



ICAR BOARD MEMBERSHIP CRITERIA FOR NOMINATIONS (2023)

Date: 13th Oct 2022

In accordance with Article 11 of our Statutes, ICAR seek new Board Member candidates to be put forward for election at our annual ICAR General Assembly. The following is the procedure and criteria by which nominees are vetted and elected.

1. Background to ICAR

The aim of ICAR is to promote the development and improvement of the activities of performance recording and the evaluation of farm livestock.

The Objectives of ICAR, an international non-profit organization, is to promote the development and improvement of performance recording and evaluation of farm animals. This is to be achieved through establishing definitions and standards for measuring animal characteristics having economic importance, including:

- a) establishing rules, standards and guidelines for the purpose of identifying animals, the registration of their parentage, recording their performance, evaluating their genetics, and publication of such.
- b) promoting discussion and collaboration in all activities having to do with animal performance recording and evaluation within and among international organizations, public authorities and industry.
- c) encouraging the use of animal records for the purpose of assessing the value of animals and farm management systems, given that both aspects have a bearing on the profitability of animal production.
- d) facilitating the interpretation of animal records at the practical level by publishing reports showing the results obtained through the application of performance recording and evaluation.

The association has also as its aim the drafting of articles, publication and distribution of journals and books, the organization of seminars and workshops, and granting scholarships to selected researchers or students.

Within the scope of its activities, the association can enter into any transaction having to do with movable or immovable property where such transactions are in pursuit of its aims.

2. The Role of the ICAR Board

The powers and duties of the Board Members (the Board) of the International Committee for Animal Recording (ICAR) are set out in the Statutes, internal regulations and policies and are in accordance with the current Dutch legislation. These Guidelines have been prepared to give guidance to the Board Members with respect to their legal obligations and fiduciary duties and is intended to be reviewed annually or as required.

3. Functions of the Board

Without limiting the obligations and duties as stated in the Statutes and elsewhere shown above, the functions of the Board of ICAR shall include:

- a) Approving the Strategic Plan of ICAR.
- b) Approving plans, strategies and budgets to ensure accountable and efficient provision of services by ICAR and the long-term financial viability of the organization.
- c) Ensuring that the services provided by ICAR meet the needs of members, are science-based and that the views of all members and stakeholder groups are taken into account in such service provision.
- d) Ensuring effective and accountable staff and structures are in place to:



- Monitor and improve the quality and effectiveness of services provided by ICAR.
 - Address identified problems or issues with the quality and effectiveness of services in a timely manner.
 - Foster innovation.
- e) Approving and monitoring the annual goals which are consistent with the attainment of the mid and long-term objectives.
 - f) Monitoring and assisting activities of Sub-Committees, Working Groups and Task Forces.
 - g) The appointment of the Chief Executive (CE).
 - h) Overseeing the management of ICAR by the CE.
 - i) Monitoring the annual performance of the CE and agreeing a compensation and performance package.
 - j) Establishing committees to assist the Board in the execution of its duties.

4. The guiding principles used by the ICAR Board to make its decisions

- a) Act with integrity and according to the ICAR statutes and internal regulations and within Dutch law.
- b) Aim to maximize the net benefit to ICAR members.
- c) Consider the views of technical experts and ensure all technical changes have been thoroughly researched and reviewed.
- d) Consider the relative cost and benefit of any initiative or change.
- e) Consider the practicalities of implementation including acceptance and uptake.

5. Time Commitments – Meetings:

The ICAR Board hold monthly video conference calls (1hr to 1hr 30mins duration) and meets annually face to face at the ICAR annual general assembly in the country hosting the annual ICAR conference. From time to time the ICAR Board may hold a second face to face meeting in the year. Time commitment equates to approximately 5-7 days/annum plus travel time. Significant background reading is required to prepare for meetings.

6. Term

Board Members are elected for a four-year term by the General Assembly. Board Members may be re-elected once only. Note: As per Article 11 of our Statutes, the Board member term can be extended up till two years more after two four-years terms, this exception must be approved by the General Assembly.

7. Re-imbusement of Costs

Accommodation and meal expenses relating to ICAR Board activities at Annual General Meetings are to be covered by participating Board Members. For activities outside Annual Meetings ICAR shall pay accommodation as authorized by the President. All travel expenses shall be the responsibility of the Board Members.

8. Key Selection Criteria

Candidates for board positions should:

1. As per Article 11 of our Statutes Board Members must be working for or be nominated by a Full ICAR Member Organisation.
2. Any new potential candidates for Board membership must first be checked versus latest Office of Foreign Assets Control lists and for money laundering in line



- with the Financial Action Task Force on Money laundering (FATF)* before being nominated to the General Assembly for election to the ICAR Board.
3. Have governance knowledge and experience particularly in businesses related to ICAR's activities.
 4. Have practical understanding and/or recognized technical expertise in either animal identification, phenotype recording (e.g., milk recording, trait recording, sampling, etc.) or genetic evaluation in a livestock industry.
 5. Have skills in either business strategy and/or finance.
 6. If candidate has good working knowledge of Sustainability in farming that would also be an advantage.
 7. If candidate has experience at a senior level in a Dairy Herd Improvement Organisation
 8. Have a demonstrated ability to understand complex technical issues.
 9. Have demonstrated ability to make sound judgments.
 10. Have a good verbal skills and written understanding of the English language.

ICAR is committed to equal employment opportunities regardless of any protected characteristic, including race, colour, genetic information, creed, national origin, religion, sex, affectional or sexual orientation, gender identity or expression, lawful alien status, ancestry, age, marital status and will not discriminate against anyone on the basis of a disability. We support an inclusive workplace where members and associates excel based on personal merit, qualifications, experience, ability, and job performance.

For more information contact ICAR Chief Executive via e-mail at martin@icar.org. Additional background information including ICAR Statutes is available on our website www.icar.org.

*Additional Information on OFAC FATF and Rabobank sanctions policies please refer to;

OFAC: <https://sanctionssearch.ofac.treas.gov/>

Rabobank: <https://www.rabobank.com/en/images/sanctions-statement.pdf>

FATF: <https://www.fatf-gafi.org/countries/>

9. Why would you want to nominate or be nominated as an ICAR Board Member?

This is a great opportunity for a business leader working in one of our member organisations to get to see how ICAR operates. By doing this role you get to interact with the CE and other ICAR Board members in similar positions as yours from all corners of the globe. You will gain invaluable international exposure and access to the business leaders in the ICAR member network. From a personal and a company viewpoint you will get to see and share how ICAR and indeed how other members approach key business matters in the world of animal recording. In short it broadens yours and your company's horizons.

10. Nomination Process

Full ICAR Members who wish to propose a candidate should submit a supporting letter which addresses how your candidate meets the listed criteria, along with a short CV of the candidate. These documents must be sent by email to secretariat@icar.org no later than XX 2023. A final list of candidates who meet the criteria above will be presented to the Members for election at the next General Assembly to be held on 24th May 2023 in Toledo. Spain.