



Appointment of an Intern to the Copyright Licensing New Zealand Board February 2021

The Organisation

Copyright Licensing New Zealand (CLNZ) is jointly owned by the Publishers Association of New Zealand (PANZ) and the New Zealand Society of Authors (NZSA). The only New Zealand member of the International Federation of Reproduction Rights Organisation (IFFRO), CLNZ is part of a global network that represents the interests of authors and publishers internationally. CLNZ's tailored licensing solutions build on the provisions of the [Copyright Act](#). Copyright is a form of intellectual property that gives rights to creators of original works like books, music, and art. CLNZ's licences allow education organisations, businesses, non-profit organisations and government departments to copy, scan and share from copyright protected material including books, magazines, journals and periodicals; beyond what is permitted under the NZ Copyright Act. In 2019, CLNZ extended its licensing services to work with New Zealand visual artists.

CLNZ is a non-profit limited liability company. Net proceeds from licensing schemes are distributed to copyright owners whose material has been copied under licence.

CLNZ also undertakes lobbying with government for effective copyright legislation and takes action on behalf of copyright owners whose rights have been infringed.

The Board

The Board currently comprises 6 Directors – 2 appointed in conjunction with NZSA, 2 appointed in conjunction with PANZ and 2 independent directors appointed using an external governance support agency. The Board's role is to set the strategic direction of the business and to utilise governance best-practice in doing so. While there is robust and broad discussion in Board meetings regarding matters that impact the company, the Board speaks as one on the decisions it makes.

Strategic Direction of the Company

A copy of CLNZ's current strategy is attached. The strategy was developed in 2019 for 2020-2023. It places emphasis on a significant shift in CLNZ's business model and customer base. There are 4 areas of focus in the associated business plan:

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|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Rights</i> | Services that enable NZ creators to record and manage their copyright and be paid when their work is used by others; and advocating for copyright that works for NZ creators |
| <i>Licence</i> | Generating revenue for rightsholders through services that are efficient and accessible for licenceholders |
| <i>Promote</i> | Provide information on rights and licensing that makes doing the right thing easier and to support our creative people through our Cultural Fund |
| <i>Develop</i> | We will be an organisation that people want to work for and work with, constantly looking to improve in all aspects of our business |

Why a Board Intern?

This appointment process – the first time in its history that CLNZ has recruited a Board intern - is being undertaken by a working group of the CLNZ Board, comprising the Chief Executive and one of the independent directors. The new appointee will attend their first CLNZ Board meeting in May 2021, having completed an induction process prior to that date.

The Board wishes to appoint an intern between 18 and 30 years of age who is seeking governance experience through working with a highly skilled group of Directors in an established business. The intern will also gain key insights from being involved in a relatively rare organisation structure of commercial non-profit.

As with other Board appointments, the Company has looked at gaps in its knowledge and skills and identified that an appointee who can contribute to the Board's understanding of te ao Māori and/or Pasifika peoples will be valuable.

Expectations of the Intern

- Bring a fresh and dynamic perspective to Board discussions and decision-making
- Be keen to learn about effective governance
- Attend all Board meetings during the term of the internship (the Board meets in February, May, August and November each year, usually in Wellington or Auckland)
- Fully participate in the Board's discussions and abide by the terms of the Board Manual and the company's constitution, including on matters of confidentiality and any conflicts of interest
- Attend an induction session with the CE and Board Chair prior to the May meeting.

In addition to reimbursement of any travel and accommodation costs incurred in order to attend meetings, a meeting fee of \$500 per meeting (plus GST or less any withholding tax, as appropriate) will be paid.

The initial term of the appointment will be 2 years.

To apply for this position, please send your CV and a covering letter that explains your interest in this position, to info@copyright.co.nz by 5pm, Thursday 25 March 2021.