



Board Candidates

Background

This is the second year of our nominations process for Board elections.

This year's Nominating Committee was formed in March 2018, and includes the President (Vanisa Dhiru), an independent appointee with governance recruitment expertise (Elaine McCaw), and a member representative selected from an expressions of interest process held last year (Jackie Edmond, Family Planning NZ).

To balance the skills, experience and competencies of Board members who seek to continue their terms, it was recommended by the committee that the NCWNZ recruit for the following skills:

- Proven governance experience
- Strategic oversight of organisations
- Brand and digital strategy
- PR and media
- Fundraising, sponsorships and revenue diversification
- Investment and asset management.

The Committee opened a recruitment process with external advertising for the three elected board roles. Advertisements were placed with the Institute of Directors NZ, Appoint Better Boards and the advert was shared across NCWNZ members. The Ministry for Women's Nominations database also did a dedicated search based on the skills identified and provided CVs of women that may be interested.

The Committee reviewed 14 expressions of interest. Seven applicants were identified to have attributes required, and give strength to the Board to deliver on the current Strategic Plan. Each were either interviewed or substantive conversations were held with them. From this list of seven, two nominees subsequently declined to progress to elections, and five are included as candidates.

The Nominating Committee again urges members to think about the range of skills and attributes needed to deliver on the NCWNZ strategy and workplan, and vote for three candidates that have the best range of skills and attributes to join the team. Each candidate has prepared a 500 word statement, and those who will vote at Conference can view all five video statements online here: <https://youtu.be/aZMpG57Mwfs>

After the elections, the Nominating Committee will assess the skills and expertise again of the full board and begin recruitment for the appointed Aspiring Board Member position in early September.

List of Candidates

Name	Strongest attributes noted by Nominating Committee
Scotia Boelee	Governance; Strategic oversight of organisations; Brand and digital strategy; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from regional NZ.
Judene Edgar	Governance; Strategic oversight of organisations; Brand and digital strategy; PR and media; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from South Island.
Pip Jamieson	Governance; Strategic oversight of organisations; Representation from South Island.
Jignasha Patel	Strategic oversight of organisations; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from Auckland.
Robyn Wong	Governance; Strategic oversight of organisations; Investment and asset management; Representation from Wellington.

Candidate Statements

Candidate 1: **Scotia Boelee**

Based in Urenui

I am an executive governance specialist, with 16 years proven success in providing strategic oversight to a range of global organisations; my approach is hands-on and high energy. I consistently drive exponentially improved outcomes through identification of the critical, but often previously unrecognised or unrealised, strategies and by creating the right cultural space for management teams to thrive. As detailed in my resume, I have a strong background in brand and digital strategy, fund raising and revenue diversification, and investment decision-making and asset management.

I am passionately committed to gender equality, and believe that diversity in the workplace is not only ethically right, but critical if organisations and corporations are to succeed. Whether in governance roles, or as an employee or consultant, I have always performed beyond the highest of expectations; I attribute this result to my own points of difference, which are considerable given the organisations I work with are predominantly staffed by conservative men; western or Muslim.

I grew up in Waimana, and attended one of the poorest performing high schools in the country. Even here, I didn't 'fit the mould' so was in the bottom class, and told that I wouldn't pass School Cert so couldn't go to university. Pregnant at 17 and again at 20, my papa whangai, one of New Zealand's first maori doctors, tutored me through my exams and I went to Massey at 18, then on to Canterbury. During university and while bringing up my two wonderful children, I spent a significant amount of time working for Women's Refuge and took over coordination of the Annual Street-Day Appeal. I increased the amount collected by 300% in the first year by challenging social perceptions; a result that led directly to my first role as a graduate with Mobil Oil. Since then my career has soared, along with the profits and strategic outcomes of the companies I have worked for or stewarded.

Dissatisfied with academic rhetoric that women choose families and lifestyle over careers, I completed an MSc in Gender at the London School of Economics and Political Science. My research topic (Organisational Culture as Signifier of Corporate Success) asked the question 'do meritocracies exist, or are people employed, developed and promoted based on cultural adherence?'. The answer is of course 'yes', and this is particularly relevant for women, who often by their very being cannot adhere to norms of excellence e.g. a top trader is known as a 'big swinging dick'.

Back in New Zealand, following huge success as the first western women negotiator for Qatar's national oil company, I want to add in a meaningful way to gender equality. I believe again that not only my strategic governance, brand, commercial, investment and asset management expertise will add value to achieving equality, but my diversity; I am a corporate power house, a senior executive in a major New Zealand port, a mother and a grandmother, a queer and staunchly feminist woman married to a man...

Strongest attributes noted by Nominating Committee:

Governance; Strategic oversight of organisations; Brand and digital strategy; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from regional NZ.

Candidate 2: **Judene Edgar**

Based in Nelson

I am delighted to have this opportunity to offer my skills, experiences and, most importantly, passion for women's equality and equity, to the National Council of Women.

As a leading light in the fight for gender equality, the organisation needs to have a clear focus and direction, while being flexible enough to adapt to the changing political environment and cultural landscape in which it operates. With a legacy dating back to 1896, the responsibility looms large to ensure that the organisation remains relevant, proactive and outcomes-focussed while ensuring long-term financial security.

Having undertaken a skills gap analysis, the board has identified key skills and attributes that they believe are essential for supporting the organisation's wellbeing. With these competencies in mind, I believe that I am ideally suited to fulfil one of the available positions. While I feel that I not only have the required attributes and have outlined my experience fully within the attached Curriculum Vitae, I consider that the overlying factor that makes me most suitable for this role is my personal passion and commitment. You may also wish to check my LinkedIn profile at

<https://www.linkedin.com/in/judeneedgar/>

Desirable technical competencies:

Governance: Experienced local government councillor, company director, trustee, chair and facilitator.

Strategic oversight: Strategic planning facilitator and governance trainer and consultant.

Brand and digital strategy: Organisational rebranding as well as digitisation of communications and processes.

PR and media: Reporter, radio presenter, copywriter and editor as well as developing and leading communications and community engagement strategies.

Fundraising, sponsorship and revenue diversification: Fundraising consultant for 13 years including establishment of Trusts, Foundations and endowment programmes.

Investment and asset management: Commercial, not-for-profit and local government asset and infrastructure planning and maintenance.

I would encourage you to "google" me, to see what comes up. I pride myself on honesty, integrity and transparency. In googling me, I think you will see that I walk the talk, committing my time, talents and treasure towards supporting women and my community. I have been a speaker at International Women's Day events, organised information sessions for women interested in standing for council and community boards and supported a Local Government New Zealand campaign to encourage women to stand for council.

Strongest attributes noted by Nominating Committee:

Governance; Strategic oversight of organisations; Brand and digital strategy; PR and media; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from South Island.

Candidate 3: **Pip Jamieson**

Based in Nelson

My long term commitment to gender equality, NCW and NCW organisational experience includes; Nelson Marlborough Institute of Technology [NMIT] Women's Education Coordinator 1993; Diversity Works [EEO Trust] member since 2015; Nelson NCW Exec since 1977 and now President of the strong growing Nelson Branch; Education & Employment Standing Committee member and now Convenor Consumer Affairs/Economics Standing Committee; convenor Nelson Pay Equity Coalition; Nelson coordinator 125 Suffrage Day 2018 planning; Public Affairs Convenor/National Executive and incoming President Graduate Women New Zealand.

I am excited with the Gender Equal movement being created by NCW and recognise the challenges the organisation faces in terms of remaining current today. I am committed to supporting this progressive movement whilst valuing our tradition and engaging the important contribution of the Branches, Affiliated Organisations and Individual NCW members.

Significant strategic oversight experience has included; Ministry of Business, Innovation and Employment [MBIE] Regional Lead developing and managing the Top of the South [Te Tau Ihu] economic strategy, priorities and action plans; Strategic/Business Planning consultancy work with J&B Enterprises Ltd since 2006 which includes developing and managing strategies for National Academy of Distance Running, Uniquely Nelson, Nelson EDA, Nelson Tasman Business Trust and others.

I lead the development of the Nelson NCW vision and strategy work and now oversee the annual strategy setting, planning and implementation of the Branch.

My MBA focused on Strategic Analysis, Business Transformation and Leadership and this has been the core area of my consultancy expertise. I have been a business acumen and have been a business mentor [Business Mentors NZ] since 2002; Manager of the Nelson Tasman Business Trust [NTBT]; Vice President of Nelson Tasman Chamber of Commerce, and held other business management roles.

As Nelson Economic Development Agency [Nelson EDA] Projects Manager I managed a wide variety of projects and budgets from small educational enterprise programs through to multimillion dollar broadband roll out contracts. These have required clarifying objectives, assessing feasibility, and formulating business cases or funding applications that secure financial resources for implementation.

I have over 30 years Governance experience including; IOD committee and membership since 2004, directorships, trustee and chair roles in public, private, local government, profit and non-profit entities.

I would bring to the NCWNZ Board a well-grounded regional and South Island perspective and have strong community networks with the eight Te Tau Ihu iwi, Pacifica and Migrant community, business, sector and local and central government.

Strongest attributes noted by Nominating Committee:

Governance; Strategic oversight of organisations; Representation from South Island.

Candidate 4: **Jignasha Patel**

Based in Auckland

I have been a strong advocate of driving sustainable business and societal change through gender equity and education. I have achieved this both as my career as a business executive as well as through my governance activities. I am a Fiji – Indian business leader with more than 20 years of executive experience working with large Corporates in New Zealand, Australia, and USA across a diverse range of industries. I would love to bring my expertise and passion to you and your team – to join in this gender equality transformation journey.

Until 31 December 2017, I was the General Manager of Air New Zealand Aviation Institute. I believe passionately in the philosophy of “give back”; of helping to create a better, more positive future. As such, I have embarked on a governance career journey.

I am currently a Trustee of COMET Auckland, a Auckland Council Controlled Organisation that focuses on advancing education for Auckland by supporting and connecting education initiatives across the city. My passion for supporting girls in having equal access to quality education, particularly in rural, vulnerable communities, has seen me become actively involved in a charitable trust that focuses supporting girls’ education in rural India (<https://www.deepavali.org.nz>); working on building awareness as well as fundraising activities.

I believe I would bring significant strategy, financial and business growth experience as well as having deep hands-on experience working with a diverse range of population demographics to the Board of National Council of Women. As a Fiji Indian profession woman, I am also able to bring an understanding of both the Pasifica and Asian cultures.

Executive Leadership - Commercial & Growth Experience

- Executive management of Air New Zealand’s learning organisation for all operational capabilities
- Led the capital investments and divestments necessary to support the changing business and learning landscape – led significant number of capital investment initiatives ranging from \$1m to \$80m – growing the net capital base by 135%
- Created new global product suites & offerings for sustainable profitable growth of external revenue streams; new streams generating a \$3m pa revenue stream with projected future revenues of \$5m pa; drove total revenue growth from \$5m to \$12m.

Strategy and Vision, Brand development

- Creation of Air New Zealand’s single operational training business as a commercial enterprise (startup) – one of the largest integrated providing of aviation training in Asia Pacific Region – operational and brand transformation
- Led the successful creation of Flight Training collaboration – the 1st in New Zealand, aimed development of industry workforce strategies supporting a New Zealand Inc approach to aviation long term labour supply planning
- Development of Virtual Cargo network – expanding beyond the Air New Zealand network; creation of a freighter alliance model involved the lease of a global Freighter; created \$10M profit pa.

Strongest attributes noted by Nominating Committee:

Strategic oversight of organisations; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from Auckland.

Candidate 5: **Robyn Wong**

Based in Wellington

I believe this NCWNZ can lead and influence to bring about gender equality in NZ. And I want to do my bit to help make this happen.

I am passionate about making a difference in people's lives, communities, and the world we live in. I currently achieve this through sport. The social benefits that comes through sport are many - improving health and wellbeing, providing a place where local people can interact, and promoting a sense of belonging are just a few.

My work experience is diverse and I bring my ability to see the big picture and to invest to achieve strategic outcomes to NCWNZ. I also have previous experience in consulting. I am a professional Chartered Accountant, and currently the Community Sport Investment Lead at Sport NZ. I've held this role for the past three and a half years and with it implemented a new investment approach and performance framework to align to our strategic outcomes.

One of my core projects at Sport NZ has been the development of a performance framework with monitoring to enable us to articulate the impact from our investment to the Minister. The development of the framework and monitoring processes has required a significant amount of engagement, collaboration and facilitation across the business, involving our subject matter experts and partnership managers. It has also required engagement and communications to our sector partners.

In a volunteer capacity I've served on the Boards of Cycling NZ, Volleyball NZ and the YWCA Wellington and Hutt Valley. I've been on committees and held treasurer and audit, finance and risk roles.

I'm currently on a two year leadership program (Women Sport Leadership Academy) for 18 female Olympians - to influence and lead on women in sport issues. We want equity for women and girls at all levels and in every aspect of sport and active recreation. We want more women leaders, we want equitable participation, and we want increased visibility.

In 2009 I was appointed the first female Chef de Mission, and led a team of 56 athletes and 26 officials to the inaugural Youth Olympic Games in Singapore. I aimed to inspire by providing a team environment for our athletes to feel connected, proud and strong as a NZ team, and enabling them to excel. We won 7 medals.

My main sport of mountain biking shows that I have the courage – to fall and get back up again, to take on new challenges. I want to #beBOLDforCHANGE and #PressforProgress.

On International Women's day I volunteered with teaching over 50 refugee women in the Wellington region to learn to ride bikes. I was overwhelmed with emotion to be part of the joy they experienced. This should be every women's right.

Strongest attributes noted by Nominating Committee:

Governance; Strategic oversight of organisations; Investment and asset management; Representation from Wellington.