



**INFORMATION FOR
EMERGING LEADER TRUSTEE APPLICANTS
2022**

Yellow-eyed Penguin Trust
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Information for Emerging Leader Trustee Applicants

Board Role

The Board is the legal authority for the Trust and currently comprises 11 trustees, although the constitution allows for 15. The Board's duty is to ensure that the organisation is professionally managed, financially prudent, a good employer and complying with strategic priorities.

Emerging Leader Trustee

The Emerging Leader Trustee is a new position available for a young leader aged 18-25. The Board is seeking fresh input and perspective from this Trustee. They will serve a special one year term on the Trust Board from the date of being appointed.

Following a successful term, candidates may be eligible to be nominated as a regular Trustee. The typical appointment of a Trustee is for a period of three years.

The Board meets on the fourth Tuesday of the month at 5:30pm, and each meeting is approximately 1-2 hours long and is generally held in the Trust Office, central Dunedin or online (Zoom).

Requirements for Board membership

- A commitment to work for the greater good of the Yellow-eyed Penguin Trust.
- A basic understanding and empathy for conservation work.
- A commitment to attend board meetings and devote sufficient time to become familiar with the organisation's affairs and the wider environment within which it operates.
- Although this is a governance role, you are encouraged to attend the Conservation Management Committee meetings to understand the day-to-day operations of the Trust.
- A commitment to attend special Trust events and field days, and be willing to advocate with public officials, the media, and the community-at-large on behalf of the Trust.
- A commitment to represent the Trust in outreach via personal and professional networks, at Trust and other events, to assist in ensuring the profile of the Yellow-eyed Penguin Trust remains high.
- As a trustee, you will have access to confidential information concerning privacy laws, employment and other sensitive material. You will be expected to sign and adhere to a memorandum of understanding about confidentiality.

Fees and Reimbursements

Trustee work is voluntary.

Reimbursements of reasonable out of pocket costs will be made

Current Board of Trustees

Lala Frazer
Euan Kennedy
Hoani Langsbury
Olaf Nilsen
Helen Dent
Margaret Murrell

Eric Shelton (Chair)
Peter Simkins
Murray Brass (Chair CMC)
Tim Mephram (Treasurer)
Abby Clarke

Staff: September 2022

1. General Manager, Sue Murray (full time)
2. Operations Manager, Amanda Salt (full time)
3. Long Point Project Manager, David McFarlane (0.5 full-time equivalent)
4. Conservation Science Advisor, Trudi Webster, (full time)
5. Ranger, Ben Goldsworthy (full time)
6. Ranger Catlins, Cat Lea (full time)
7. Ranger Technical, Max Harvey (full time)
8. Nursery Supervisor, Louise Ashton (0.5 full-time equivalent)
9. Administrator, Caitlin Bowie (0.6 full-time equivalent)

Conflict of Interest

All trustees must declare any conflicts of interest, perceived or otherwise prior to entering into discussions in question.

Brand Statement

Committed to creating natural environments where threatened yellow-eyed penguins can thrive

Brand Values

PENGUINS – PLANTS – PEOPLE - PASSION

Committed to protecting endangered yellow-eyed penguins

People are crucial to creating natural environments where yellow-eyed penguins can thrive

To inspire people to **learn** about rare and endangered yellow-eyed penguins

Passionate about saving yellow-eyed penguins and the environment in which they live

Other Information:

- For information about the Trust from an independent referee, please contact:
Bruce McKinlay, Department of Conservation
Email: bmckinlay@doc.govt.nz
Phone: 03 4746939

Profile of the Yellow-eyed Penguin Trust

The Yellow-eyed Penguin Trust (YEPT) is a leading authority on yellow-eyed penguins, hoiho, and their conservation. We are New Zealand's first single-species conservation Trust.

Our remarkable yellow-eyed penguins *Megadyptes antipodes* are unique to New Zealand and unique among penguins. Their natural range extends from Banks Peninsula to the subantarctic Auckland and Campbell Islands. The International Union for the Conservation of Nature and Natural Resources (IUCN) ranks the birds as *endangered* owing to their restricted range, extinction pressures in their marine and terrestrial environments, and their extreme fluctuations in numbers.

We commenced work as a charitable Trust in 1987 to rectify these issues. Our founding trustees were residents of Otago Peninsula who opted to involve themselves in rebuilding yellow-eyed penguin populations on local coasts.

They were just in time. By 1990, mainland populations had declined to a mere 150 breeding pairs. Since then we helped arrest their descent towards local extinction and by 2014, numbers had rebounded to about 439 breeding pairs. However, the natural population fluctuations are now only on a downward trend to the point where the population may become functionally extinct in the next few decades. Recovery is still troubled by unpredictable mortality events affecting adults and offspring alike which we cannot yet fully explain. In 2021/22 breeding pairs have substantially reduced to approximately 161, overall a 70% decline since 2008.

The Trust has taken the lead in the birds' recovery through direct intervention and helping others to intervene. Our founding aim was to resource other groups and individuals who were attempting to preserve their penguin populations. We still do this today.

But our principal focus is to attend to the biological needs of the penguins. This cannot be achieved without nurturing the natural systems which sustain the birds ashore and at sea. To achieve both objectives, we have raised the penguin to national prominence as an icon species for New Zealand.

Our conservation programme is aligned to the new strategy to support the ecological and cultural health of hoiho, *Te Kaweka Takohaka mō te Hoiho*, and the supporting 5-year action plan *Te Mahere Rima Tau* written jointly with the Department of Conservation Te Papa Atawhai, Te Rūnanga o Ngāi Tahu and Fisheries New Zealand / Tini a Tangaroa. We are minimizing mortality associated with introduced mammalian predators and recreating high quality breeding habitats, using thousands of plants grown in the Trust's nursery. We pursue these essential tasks in our own reserves and elsewhere. The work is complemented extensively by education and awareness activities.

Volunteers from far and wide contribute side-by-side with Trust staff to make things happen on the ground. Our volunteers are drawn from right across our communities, as individuals and as groups such as training corps, local environmental groups, schools, small and large businesses, local government and disadvantaged youth programmes.

We work hard to benefit local communities through what we do. The Trust's projects are more than opportunities to participate in conservation. Restoring local wildlife and natural landscapes is also intended to improve social and economic wellbeing through a heightened sense of identity and place, and local diversified income.

Key achievements

- Yellow-eyed penguins are now wildlife icons for New Zealand, synonymous with what it is to be Kiwi.
- The Trust is a go-to authority on yellow-eyed penguin conservation nationally and internationally.
- We have focused an extensive diversity of interests (public and private) onto penguin matters through mutually beneficial and widely celebrated collaborations.
- We have worked tirelessly to arrest the yellow-eyed penguin decline on mainland coasts and have created extensive opportunities for future resurgence. However, the decline has continued to the point where the population may become functionally extinct in the next few decades.
- Four major penguin habitats are owned by, or vested in, YEPT title (340ha in total); and we have negotiated protection and collaborative conservation measures for 39 others.
- We produce thousands of native plants annually in our own plant nursery.
- We launched the first comprehensive census of yellow-eyed penguin populations on Stewart Island / Rakiura and have monitored numbers ever since.
- We commissioned a five-year programme to determine the causes of unnatural mortality rates in the dwindling Stewart Island / Rakiura populations (2003-2008).
- Together with DOC, we assessed penguin distribution in the sub-Antarctic Auckland Islands (2009), followed by further surveys in these very challenging places (2012, 2013 and 2014). In November 2019, we will assist with a survey of the sub Antarctic Campbell Island.
- Jointly with DOC and Ngai Tahu, we completed a report on yellow-eyed penguin status and associated conservation effort *Yellow-eyed Penguin Stock-take Report - He pūrongo mō te Hoiho* (May 2016).
- Jointly with the Department of Conservation Te Papa Atawhai, Te Rūnanga o Ngāi Tahu and Fisheries New Zealand / Tini a Tangaroa, we wrote a new strategy to support the ecological and cultural health of hoiho, *Te Kaweka Takohaka mō te Hoiho*, and the supporting 5-year action plan *Te Mahere Rima Tau*.
- We enrich local economies through yellow-eyed penguin tourism and our organisation's local purchases.
- The Trust is celebrated internationally as a conservation leader; in 2008, for example, BirdLife International recognised our work through a prestigious Conservation Achievement Award.
- We have funded at least 15 research initiatives in universities and other institutions.
- We have produced numerous technical workshops and publications for landowners, associates and public.
- We provide broad-scale education through our website and print material.
- We collaborated with the Otago Peninsula Trust on the first and only biography of Dr Lance Richdale, the citizen-scientist whose 1940s research put yellow-eyed penguins on the map.

- We organised three ground-breaking national conferences, each transforming the nature of community-based conservation: *Almost an Island: Valuing Otago Peninsula* (2007) and *Conservation Inc* (2013), and its sequel *Conservation Inc 2* in 2016.
- In 2019 with the University of Otago, we co-hosted the 10th International Penguin Congress, the first having been held in Dunedin in 1987.
- Our pioneering approaches to penguin recovery have given strength and credibility to community-initiated conservation nationwide; Kiwis everywhere have adopted our charitable Trust model as a platform for their own conservation projects.
- We have been sponsored by the Mainland brand (now owned by Fonterra Brands NZ Ltd) since 1989; celebrated by fundraisers as the longest standing cause-related marketing sponsorship in the southern hemisphere.
- In 2022 we established the first rehabilitation facility for sick, injured, or underweight hoiho on Stewart Island / Rakiura.

Trustee Job Description

Our Process:

Prospective trustees will be contacted by a current Trustee or staff member. Applicants under consideration will be interviewed jointly with a current Trustee and staff member and are invited to attend one Board meeting prior to being selected to serve.

Trustee Roles and Responsibilities

Overview

Members of the Yellow-eyed Penguin Trust Board are a collection of individuals with a diverse set of skills, talents, experiences, relationships, and viewpoints that collectively represent our community. Sharing a passion for the well-being of our community, these individuals commit their time, energy, enthusiasm, resources, and connections in support of the mission and work of the Yellow-eyed Penguin Trust.

Role

Planning and policy decisions, financial development, monitoring, and evaluation.

Qualifications

- Commitment to the Yellow-eyed Penguin Trust mission.
- Ability to participate actively and assertively in deliberations.
- Willingness to delegate and share power in a group process.
- Willingness to accept responsibility and contribute skills to board tasks.
- Ability and willingness to learn to raise money.

Responsibilities

Programme and Policy

- Understand the purpose and programmes of the Trust.
- Develop the strategic plan and help steer Trust on this course.
- Review and approve annual budget.
- Assist in developing new programmes and programme outcome standards.
- Attend the Conservation Management Committee meetings to gain understanding of the day-to-day operations of the Trust.

Fundraising

- Set fundraising goals.
- Become a member of the Trust (individual, family, or corporate).
- Assist Board and Trust in raising funds.

Community Relations

- Promote a positive image of the organization to the community.
- Develop new supporters and volunteers for the Trust.

Attendance

Attendance at Board meetings (2 hrs per month, 75% attendance required).

In addition, attendance is strongly encouraged at special events, work parties, and as needed with community outreach and advocacy.

Term

Three years for full trustees.

Emerging Leader trustees are appointed for a 1-year term but may be eligible to be nominated as a regular trustee following this initial term.

Application Form

Application Due Date:

Applications should be submitted to the Yellow-eyed Penguin Trust Office by **5pm Friday 13 May 2022**. Please contact the Office on 03 479 0011 or email generalmanager@yeptrust.org.nz with any questions or comments.

Name:
Home address:
Street number & name:
Suburb
City & Postcode
Birth Date (must be age 18-25 before 01/10/2021):
Contact Details:
Home phone number:
Cell phone number:
Email:
Education:
Most Recent School/College:
Field of Study:
Dates Attended:
How did you hear about the Emerging Leader Trustee Opportunity? Please summarise why you want to serve as an Emerging Leader Trustee (maximum 150 words)

Briefly describe any relevant experience (i.e. education, volunteer, other) that you feel would assist you with serving as a Trustee:

What would you hope to achieve by serving as the Emerging Leader Trustee on the Yellow-eyed Penguin Trust Board? You may include personal or professional goals for yourself or outcomes from the work you will contribute towards.

Referee #1

(List a person, not related to you, who you have known for at least one year.)

Name, Email, Phone:

Referee # 2

(List a person, not related to you, who you have known for at least one year.)

Name, Email, Phone:

- Please attach a resume.
- Please attach a brief cover letter.