

ALLUVIUM HOLDINGS

Non-Executive Director

alluvium

Science, engineering and strategy for catchments, rivers and coasts

 **EcoFutures**

Ecological strategy, advice and design in a changing environment

 **MOSAIC**
insights


Science, insights and impact for social landscapes of the future

alluvium
International

Catchment management science and planning through the Asia Pacific region and beyond

Alluvium Group

Solving the complex and systematic challenges facing our society and environment

 **Natural Capital Economics**

Economic and policy analysis, advice and decision support

alluvium
FOUNDATION

Facilitating deep thinking, debate, and action to solve our biggest problems

Our business

The Alluvium Group brings together six organisations who are passionate about working on issues of environment and communities. Our businesses share a collective vision, strategy and a commitment to client service. Our business model is unique and driven by a genuine belief that a focus on technical depth and excellence better serves our clients and the industry.

As a group we are committed to an enabling culture which removes barriers to creativity and encourages people to develop as leaders. We have encouraged flexible work since the creation of Alluvium in 2006 and retain that commitment.

We have approximately 160 staff across the group and operate out of offices in Melbourne, Canberra, Sydney, Brisbane, Townsville and New Delhi, along with smaller regional offices. At any moment we have over 500 active consulting and research projects underway.

The strength of our group is embedded in the independent business decision making of our company boards and leadership, and the ability of each entity to focus on delivering exceptional work for our clients.



Why we exist

The work we delivery for our clients, and the differences we make for the environment and communities, come down to our purpose: We are driven to create impact.

We believe the pressures of climate change, biodiversity loss, frequent disasters and the impact of these on communities are the key challenges of our time. In many cases these factors are exacerbated by decades or even centuries of historical practices. The responsibility for these issues is complicated. Various levels of government, the private, research and philanthropy sectors, in addition to the community and economy more generally, all have roles. Many of these institutions change rapidly with changes in politics or research funding.

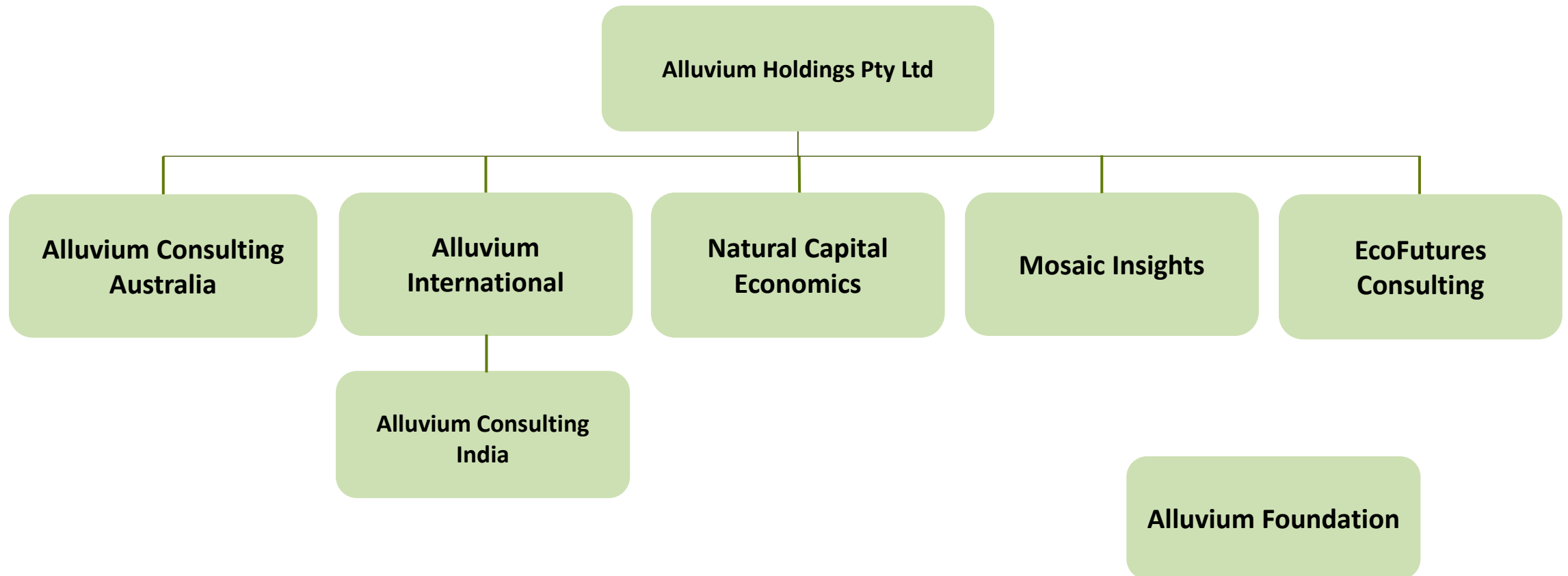
Despite these challenges we are fortunate that we live in a time of great knowledge. Both from a scientific and an on-ground management perspective we have never been in a better position - we now have access to information from across the globe that was unimagined just 10 years ago.

The Alluvium Group was founded to bridge the gap between the science, policy and on-ground implementation. We offer informed, creative, practical and useable advice. In doing this we hope to improve the way society deals with the connected and difficult issues of the community and its environment.



Current Structure of the Alluvium Group

The Alluvium Holdings Board sits above a number of companies with their own governance and management structures. While Alluvium Consulting has been trading for 16 years, the other businesses have commenced operation from 2016 onwards. Alluvium Holdings is responsible for the Group strategy and policies, as well as guiding investment decisions.



We contribute beyond consulting services

We are a firm who delivers high quality services but we recognise our role in industry to help progress difficult issues of the community and its environment outside of a fee for service structure. In addition to multiple staff playing roles in industry and academic bodies we are pursuing two formal mechanisms:

The Alluvium Foundation

The Alluvium Foundation is a not-for-profit independent organisation affiliated with the Alluvium Group of companies.

We seek to be involved and to influence national debate on complex issues that impact on our society and environment. The Alluvium Foundation is a platform to bring together national and international leaders to discuss and debate key issues and influence policy, planning and practise.

Alluvium Research and Insights Program

At Alluvium we aim to play a role that links the best research and managers of environmental and social programs.

Actively participating in research is crucial to that role, exposing staff from across the organisation to leading thinking as well as enabling researchers to tailor and apply projects to what's needed by managers and policy makers. We do this through writing papers, supporting our staff who wish to pursue research, jointly supervising students, hosting research interns and funding our own research priorities.

Our research and insights program has established formal links with CSIRO, University of Melbourne, Griffith University, Monash University and the University of Newcastle. We also carry out research activities through Cooperative Research Centres, post graduate student projects and joint research bids.



The Role

Alluvium Holdings has a majority interest in each of the Group Companies and its Board plays a significant role in strategy and support of the broader business.

We are continuing to pursue a growth strategy and are now seeking to broaden the skills, experience and diversity of the Alluvium Holdings Board through the appointment of a new Non-Executive Director. This position is a replacement for one of our long-standing NEDs who has been instrumental in helping the business thrive. That person is also the current Chair of Alluvium Holdings and this position, subject to discussion, may be considered for that role.

You will need to have a specific skill set and demonstrated track record in working on professional services enterprises of our size as well as presenting a strong values-based approach to business. Where historically we have sought Board members with a deep understanding and connections into our work sectors, this appointment is additionally focused on business acumen and a degree of entrepreneurial thinking.

We are ready to be challenged in the way we think about the future. We are seeking someone with skills which directly relate to the issues and growth of a medium sized business and importantly you will need to resonate with our vision, values and purpose.

This appointment will increase the size of the Alluvium Holdings Board to seven, four Non-Executive Directors and three Directors elected from the shareholders.

The successful candidate will:

- Have a profile in the broad field of environment, economics, or communities
- Have a commitment to, and understanding of, developing a business that is influential in its chosen field
- An infectious enthusiasm for the group and its principles (and the time to devote to it)
- A passion for growing businesses

Specific role requirements:

Attend four Board meetings annually. Board meetings are normally rotated around our offices and conducted over four to six hours. The Board members often meet the night before meetings for an informal dinner and discussion.

- Attend 1 strategic planning session annually. The Boards from across the Group and executive team come together to discuss our strategic plan annually. This is normally an additional day attached to one of the Board meeting.
- 2-5 formalised phone discussions (~ 1-2 hrs) to discuss specific issues (such as end of year accounts or group wide issues that arise)



More information

We know you will have questions and for more information on the role please contact Kane Travis or Matt Francey for a confidential discussion.

Kane Travis (Director of Alluvium Holdings)
0420 362 714
kane.travis@alluvium.com.au

Matt Francey (Alluvium Group CEO)
0425 752 456
matt.francey@alluvium.com.au

Next Steps

To apply please forward a CV and short cover letter to info@alluvium.com.au.

Please ensure your cover letter clearly expresses the alignment between your skills and experience and our business needs.

All discussions will be in strict confidence. **Applications close Friday the 24th of November**

www.alluvium.com.au www.ecofutures.com.au www.nceconomics.com www.mosaicinsights.com.au www.alluviumfoundation.org

