



CHIEF EXECUTIVE OFFICER

JOB & PERSON SPECIFICATION

SEPTEMBER 2021



JOB SPECIFICATION

POSITION: CHIEF EXECUTIVE OFFICER

THE ORGANISATION

CCW Co-Operative Limited (CCW) was established in 1918 and is today Australia's largest Wine Grape Growing Co-operative with approximately 530 grower members and producing in excess of 200,000 tonnes per annum, representing 12% of Australia's production.

CCW is based in Glossop in South Australia's Riverland and has a turnover of \$90 million.

Other income streams for our growers include bulk wine sales through our recently established subsidiary, CCW Wines Limited, and vineyard management services.

CCW constantly seeks ways to increase value for our members. Clear goals to improve the long-term financial security for members include securing alternative revenue streams, providing beneficial services and support to members and improving communication and engagement with members.

VISION

Growing members' prosperity

MISSION

Prosperity through co-operation, diversification and delivering innovative industry services

VALUES

Co-operation – Integrity – Ethical – Supporting Members

POSITION PURPOSE

The Chief Executive Officer (CEO) is responsible for the ongoing management and long-term sustainability of CCW in accordance with the strategy, policies and programs determined and approved by the Board of Directors and for building the reputation of CCW amongst its growers and the Australian wine industry.



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KEY RESPONSIBILITIES

- In conjunction with the Board, develop the Company's short and long term strategy
- Lead and oversee the implementation of the Company's long and short term plans in accordance with its strategy
- In conjunction with the Chairperson, be the public face of CCW to ensure effective communication with growers, employees, government authorities, industry and other stakeholders and the public
- Represent CCW with industry associations and relevant government bodies
- Ensure that CCW is appropriately organised and staffed to enable it to achieve the approved strategy
- Ensure ongoing compliance and development of OH&S policies and procedures
- Manage a small professional team including the provision of relevant professional development and training
- Maintain and develop an organisational culture that underwrites CCW as an employer of choice
- Develop and maintain sound financial practices and policies
- Prepare annual budgets for Board approval
- Ensure that CCW expenditure is within the authorised budgets
- Ensure the Board is provided with timely, strategically focused reports well in advance of monthly Board meetings
- Address the principal risks of CCW and ensure that these risks are being monitored and managed
- Ensure effective internal controls and management information systems are in place
- Actively promote the benefits CCW membership to growers and ensure growers are regularly informed on the progress of the implementation of CCW's strategic plans
- Ensure that the Company maintains high standards of corporate citizenship and social responsibility wherever it does business
- Keep abreast of all bulk wine and grape supply changes impacting domestic and international markets
- Assist the Executive Management Team in annual grape pricing negotiations with Accolade Wines
- Drive the bulk wine sales stream and actively work with distributors to ensure sales budgets are achieved
- Ensure vineyard management streams are promoted and effective
- Attend monthly Board meetings and sit on Board sub-committees as determined by the Board.

TENURE

Initial contract appointment for 3 years (negotiable) and may be extended for a further term by mutual agreement.



PERSON SPECIFICATION

EXPERIENCE, SKILLS AND ATTRIBUTES

- Proven track record in a CEO or similar leadership position
- Experience in developing profitable strategies and implementing vision
- Solutions oriented decision-making capacity
- Excellent negotiating and influencing skills
- Solid communication, engagement, collaboration and relationship building and stakeholder management skills
- Capacity to represent CCW in a wide range of forums
- Strong business acumen
- Capacity to identify and manage risks
- An entrepreneurial mindset
- Ability to manage and lead all business disciplines inclusive of marketing, sales, public relations, finance, etc
- Solid understanding of sound corporate governance
- Empathy, warmth, integrity and authenticity
- As CCW is an integral player in the Riverland viticulture, it is important that the CEO be based in the Riverland and be an active member of the Riverland community.



HOW TO APPLY

Applications should be addressed to Andrew Reed. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8849.

Please Note

Your application will be automatically acknowledged by a return email.