



POSITION DESCRIPTION
General Manager

Position Details	
Position:	General Manager
Location:	Flexible arrangements as agreed with the Board of Directors, plus travel throughout Australia as required
Term:	Full time
Remuneration:	A competitive salary package will be negotiated with the successful applicant based on experience
Reporting to:	Chairman
Enquiries to:	Chairman, Stacey Jones – 0438 386 092 Secretary, Gary Reidy – 0419 482 415
Applications to:	Applicants are requested to forward their CV and covering letter by email to - mso@specklepark.org

About Speckle Park International

Our Mission – To be an industry-leading genetic services company that enables the sustainable production of premium beef.

Speckle Park is one of the fastest growing cattle breeds in Australia. The latest figures released by the Australian Registered Cattle Breeders' Association ('ARCBA') show Speckle Park as being the 10th largest breed in Australia by total registrations. When comparing the lists compiled by ARBCA in 2016 and 2022, Speckle Park is the only new breed to make an entrance in the Top 10.

As the peak body for Speckle Park cattle in Australia and New Zealand, Speckle Park International ('SPI') is a highly focused, strategic association delivering positive outcomes for its membership and cementing Speckle Park cattle at the forefront of the Australian, New Zealand and international beef industries.

SPI has over 650 members, the majority of which is comprised of Speckle Park studs. Our membership base is located across Australia, New Zealand, USA and Canada.

Organisational Structure

SPI is a registered public company, limited by guarantee, governed by a Board of Directors which is supported by a number of Sub-Committees. SPI provides a range of services to its members consistent with its Corporate Goals including:

- **Breed Development:** increase the rate of genetic gain in Speckle Park cattle through innovative use of industry-leading genetic and genomic improvement technologies whilst maintaining sustainable levels of genetic diversity.
- **Environmental Sustainability:** improve the environmental impact of Speckle Park cattle and their production.
- **Extension:** increase the skills and knowledge of members and their commercial customers in genetic improvement technologies and marketing services.
- **Marketing and Communications:** increase demand for Speckle Park seedstock and commercial cattle in all sectors of the beef supply chain.
- **Organisational Development:** increase the efficiency and effectiveness of SPI strategic and operational planning, governance and management.

Role Overview & Responsibilities

Having recently finalised its 5-year Strategic Plan, SPI is seeking a General Manager to facilitate the future improvement and growth of the Speckle Park breed through the successful implementation of the Strategic Plan.

Within delegated levels of authority, the General Manager will be responsible for all operational functions of SPI including, but not limited to:

- Ensuring execution of the Strategic Plan, consistent with directions from the Board of Directors.
- Oversee and manage the finance functions of SPI, including the annual audit.
- Establish, and monitoring performance against, annual organisational budgets.
- Ensure the Annual General Meeting and associated processes and procedures are completed as required.
- Ensure the organisation of, and attend, meetings of the Board of Directors.
- Monitor and manage the performance of contractors and suppliers, constantly seeking to achieve the efficient and cost-effective provision of services to SPI and its members.
- Represent SPI to business partners, stakeholders and others as required.
- Promote Speckle Park at all levels of industry and represent SPI at industry events, acting as a breed ambassador.
- Oversee and manage execution of the Marketing and Communications Strategy.
- Recruit and manage all direct reports as required.
- Provide periodic reports to the Board of Directors, and more frequently to the Chairman, in relation to achieving KPIs under the Strategic Plan and the fulfilment of the Role Responsibilities.

Attributes

The successful applicant must be professional, motivated, organised, efficient and effective and possess the following:

- Highly developed communication skills.
- Relevant tertiary qualifications.
- A thorough understanding of the Australian beef industry and an extensive network within the red meat & livestock industry.
- Demonstratable experience in the successful execution of Strategic Plans, developing budgets and financial management control and oversight.
- A detailed understanding of the regulatory framework within which SPI operates.
- Extensive experience in stakeholder engagement.
- The ability to appropriately prioritise, deliver outcomes in line with agreed schedules and exercise authority within a pre-determined framework.