



Non-Executive Director InterGrain

Application Pack

Rimfire Resources Pty Ltd
Brisbane | Melbourne | Sydney | Perth
www.rimfireresources.com.au





ABOUT INTERGRAIN:

InterGrain is one of Australia's leading cereal breeding companies, delivering high-performing wheat, barley, and oat varieties to growers nationwide. The company operates at the intersection of science, technology, and agribusiness, with a strong focus on genetic innovation, commercial impact, and sustainability.

InterGrain maintain strategic partnerships with growers, the grain value chain, and research institutions, positioning it as a key contributor to national food security, sustainability, and agricultural competitiveness.

WHO ARE WE?

InterGrain Pty Ltd was formed in October 2007 when the Western Australian State Government and the Grains Research and Development Corporation (GRDC) elected to privatise the long-standing and highly successful Department of Agriculture and Food Western Australia wheat breeding program. Subsequently, these shareholders saw a further opportunity to strengthen Australian barley and oat breeding by facilitating the transfer of these programs to InterGrain.

Integrity, innovation, and collaboration are at the heart of our culture and pivotal to our achievements in providing leading varieties to Australian growers. Integrity is key to excellence in our business relationships, our breeding and seed products. Our commitment to innovation, increasingly through AgTech, drives value creation through our genetics, breeding operations, and connections with growers. Partnering with scientists and breeders in Australia and globally, we ensure our varieties deliver value to growers.

Explore InterGrain at this link: <https://www.intergrain.com/>



Advertisement: Non-Executive Director

“Be part of the Intersection of science, technology & agribusiness with a focus on genetic innovation, commercial impact & sustainability”

- Financial acumen & oversight of emerging digital technologies
- National plant breeding organisation
- Location - flexible

The Company

As a leading cereal breeder in Australia, **InterGrain** believes that improved varieties are fundamental to the competitiveness and sustainability of growers and the grain industry in Australia. Their breeding programs offer market-leading wheat, barley and oat varieties across the major production regions.

InterGrain operates at the intersection of science, technology and agribusiness, with a strong focus on genetic innovation, commercial impact and sustainability. AgTech innovation in cereal breeding, on-farm with growers, and across the grain value chain brings new opportunities to the business.

This fast-growing company values strategic partnerships with growers, the grain value chain and research institutions, positioning it as a key contributor to national food security and agricultural competitiveness.

The Opportunity

The Board seeks to appoint an independent Non-Executive Director who will bring **deep financial acumen** and the **capacity to provide strategic oversight of emerging digital technologies**. This includes artificial intelligence, data analytics, and digital platforms that are increasingly shaping agricultural R&D, breeding programs, and commercialisation pathways.

The successful candidate will help the Board navigate both financial stewardship and the opportunities/risks of digital transformation in agriculture.

About You

We are keen to hear from you if you possess the following:

- Strong financial literacy complimented by formal finance qualifications; experience in audit or finance committee; ability to interrogate financial performance and capital strategy
- Understanding and experience of emerging technologies (AI, data analytics. Digital platforms); ability to assess strategic opportunities and risks in digital transformation
- Experience in agriculture, biotechnology, food systems or R&D commercialisation is desirable but not essential
- Demonstrated ability to contribute to long term strategy, innovation and market positioning
- Experience working with government, industry bodies and research institutions
- Values driven, collaborative and committed to long term impact; able to contribute to a constructive and high performing board culture



The Board comprises shareholder-appointed and independent directors, meetings are held quarterly in a mix of face to face and online with a key focus on strategic and business performance and ensuring risk is appropriately managed with additional committee participation as required.

Why this role?

This is an exceptional opportunity to join a leading cereal breeding organisation at the leading edge of science, technology and agribusiness. It is expected that all candidates will have a genuine interest in, and broad understanding of Australian agriculture.

If you possess a strong finance skillset with appropriate qualifications and a broad understanding of emerging technologies, we are keen to hear from you. **Candidates without formal finance qualifications but with extensive finance experience including audit & risk should also feel free to apply.**

For further information on InterGrain and to access an Applicant Information pack please refer to the link: www.rimfireresources.com.au/xxxxx or contact Mick Hay or Katrina Conlon at Rimfire Resources on 1300 380 701. Applications close COB on Friday 5th December 2025.

**START DATE:**

TBC

TERM:

Three years, with a six-year limit if re-appointed.

BOARD COMPOSITION & COMMITMENT:

- The Board meets four times per year. Board meetings are usually held in March, June, September and December with locations to be confirmed.
- The formal part of each Board meeting is generally one day. An additional day is also allowed for major strategy or business reviews, or for visits to regional sites, customers, or partners. Any additional part of full day may be needed for travel given InterGrain has regional sites and a national footprint.
- In summary – Directors should allow for 2 meetings of 2-days duration and 2 meetings of 3-days duration.
- The Board comprises 5 directors; 2 nominees of the Department of Agriculture and Food Western Australia, 1 nominee of the Grains Research and Development Corporation, and 2 independent directors.

REMUNERATION:

This is a remunerated role and InterGrain will also cover travel costs (economy).

COMMITTEES:

InterGrain has a Finance, Audit and Risk Committee (ARC) and may appoint board working groups as needed. As it is a small Board, all directors serve on the ARC. ARC meets online two or three times per year for 3 – 4 hours.

ROLE SUMMARY:

The Board seeks to appoint an independent Non-Executive Director who will bring deep financial acumen and the capacity to provide strategic oversight of emerging digital technologies. This includes artificial intelligence, data analytics, and digital platforms that are increasingly shaping agricultural R&D, breeding programs, and commercialisation pathways.

The successful candidate will help the Board navigate both financial stewardship and the opportunities/risks of digital transformation in agriculture.

KEY RESPONSIBILITIES:

- Provide independent oversight and strategic guidance to the executive team.
- Ensure robust financial governance, risk management, and capital allocation.
- Contribute to the company's digital strategy, including AI, data analytics, and technology-enabled innovation.
- Support commercialisation pathways and market positioning in a competitive agri-tech landscape
- Represent shareholder and stakeholder interests with integrity and transparency
- Participate in board committees and contribute to board performance



APPLICATION NOTES:

Your application should include:

- A comprehensive resume; and
- A covering letter of no more than two pages, outlining your interest in the position and addressing your suitability to the role.

By submitting your application, you agree to provide true and accurate information on your career history and qualifications.

It is essential that the information you provide is clear, concise, and relevant, so that the selection panel can readily assess your claim for the position.

Initially based on written applications, candidates who demonstrate that they meet the requirements of the role and, relative to other candidates, appear to be competitive, will be considered for interview.

LODGEMENT OF APPLICATION:

Applications should be made online at <https://www.rimfireresources.com.au>

Applications will close at 5pm COB on Friday 5th December 2025.

INTERVIEWS:

Interviews will be conducted either in person at a location to be advised or via video conference.

Shortlisted applicants may be required to complete psychometric testing and/or Digital Interview in addition to reference checking and may be required to attend a second interview.

BACKGROUND CHECKS:

Third party background checks will be undertaken for the preferred applicants – this includes qualification, police clearance, credit and financial checks.

EQUAL OPPORTUNITY:

InterGrain are an equal opportunity policy in assessing all applications for any advertised position and provides a smoke free work environment.

WEBSITE:

InterGrain maintains a website <https://www.intergrain.com/> that contains substantial information.

FURTHER ENQUIRIES:

For further information about the role please contact Mick Hay or Katrina Conlon – Rimfire Resources on 1300 380 701 or info@rimfireresources.com.au

