



# Rangatahi Policy - Succession Planning

“To prepare prospective Committee Members of Pourau Inc. to achieve the highest level of governance, administration and management of their ancestral lands”

*Kaikokiritanga*

*We strive for excellence, we are agile to evolve, and we build leadership capability within the whānau.*

## 2.0 GOALS

2.1 To build leadership capability within the whanau from existing Committee Members.

2.2 To participate and contribute to the day to day business of Pourau Inc.

2.3 To understand the purpose and function of the Committee of Management and to contribute to the long term success of Pourau Inc.

## 3.0 PARTICIPATION

3.1 The Rangatahi will participate fully in meetings, with the exception of putting forward and voting on motions.

3.2 The Rangatahi may participate in other activities the Committee of Management consider appropriate, including governance training, visits, conferences, project development and research.

## 4.0 CULTURAL

4.1 The Rangatahi will be encouraged and supported by the Committee to learn and develop in all aspects of Tikanga Maori.

## 5.0 CONDITIONS OF ENTRY

5.1 The applicant must be a shareholder in Pourau, or be a beneficial owner of a whānau trust that has shares in Pourau Inc.

5.2 The Rangatahi must possess the principles and values that Pourau lives by.

5.3 The applicant must provide a current CV detailing their; education, work experience, career goals, contact details, and two independent referees (not members of the Pourau Committee of Management). The Rangatahi must also provide an endorsed copy of their whakapapa.

Rangatahi who possess skills, experience or knowledge in the following fields are particularly sought after;

- Farming (sheep or cattle)
- Business management
- Accountancy
- Conservation
- Law
- Education
- Marketing
- Tikanga Māori
- Research
- etc

5.3 The Rangatahi Member will be paid a committee fee, and if required to travel, a travel allowance.

5.4 Tenure for Rangatahi Member will be 3 years, which is the same as a single term held by Committee Members.

**NOTE:-** The position being an appointment by committee does not guarantee automatic election to committee, as this is determined by shareholders.

5.5 If the Rangatahi Member fails to attend 3 consecutive meetings their position will be deemed to be forfeit.

Applications will be promoted when a vacancy exists.

**APPLICATIONS to the secretary (applications close 31<sup>st</sup> January 2024)**

The Secretary

Derrick Hope

Pourau Inc.

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