



Role Description: Board Director

Organisation: ResponsibleSteel

Location: Global (Board meetings are a mix of virtual and in-person)

Position Type: Voluntary, Non-Executive Director

Reporting to: Board Chair and ResponsibleSteel Membership

1. About ResponsibleSteel

ResponsibleSteel is the global multi-stakeholder standard and certification initiative for the steel industry. Our mission is to maximise steel's contribution to a sustainable society by ensuring it is responsibly sourced and produced at all stages of its lifecycle. We bring together businesses from across the steel value chain, as well as civil society organisations, to drive positive change through our internationally recognised certification standard, which addresses environmental, social, and governance (ESG) principles.

2. Role Purpose

We are seeking a dedicated and strategic individual to join our Board of Directors. As a Director, you will provide governance, oversight, and strategic guidance to ensure ResponsibleSteel effectively fulfills its purpose. You will play a critical role in steering the organisation towards a future where responsible, low-emissions steel is the global norm. The ideal candidate will offer a unique blend of strategic vision, governance expertise, and a deep understanding of the forces shaping the sustainable transition of the steel value chain.

3. Key Responsibilities

Governance & Fiduciary Duty:

- Provide independent scrutiny and oversight of the organisation's financial health, including reviewing and approving annual budgets, audited financial statements, and major financial commitments.
- Contribute to the development, review, and approval of organisational policies, risk management frameworks, and governance processes to ensure robust and transparent operations.

- Uphold the highest standards of integrity and ethics, acting in the best interests of ResponsibleSteel and its purpose at all times.

Strategic Leadership:

- Provide insight and guidance on the long-term strategic direction of ResponsibleSteel, ensuring it remains relevant and impactful in a rapidly evolving global context.
- Analyse and advise on the short and long-term challenges and opportunities related to social and environmental responsibility within the steel sector.
- Scrutinise and approve the organisation's strategic plans and annual work programs.

Mission & Standards Stewardship:

- Champion the mission of driving responsible, low-emissions steel production, procurement, and stewardship.
- Provide high-level oversight of the ResponsibleSteel Standard and its development, ensuring it maintains credibility, robustness, and effectiveness through a multi-stakeholder, consensus-based approach.
- Advocate for the adoption of the ResponsibleSteel Standard across the global value chain.

Board Participation:

- Prepare for and actively participate in quarterly Board meetings (typically 3 virtual, 1 in-person per year) and an annual strategy session (2 days).
- Serve on at least one Board committee (e.g., Finance & Risk; Standards, Assurance & Claims, Membership & Governance), contributing expertise and time on a quarterly basis.
- Build effective, collegial working relationships with fellow Board members, the CEO, and the management team.

4. Person Specification: Essential Experience and Attributes

Dedication to Our Mission:

- A proven and active commitment to sustainability, climate action, and responsible industrial practices, with a specific passion for driving change within the steel or heavy industry sectors.

Strategic Insight:

- A deep understanding of the global steel value chain, including the commercial, environmental, and social drivers of change.
- Demonstrated ability to think strategically, distinguish between tactical and systemic challenges, and identify future opportunities for impact.

Commitment to the multistakeholder model:

- A strong appreciation for and practical experience with multi-stakeholder initiatives, standards, and certification schemes.
- A proven understanding of the importance of consensus-building and inclusive engagement among diverse groups (industry, civil society, investors).

Governance and Financial Experience:

- Previous board or senior executive-level leadership experience (e.g., C-suite, VP level) in a complex organisation.
- Demonstrable skills in at least two of the following areas: corporate strategy, finance, legal, ESG/sustainability, or public policy/advocacy.
- Direct experience in scrutinising financial accounts and budgets.

Functional Expertise:

- Essential: Experience in reviewing and developing organisational policies and governance processes.
- Essential: A strong understanding of commercial value chain dynamics and the capital investment decision-making processes that drive industrial change.
- Highly Desirable: Expertise in investment, corporate finance, or climate finance, with an understanding of how capital can be deployed to accelerate the transition to low-emissions production.

Personal Attributes:

- Integrity and Ethics: Unquestionable personal and professional integrity.
- Strategic Thinker: Able to see the big picture while understanding important details.
- Collaborative: A constructive team player who respects diverse viewpoints and works towards consensus.
- Independent Minded: Willing to ask challenging questions and provide independent judgement.

Available Time:

- The ability to dedicate the necessary time (estimated 8-12 days per year) to commit to a minimum term of four years, prepare for and fulfil all Board and committee responsibilities, including reading pre-meeting materials, attending meetings, and engaging in follow-up actions.

Diversity:

We are keen to further diversify the perspectives represented on the Board, in particular, in relation to geography, gender, nationality and value chain perspective, and encourage you to consider this context in considering nominations. In particular, please note:

- Currently three of our Business Directors are from steelmakers. To maintain a balance of interests on the Board, we welcome nominations for the fourth Business position from customers of or suppliers to the steel industry.
- Our constitution requires at least two of our current Directors to be residents of Australia, and we currently have three. Therefore, members are not required to nominate an Australian resident.

5. Term of Appointment

- The **initial term** for a Director, **Business Category** is **4 years** with the possibility of renewal for a second term, subject to re-election by the membership.

6. How to Nominate / Apply

- Interested candidates are requested to submit a comprehensive CV and a covering letter (max 2 pages) that directly addresses the points outlined in the 'Person Specification' using the [Official Nomination form](#).
- ResponsibleSteel is committed to diversity and inclusion and encourages applications from all qualified individuals, regardless of background.

Note: This is a non-executive, voluntary position. Reasonable travel expenses for in-person meetings will be covered in accordance with ResponsibleSteel's travel policy.