



## Non-Executive Director, Icon Water Limited



*Icon Water is an Equal Opportunity Employer, which values diversity and inclusion. We encourage applicants from all backgrounds, including Aboriginal and Torres Strait Islanders, people with disabilities, people from culturally diverse backgrounds, LGBTIQ+ people and all ages. We also have a strong focus on gender balance within the organisation.*

The ACT Government is looking to appoint a non-executive Director to the Icon Water Board.

Icon Water Limited is an unlisted public company that is wholly owned by the ACT Government. It has assets and investments in water, sewerage and energy services totalling \$3.2 billion. Icon Water services a population of over 450,000 in the Canberra region. It is committed to implementing ecologically sustainable development principles and delivering high quality and efficient services.

The successful candidate would be part of a governing board, accountable for the overall strategic direction, oversight of management and corporate governance of Icon Water.

It is essential that candidates have:

- experience which demonstrates financial acumen to support sound decision making and an understanding of the processes required for effective commercial operations and transactions
- experience as an effective non-executive director, or the demonstrated capacity to become an effective non-executive director, with knowledge of the legal, ethical, fiduciary and financial responsibilities of a director under Corporations law.

It is desirable that candidates have:

- demonstrated experience in relation to government relations and stakeholder management including understanding of government processes and public policy
- senior management experience in people management including industrial relations management and remuneration setting
- demonstrated leadership in program and change management to leverage ICT to support innovation and business transformation
- experience which provides an understanding of the structure, operation and challenges of the Australian water and energy industries.

Successful candidates will also be nominated for appointment to Icon Water's two subsidiary boards and may also sit on additional committees of the Icon Water Board.

Non-executive Directors currently receive remuneration of \$42,565 per annum (plus superannuation).

Expressions of interest which address the above criteria should be submitted by Friday 08 December 2023 to Emily Kerslake who can be contacted at [recruitment1@iconwater.com.au](mailto:recruitment1@iconwater.com.au)

# Icon Water Limited

## Position description – non-executive Director, Board

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| <b>Title:</b>      | non-executive Director, Icon Water Limited Board |
| <b>Reports to:</b> | Chair, Icon Water Limited Board                  |
| <b>Location:</b>   | Australian Capital Territory                     |

### Position overview

Icon Water Limited (Icon Water) is an unlisted public company that is wholly owned by the ACT Government. Icon Water:

- manages over \$3.2b of water and wastewater assets with \$330m annual revenue;
- holds a 50% interest in ActewAGL Distribution which owns over \$1.0b of electricity and gas distributions networks; and
- holds a 50% interest in ActewAGL Retail which holds a majority market share in the ACT electricity and gas retail market with a turnover of over \$600 million.

Icon Water has corporate reporting and compliance obligations under the *Territory-owned Corporations Act 1990* and Corporations Law.

The non-executive Director will serve on the Icon Water Board, accountable to the Voting Shareholders for the overall strategic direction, management and corporate governance of Icon Water.

### Key responsibilities

As a member of the Icon Water Board, the non-executive Director will be responsible for:

- applying their knowledge, skills and experience to the benefit of Icon Water and its Board
- overseeing Icon Water performance and operations, including its control and accountability systems and compliance
- monitoring the performance of the Managing Director
- monitoring implementation of strategy and achievement of strategic objectives
- reporting to the Voting Shareholders
- providing strategic advice to management
- approving management's corporate strategy and performance objectives (outlined in an annual Statement of Corporate Intent)
- approving and monitoring the progress of major capital expenditure, capital management, acquisitions and divestitures
- monitoring financial reporting and compliance systems for legal and regulatory requirements and ethical standards and policies
- reviewing and ratifying systems of risk management, internal compliance and control, and legal and regulatory compliance to ensure appropriate compliance frameworks and controls are in place
- monitoring compliance with good corporate governance requirements.

The non-executive Director is required to attend:

- Icon Water Board meetings in Canberra (approximately seven meetings per annum)
- subsidiary company Board meetings (approximately six for each of the subsidiaries Icon Retail Investments Limited and Icon Distribution Investments Limited)
- Remuneration Committee meetings (approximately two meetings per annum)
- Risk and Assurance Committee meetings (if appointed to this committee) (approximately four meetings per annum)
- strategy meetings (generally two per year: one meeting for the water and sewerage strategy and one meeting for the energy strategy)
- the Annual General Meeting with Voting Shareholders.

Where possible, meetings (other than for the Risk and Assurance Committee) are scheduled to occur on a single day to accommodate director diaries.

### **Qualifications, knowledge and experience**

- experience as an effective non-executive director or the demonstrated capacity to become an effective non-executive director with knowledge of the legal, ethical, fiduciary and financial responsibilities of a director under Corporations law
- experience which demonstrates financial acumen to support sound decision making and an understanding of the processes required for effective commercial operations and transactions
- experience which provides an understanding of the structure, operation and challenges of the Australian water and energy industries (desirable)
- knowledge and capability in the framework for economic regulation of the Australian water or energy industries (desirable)
- knowledge and capability of other core areas including customer focussed business, technology, cyber, transformation programs (desirable)
- connections to the Canberra community and the local region (optional).

### **Attributes and skills**

- Commercial acumen to support sound decision making and judgement, including in relation to political issues.
- Open-minded, the ability to challenge and embrace change, diversity and equality as elements intrinsic to the success and performance of the organisation.
- Integrity appropriate to fulfil a director's duties and responsibilities, acting ethically, with appropriate independence, putting the organisation's interests before personal interests.
- Strategic thinker capable of comprehending the wider contexts, developing long term goals and overseeing achievement of those goals.
- Decisiveness, ensuring appropriate use is made of available information, knowledge and experience to decide and initiate action that reflects a commercial focus.
- Analytical thinking skills, including the ability to digest and synthesise complex information, assess and evaluate problems or concepts in order to make decisions based on the analysis of available information
- Interpersonal skills that enable collaborative engagement and effective communication with fellow board members and a diverse range of internal and external stakeholders.