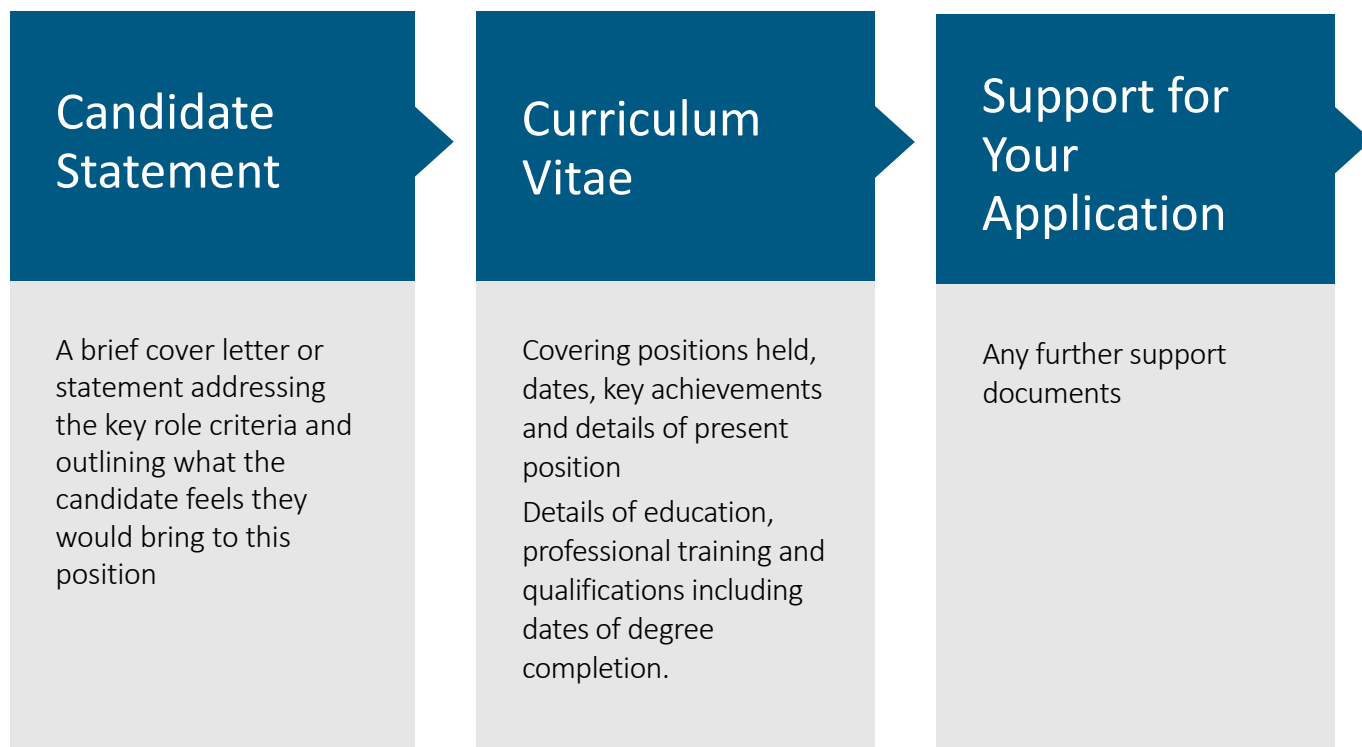
MONTH	DATE	TIME	MEETING	LOCATION / Notes
January				
February	Wednesday 21/2	2:00pm – 4:00pm	Training	Language Matters
	Wednesday 21/2	4:00pm – 5:00pm	Training	Positive WHS Duty – facilitated by David Dilger
	Thursday 22/2	8:30am – 2:00pm	BOARD	Maria Street
	Thursday 22/2	2:00pm – 4:30pm	PRC	Maria Street
March	Wednesday 27/3	8:30am – 11:00am	ARCC	Video Conference
	Thursday 28/3	8:30am – 3:00pm	BOARD	Video Conference
April	Friday 12/4	11:00am – 3:30pm	Board Strategy	Maria Street
	Thursday 2/5	8:30am – 3:00pm	BOARD	Rocherlea – to coincide with AGFEST [CH to Video Conference]
	Friday 3/5	9:00am – 12:00pm	Visit	AGFEST (20 min drive from Launceston)
May	Friday 31/5	8:30am – 1:00pm	BOARD	Maria Street
	Friday 31/5	1:30am – 3:00pm	PRC	Maria Street
June	Wednesday 19/6	2:30pm – 5:00pm	ARCC	Maria Street
	Thursday 20/6	8:30am – 3:00pm	BOARD	Maria Street
July	Thursday 25/7	8:30am – 3:00pm	BOARD	Maria Street
August	Tuesday 6/8	1:00pm – 2:30pm	SPECIAL ARCC	Maria Street
	Monday 12/8	1:00pm – 2:30pm	SPECIAL BOARD	Maria Street
	Thursday 29/8	8:30am – 2:00pm	BOARD	[CH & JB to Video Conference] Maria Street
	Thursday 29/8	2:00pm – 4:30pm	PRC	[JB to Video Conference] Maria Street
September	Wednesday 25/9	2:30pm – 5:00pm	ARCC	Maria Street
	Thursday 26/9	8:30am – 3:00pm	BOARD	*Close to AFL grand final [JB to Video Conference] Maria Street
October	Monday 21/10	8:30am – 10:00am	ARCC (RINS)	Maria Street
	Monday 21/10	10:00am – 5:00pm	BOARD	Maria Street
	Tuesday 22/10	8:30am – 1:30pm	Board Strategy	Maria Street
November	Friday 29/11	8:30am – 2:00pm	BOARD	[JB to Video Conference] Maria Street
	Friday 29/11	2:00pm – 4:30pm	PRC	[JB to Video Conference] Maria Street
December	Wednesday 18/12	2:30pm – 5:00pm	ARCC	Video Conference
	Thursday 19/12	8:30am – 3:00pm	BOARD	Video Conference

*Note: State-wide locations will be updated early in 2024 to coincide with events / site visits.

How to Apply

An executive search is being undertaken by Watermark alongside the public advertisement.

Applications for the position will need to include the following:



For a confidential discussion please call Alison Myatt, Claire Crawford or Daniel Nicholls of Watermark Search International who are leading the search on behalf of TasNetworks.

Claire Crawford

Partner, Executive Search
02 9233 1200

Daniel Nicholls

Partner, Executive Search
02 9233 1200

Alison Myatt

Head of Research
0412 630 817

Georgina Southwell

Project Administrator
02 9239 1223

Please send your application quoting **Ref No A005466** to Watermark Search International at search@watermarksearch.com.au. We will reply to the email address used for your application.

Closing date: 10 March 2024 at 11.59pm AEDT

Contact Us

Sydney

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+61 2 9233 1200

Melbourne

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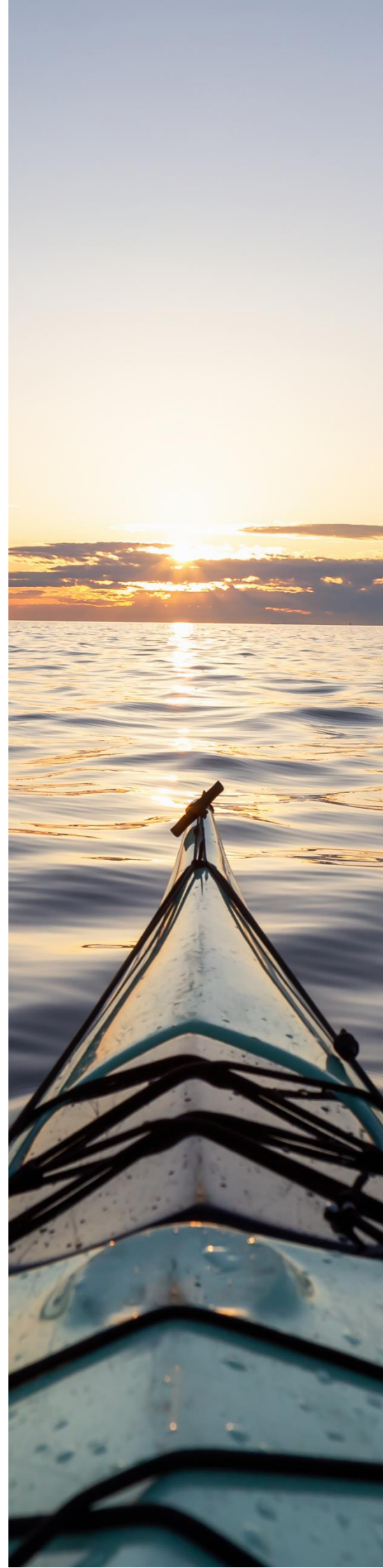
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