



Appointment of Independent Advisors to Council Policy

Date: 15/02/2020

Policy Context

Council appoints Independent Advisors for the provision of specialist advice for matters such as audit, risk and finance. These advisors are engaged on a contractual basis to provide independent specialist advice to council and council subcommittees.

This policy sets out the appointment process, restrictions, terms of appointment, engagement, remuneration and exclusions for the Independent Advisor roles.

Appointment Process

Independent Advisor roles will be advertised unless good reason exists not to. The power to decide not to advertise is to reside with council but may be delegated to the Chief Executive Officer. In deciding not to advertise, the council will consider:

- The costs of any advertisement and selection process;
- The already known availability of qualified candidates;
- The urgency of the appointment; and
- Whether there is a high prospect that an incumbent will be reappointed.

A recruitment panel will be established to consider applications, conduct interviews and make a recommendation on preferred candidate(s) to council. The panel shall normally comprise the council Chair and two other councillors.

The panel and candidates are required to declare any potential conflicts of interest during the recruitment process and in the subsequent recommendation to council.

Appointment restrictions

No Independent Advisor shall be a current staff member, director or consultant to any NRC council-controlled organisation or council organisation (i.e. Marsden Maritime Holdings, Northland Inc).

No Independent Advisor shall provide any consulting work or professional services to NRC (other than in directly performing their Independent Advisor role).

Term of appointment

Appointments shall be for a maximum three-year term, subject to any review the council considers necessary.

Reappointment may not occur for reasons unrelated to the performance of the Independent Advisor, such as other changes to the composition of the council or changes to the direction of the council or the environment in which it operates.

Independent Advisors should have no expectation of re-appointment at the end of any three-year term.

The maximum number of consecutive terms for any Independent Advisor is two, but with reappointments exceeding six continuous years being considered on a case-by-case basis.

Engagement and Remuneration of Independent Advisors

Independent Advisors will be engaged by way of a short form contract to NRC, executed by the Chief Executive Officer.

Remuneration for Independent Advisors will be determined by the Chief Executive Officer and based on an hourly rate with an upper limit of number of hours per year.