

CEO



• *Preferred location Perth: relocation or other locations for the right candidate.*

AusCann (ASX:AC8) is a listed Australian-based pharmaceutical company commercialising high quality, innovative and clinically validated cannabinoid products, with the first product family approaching release. With activities on three continents, the company has assembled experts, resources and operations across all aspects of the medicinal cannabis value chain and is poised for global expansion.

Your role is to work with Directors to shape and implement long term strategies for growth, and to lead and motivate the management team.

You combine sound scientific and commercial credentials with a record of success at a high level in the international pharma and/or biotech sectors.

Experience in growing a listed entity would be well regarded.

Please view the Position Description on www.brookerconsulting.com.au and send a brief CV (Word format, up to 5 pages) to career@brookerconsulting.com.au or ring Jeremy Wurm on 03 9602 1666, in confidence.

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AUSCANN LTD POSITION DESCRIPTION

ROLE PARTICULARS

Role Title:	CEO
Department:	
Reports to:	Chairman and the Board
Date of Review:	

APPROVALS/ACKNOWLEDGEMENT

	Chairman	Re/Nom Chair or Exec Dir.	Incumbent
Name:			
Signature			
Date:			

FUNCTIONAL STATEMENT

The responsibilities of the CEO are:

- Develop and implement long term strategic plans in consultation with the Board of Directors
- Develop high quality business strategies and execution plans ensuring their alignment with short-term and long-term objectives
- Lead and motivate the leadership team to advance employee engagement and develop a high performing leadership team
- Oversee all operations and business activities to ensure they produce the desired results and are consistent with the overall strategy and mission
- Establish a close, effective relationship with the Board and Chairman
- Provide the Chairman with timely, accurate and relevant information for dissemination to the Board to enable informed consideration of the organisation's performance and prospects
- Identify, manage and communicate to the Board of Directors business risks and responsibilities and company performance on a regular basis
- Implement strategic and business decisions provided by the Board of Directors
- Comply with all legislative requirements for duties and responsibilities of company directors
- Establish and resource systems to ensure compliance with company, regulatory, financial, listing and client requirements
- Ensure AUSCANN maintains suitable quality systems and effort to improve quality and safety
- Overall leadership and management of executive leadership team
- Ensure AUSCANN has a business development program that is aligned with business objectives.

KEY CAPABILITIES: DEMONSTRATED BY:

1.	Strategy for Growth	<ul style="list-style-type: none"> • Works with the Board and Leadership team to develop a robust and implementable strategy and business plan • Overseas the implementation of corporate strategy and business growth • Analyse problematic situations and occurrences and provide solutions to ensure company survival and growth
2.	Business and Finance skills	<ul style="list-style-type: none"> • Understands the complexities of leading a publically listed organisation • Demonstrates a strong understanding of the business • Build trust relations with key partners and stakeholders and act as a point of contact for shareholders
3.	Organisational development	<ul style="list-style-type: none"> • Builds the organisation/team culture for success • Strong focus on building a performance and motivated culture • Ensures a culture of quality, regulatory and financial compliance

4.	General Management including compliance	<ul style="list-style-type: none"> Oversees all functions, providing direction and advice as required Enforce adherence to legal guidelines and in-house policies to maintain the company's legality and business ethics Advise the Board promptly of any adverse developments in relation to the Company and/or its legal and operating environments.
5.	Team Leadership	<ul style="list-style-type: none"> Builds the leadership team with a diverse range of skills and competencies Drives the team to be focussed and motivated Mentoring, coaching, motivating direct reports for business success

KEY BEHAVIOURS: DEMONSTRATED BY:

1.	Leadership	<ul style="list-style-type: none"> Models leadership skills and aligns actions with shared values Exemplifies integrity and expects honest, ethical behaviour from others Inspires others to act and fosters a climate of motivation Demonstrates a high level of political acumen in all situations Persuades and encourages others to adapt to desired changes Enables others to accept responsibility for their own work and creates a culture of accountability Coaches and develops others Recognizes and acknowledges efforts as well as achievements of others
2.	Communication	<ul style="list-style-type: none"> Demonstrated ability to negotiate and work with people to achieve outcomes. Successfully persuades and influences others Communicates and networks effectively Relates to others in a confident and relaxed manner Projects credibility
3.	Enterprising and performing	<ul style="list-style-type: none"> Focuses on results and achieving work objectives Keeps up to date with best practice and market trends Identifies business opportunities for AUSCANN Demonstrates financial awareness
4.	Organise and Execute	<ul style="list-style-type: none"> Focuses on customer satisfaction and delivers a quality service to the agreed standards Arrives punctually for work and meetings Demonstrates commitment to AUSCANN Monitors and maintains quality and productivity Consistently achieves goals Monitors performance against deadlines and milestones
5.	Deciding and Initiating Action	<ul style="list-style-type: none"> Makes prompt clear decisions which may involve tough choices or considered risks Takes responsibility for actions and projects Takes initiative, acts with confidence and works under own direction Initiates and generates activity Provides others with clear direction Sets appropriate standards of behaviour

AUTHORITY LEVEL

Resources as required are provided by the Board of Directors.
The CEO does not have the authority to release or reject GMP materials.

WORKING RELATIONSHIPS

Refer to Organisation Chart

- (a) Reporting to: Chairman of the Board of Directors.
- (b) Supervises: Leadership Team

- (c) Interaction with: Board of Directors, Senior Management, AUSCANN personnel, clients, shareholders, regulatory authorities and financial community.

KEY RESULT AREAS - DUTIES AND RESPONSIBILITIES

- a) Develop and manage long term strategic plans for the growth
- b) Meet the key performance indicators set by the Board of Directors
- c) Ensure a culture of quality, regulatory and financial compliance
- d) Ensure facilities, quality and financial systems comply with all required regulatory and client requirements by providing sufficient resources and expertise
- e) Provide the Board of Directors with appropriate reports on the technical and commercial information required to manage the business and to comply with all regulatory and stakeholder requirements
- f) Develop and maintain relationships with industry networks, stakeholders and clients to raise the organisation's profile and maximise stakeholder and investor return
- g) Provide all senior managers with the resources to undertake the above requirements
- h) Identify, encourage and promote talent
- i) Identify, communicate to the Board and manage business risks
- j) Review, maintain, implement and follow the Quality Policy
- k) Perform any functions and exercise any powers delegated by the Board to the CEO
- l) Refer transactions outside delegated authority to the Board for approval
- m) Promote a culture of openness, diversity and high performance
- n) Oversea Workplace Gender Equality compliance and reporting (if relevant)

KEY RESULT AREAS – MEASURES OF SUCCESS

As per KPIs agreed with the Board.

ATTRIBUTES, QUALIFICATIONS AND EXPERIENCE

Minimum requirement for this position is a 5 years in CEO or senior management positions and a higher level degree in chemistry, pharmaceuticals or management

The person holding this position must have:

- Extensive experience and knowledge of operations in the pharmaceutical, biotech or medical instruments industries
- Experience in developing profitable strategies and implementing vision
- Demonstrated ability to build and add value to the organisation
- Demonstrated ability to build high performance teams
- Excellent communication, interpersonal and presentation skills
- Experience in leading a publicly listed company or operating at a senior level in a publicly listed company
- Strong understanding of corporate finance and performance management principles
- Familiarity with diverse business functions such as marketing, PR, finance etc.
- In-depth knowledge of corporate governance and general management best practices
- An entrepreneurial mindset with outstanding organizational and leadership skills
- Analytical abilities and problem-solving skills
- Excellent communication and public speaking skills
- MSc/MA in business administration or relevant field or similar