



BOARD POSITION DESCRIPTION FOR BOARD MEMBER RECRUITMENT

Background

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.

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 Italian 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.



1. 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:
 - i. Monitor and improve the quality and effectiveness of services provided by ICAR.
 - ii. Address identified problems or issues with the quality and effectiveness of services in a timely manner.
 - iii. 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.

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

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

Time Commitments - Meetings

The ICAR Board hold monthly conference calls and meets annually face to face at the ICAR annual general assembly in the country hosting the annual Conference. From time to time the ICAR Board may

hold a second face to face meeting in the year. Time commitment equates to approximately 10 days/annum plus travel time. Significant background reading is required to prepare for meetings.

Phone conferences may also be held throughout the year.

Term

Board Members are elected for a four-year term by the General Assembly. Board Members may be re-elected once.

For clarity, if a Board Member completes the term (mandate) of an out-going Board Member this will not be considered as the in-coming Board Member's first mandate.

Re-imbursement 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.

Key Selection Criteria

Candidates for Board positions should:

- Be employed on managerial level by a Full ICAR Member
- Have governance knowledge and experience particularly in businesses related to ICAR's activities.
- Have practical understanding and/or recognized technical expertise in either animal identification, phenotype recording (eg. milk recording, functional trait recording, etc.) or genetic evaluation in a livestock industry.
- Have skills in either business strategy and/or finance
- Have a demonstrated ability to understand complex technical issues.
- Have demonstrated ability to make sound judgments.
- Have a good verbal skills and written understanding of the English language.

For more information contact ICAR Chief Executive at +353-8766 72223 or via e-mail at martin@icar.org.

Additional background information including ICAR Statutes is available on our website www.icar.org.