

Deer Industry New Zealand **Board Observer 2026**

Deer Industry New Zealand (DINZ) invites expressions of interest for the role of Board Observer for 2026. The Board of Deer Industry New Zealand offers the opportunity for personal and professional development to a person with an interest in the deer sector to join the DINZ board in an observer capacity for 12 months.

Person Specification:

- The opportunity is open to any stakeholder in the deer industry who has an interest in assuming governance roles.
- The person should have interests in the farmed deer sector, either through ownership of deer or employment in the production, processing or marketing of farmed deer products, or related industries.
- The purpose of the Observer role is to develop individuals' governance skills; therefore, the applicants need not have previously served in similar capacities.
- The person should be sufficiently experienced in their professional capacity to be able to add to the views of the DINZ Board.
- Applications from individuals who also have skills and experience from outside of the deer industry are encouraged.

Selection Criteria:

- Willingness to bring their perspective to the deliberations of the DINZ Board
- Aspirations for leadership in the deer and/or broader agriculture sector
- Breadth of experience from outside the deer farming community
- Availability to contribute to the work of the DINZ Board
- Demonstration of career progression

Selection process:

A selection committee of two DINZ Board members and one from the NZ DFA Selection and Appointment Panel will assess expressions of interest and then interview a shortlist of candidates. An appointment will be made in November 2025, for a person to attend DINZ Board meetings during 2026.

Expenses:

Travel and other reasonable expenses will be covered by Deer Industry New Zealand.

Term:

The term would be from 1 February 2026 until the first board meeting of 2027. At the beginning of the term the Observer will be invited to attend Institute of Directors governance training at DINZ expense.

Applications:

Those interested in applying should submit an expression of interest to DINZ CEO rhys.griffiths@deernz.org by **midday 14 November 2025**. **Please ensure you have "Board Observer" as the heading.**

Expressions of interest should include a summary of career to date, involvement with the New Zealand farmed deer sector, and how the skills, attitude and experiences of the applicant would benefit DINZ Board decision making.

Timeline:

- 10 October 2025 - call for applications
- 14 November 2025 - applications close
- w/c 17 November 2025 - selection committee considers applications, and the Board Observer 2026 is appointed
- w/c 2 February 2026 – Board Observer induction to Deer Industry New Zealand
- 25 February 2026 – Board Observer attends first Board meeting.

Board Observer 2026

The Applicants will be selected against the following **Selection Criteria**:

- 1. Brings a valuable perspective to the deliberations of the DINZ Board.**
Does the candidate demonstrate intellectual and emotional intelligence that would benefit Board deliberations. Does the candidate bring a perspective that would differ from the predominate experience around the board table?
- 2. Aspirations for leadership in the deer and/or broader agriculture sector**
What previous experience can the applicant demonstrate that illustrates leadership in their community, the deer sector, or more broadly. What is their personal vision for making a positive impact on New Zealand agriculture.
- 3. Breadth of experience from outside the deer farming community**
What professional and personal skills and characteristics do they have which will allow them to actively participate in Board deliberations.
- 4. Availability to contribute to the work of the DINZ Board.**
The board will meet in person 6 times in 2026, plus the Board Observer will be expected to attend industry events and farmer meetings. The Board Observer will also be expected to participate in monthly videoconferences and attend out of session discussions as needed.
- 5. Demonstration of career progression**
Do they have relevant qualifications and experience? Relevant means – pertaining to the work of Deer Industry New Zealand and could encompass production, processing, marketing or administration functions in agriculture, or related industries. In what way are they continuing to add to their personal and professional development.