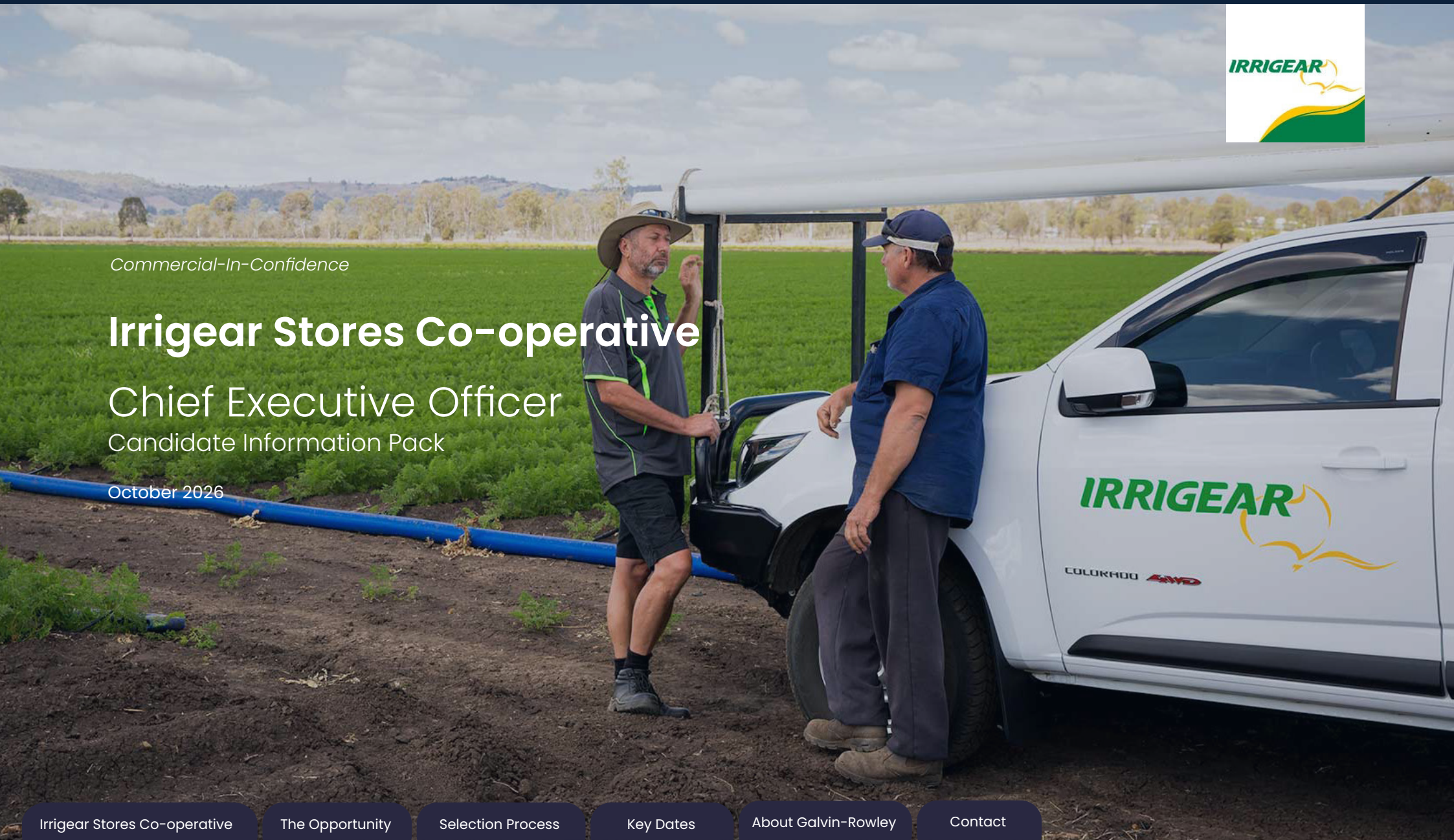
**Galvin-Rowley**
Executive




*Commercial-In-Confidence*

# Irrigear Stores Co-operative

## Chief Executive Officer

Candidate Information Pack

October 2026

Irrigear Stores Co-operative | The Opportunity | Selection Process | Key Dates | About Galvin-Rowley | Contact

# About Irrigear Stores Co-operative

## A National Co-operative

Irrigear Stores Co-operative Limited is a national member-owned organisation supporting approximately 80 independently owned irrigation and water sites across Australia. Its co-operative model combines the strength of a national network with the independence of locally owned businesses.

## Member-Owned and Member-Focused

Operating under a one-member, one-vote structure, Irrigear places its members at the centre of decision-making. The Co-operative focuses on delivering practical commercial benefits while respecting the independence and individual needs of each member business.

## Established Commercial Strength

Irrigear has achieved significant growth, establishing a strong commercial foundation and national market presence. Its collective purchasing strength and shared services help independent businesses remain competitive while creating opportunities for continued growth.

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## Strategic Supplier Partnerships

Strong relationships with national and international suppliers are central to Irrigear's success. Through collective purchasing arrangements and commercial partnerships, the Co-operative delivers value to members while building sustainable, mutually beneficial supplier relationships.

## A Lean and Collaborative Team

Based in Mornington, Victoria, Irrigear operates with a small, dedicated Head Office team supporting its national membership. The team provides group services, financial administration, marketing, communications and operational support, maintaining close relationships across the network.

## Member Connection and Engagement

Regular regional meetings and national events bring members, suppliers and industry partners together. These forums strengthen relationships, encourage knowledge sharing and provide opportunities to collaborate on initiatives that benefit the broader Irrigear network.

# The Opportunity

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|---|---|
| **Position** | Chief Executive Officer |
| **Organisation** | Irrigear Stores Co-operative Limited |
| **Reports To** | Board of Directors, through the Chair |
| **Location** | Mornington, Victoria |
| **Direct Reports** | Small Head Office team |
| **Geographic Scope** | National, supporting approximately 80 independently owned sites |
| **Key Stakeholders** | Board, members, suppliers, employees and industry partners |

## Executive Summary

Irrigear Stores Co-operative Limited is seeking an experienced and commercially astute Chief Executive Officer to lead the organisation through its next phase of development. This is an opportunity to build on a strong foundation established over many years while strengthening the commercial performance, member value and long-term sustainability of a national co-operative.

Supporting approximately 80 independently owned irrigation and water sites across Australia, Irrigear operates a distinctive member-owned model that combines collective purchasing strength with local business independence. The incoming CEO will play a central role in maintaining this balance, building trusted relationships with members and suppliers while identifying practical opportunities for improvement.

Reporting to the Board through the Chair, the CEO will provide commercial and operational leadership, contribute to strategic direction and translate Board-approved priorities into measurable outcomes. Leading a small Head Office team, the successful candidate will bring sound financial judgement, strong communication skills and the ability to achieve results through collaboration and influence.

This planned succession provides an opportunity for a considered leadership transition, preserving the relationships, knowledge and commercial strengths that underpin Irrigear's success while establishing a clear direction for the future.

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## Position Purpose

The Chief Executive Officer is responsible for the leadership, management and performance of Irrigear Stores Co-operative Limited, ensuring the organisation delivers sustainable commercial outcomes and measurable value to its members.

Working closely with the Board, the CEO will translate agreed strategic priorities into practical initiatives, strengthen supplier partnerships and support the continued development of the national member network.

The role requires a commercially capable, relationship-focused leader who can balance the interests of independent business owners with the broader objectives of the Co-operative.

# Key Responsibilities

### Strategic Leadership and Execution

- Work collaboratively with the Board to contribute commercial insights and inform strategic priorities.
- Translate Board-approved strategy into achievable operational plans, clear priorities and measurable outcomes.
- Identify opportunities to strengthen membership, purchasing arrangements, supplier participation and group services.
- Maintain a focus on sustainable growth, commercial discipline and continuous improvement.

### Commercial and Financial Management

- Take responsibility for the Co-operative's financial and operational performance within approved budgets and delegations.
- Oversee financial management, cash flow, receivables, commercial agreements and internal controls.
- Manage purchasing arrangements, supplier rebates and member distributions with accuracy and transparency.
- Provide sound commercial analysis and recommendations to support Board decision-making.

### Member Engagement and Network Development

- Build trusted relationships with independently owned member businesses across Australia.
- Understand members' commercial needs, operational challenges and expectations of the Co-operative.
- Strengthen member engagement, retention and participation through consultation and demonstrated value.
- Encourage the adoption of beneficial group initiatives while respecting individual business independence.

### Supplier Relationships and Commercial Partnerships

- Lead relationships with key national and international suppliers.
- Negotiate commercial arrangements that deliver sustainable value for members and supplier partners.
- Monitor supplier performance, commercial commitments and emerging relationship risks.
- Identify opportunities to strengthen purchasing arrangements and develop mutually beneficial partnerships.

### People Leadership and Operational Excellence

- Lead, support and develop a small, dedicated Head Office team.
- Establish clear responsibilities, achievable priorities and appropriate performance expectations.
- Encourage collaboration, accountability and practical problem-solving.
- Strengthen internal processes, systems and organisational capability to support reliable member services.

### Governance and Board Relationships

- Maintain a productive and transparent working relationship with the Chair and Board of Directors.
- Provide timely, accurate reporting on financial performance, operational priorities and material risks.
- Operate within approved governance frameworks, policies, budgets and delegated authorities.
- Ensure matters requiring Board consideration are identified and escalated appropriately.

# Key Accountabilities

**Brand, Industry Representation and Stakeholder Engagement**

- Represent Irrigear professionally across its national member and supplier network.
- Oversee marketing direction and initiatives that strengthen the Irrigear brand.
- Maintain productive relationships with industry partners and relevant external stakeholders.
- Support regional meetings, national events and activities that strengthen network engagement.

## Leadership Environment

Irrigear operates through a member-owned co-operative structure in which individual businesses retain their independence. The CEO must therefore achieve engagement through consultation, commercial credibility and influence rather than direct operational authority over member businesses.

The organisation maintains a lean Head Office structure, requiring a leader who is comfortable working across strategic and operational matters. Success will depend on sound judgement, personal accountability and the ability to develop strong relationships with members, suppliers, employees and the Board.

**Initial Leadership Priorities**

During the first 12 to 24 months, the incoming CEO will be expected to:

- Establish trusted relationships with the Board, members, employees and key suppliers.
- Ensure a smooth leadership transition while maintaining commercial and operational continuity.
- Confirm strategic priorities and establish a clear operating plan with measurable performance indicators.
- Identify practical opportunities to strengthen member value, supplier partnerships and network participation.
- Review internal capabilities, responsibilities and systems to support effective service delivery.
- Build organisational resilience through team development, clear accountability and succession planning.

**Location and Travel**

The position is based at Irrigear's Head Office in Mornington, Victoria.

National travel will be required to engage with members, suppliers and industry stakeholders, including attendance at regional meetings, national events and other business activities.

# Selection Process and Key Dates

## Selection Process

Thank you for your interest in the Irrigear Stores Co-operative Chief Executive Officer selection process.

Galvin-Rowley Executive is thrilled to be leading the process of this appointment on behalf of Irrigear Stores Co-operative

This briefing pack provides you with the information regarding the organisation, the role, the process time frames and requirements.

## Application Process:

Once you have reviewed this material, and if you haven't already, please provide us with the following to formalise your application.

- A one to two-page cover letter stating your interest and motivation, and a summary that demonstrates your achievements and suitability as relevant to this appointment
- Your resume

**Jen Galvin-Rowley**
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## Key Dates

| | |
|---|---|
| **Late October** | Position released to the market. Initial discussions with applicants and targeted candidates. Enquiries responded to and information packs distributed. |
| **Early-Mid November** | Applications close. |
| **Mid-Late November** | Present long list of finalised candidates to Irrigear Stores Co-operative. Galvin-Rowley Executive to conduct interviews with long listed candidates. |
| **Early December** | Shortlist finalised and presented to Irrigear Stores Co-operative. |
| **Mid December** | Board Interviews. |
| **Late Dec - Mid January** | Finalise interviews, references completed and preferred candidate appointed. |

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# About Galvin-Rowley Executive

**Galvin-Rowley Executive is a boutique executive search and advisory firm with more than 30 years' experience guiding organisations through their most critical leadership appointments. We specialise in C-suite, board, and senior leadership recruitment, delivering tailored, high-touch solutions that ensure every placement is strategically and culturally aligned.**

As the exclusive Australian member of Agilium Worldwide, a global alliance of independent executive search firms, we combine deep local expertise with international reach. This gives our clients access to a diverse global talent pool while retaining the personal service and discretion of a boutique partner.

Our team is led by Founding Partner and Director Jennifer Galvin-Rowley and includes highly experienced executive search consultants, talent specialists, and research professionals. Together, we operate as an extension of our clients' organisations, acting as brand ambassadors with the insight and care to represent each role and business with integrity.

What defines our approach is a commitment to understanding the essence of every organisation we partner with – its purpose, structure, culture, and aspirations. By investing in this depth of knowledge, we design bespoke strategies that attract exceptional leaders and deliver long-term impact.

# Our Values

## Quality & Excellence

We deliver more than capable leaders – we secure executives who are strategically aligned, culturally attuned, and equipped to create lasting impact.

## Flexibility

Every search is bespoke. Our tailored approach allows us to respond quickly to each client's needs while maintaining the rigour that ensures success.

## Tenacity

We pursue every search with focus and creativity, drawing on deep networks, insight, and persistence to identify and appoint exceptional leaders.

## Honesty & Respect

Trust underpins every engagement. We are transparent, respectful, and committed to building relationships that endure well beyond the placement.

# Global Reach. Local Precision.

**At Galvin-Rowley Executive, we combine the insight of a local partner with the scale of a global network.**

As a proud member of Agilium Worldwide LLC—a top-ranked international executive search group with over 55 offices across more than 30 countries—we offer our clients seamless access to leadership talent around the world.

This affiliation extends our reach while maintaining the personal, consultative service we are known for. Whether conducting a local search with international complexity or delivering a fully cross-border executive appointment, we bring the same level of precision, discretion, and cultural alignment to every engagement.

**Our clients benefit from:**

- Global market access without compromising the bespoke approach that defines our work
- Cross-border search capability for roles requiring global perspective or specialised expertise
- Consistent quality and discretion, no matter where leadership is needed

From Melbourne to Madrid, Singapore to San Francisco—wherever leadership is required, we deliver with confidence, care and clarity.

## Jennifer Galvin-Rowley
*Director and Founder*

Jennifer Galvin-Rowley is the Founding Partner and Director of Galvin-Rowley Executive. For more than 30 years, she has built the firm's reputation as one of Australia's most trusted boutique executive search partners.

Her track record spans complex search assignments across diverse industries, including retail and consumer goods, ports and infrastructure, banking and financial services, aviation, health, government, not-for-profit, agribusiness, and manufacturing.

Working closely with boards and CEOs, Jennifer is recognised for her ability to listen deeply and design search strategies that meet the unique requirements of each appointment – whether for a chief executive, senior leadership role, or high-performing management team. She has developed a rigorous search methodology delivered with professionalism, discretion, and warmth, ensuring every client is represented with integrity in the market.

A strong advocate for candidates, Jennifer is committed to ensuring every executive she engages with experiences respect, care, and confidentiality throughout the process. She is also a leading voice for greater diversity in leadership and continues to champion inclusive practices across every search.

"I have had the great fortune to partner with Galvin-Rowley Executive for over 15 years. Jen and the team are extremely professional and above all take the time to understand the role requirements to ensure the right candidate is matched. When labour markets are tight, and roles are in high demand Galvin-Rowley Executive always find the right candidate. I really appreciate how they keep me informed of their progress, challenge my thinking and create a collaborative environment. Finding the right candidate is never easy, Jen makes it easy!"

**Georgegina Poulos**,
T2, Global Director People

"What a joy it is to engage with Galvin Rowley Executive. Grace, care and expertise are the adjectives that come to mind when I think about Jen and the way she manages her clients and candidates. Above all, I am impressed with Galvin Rowley's service ethic and ability to astutely find the right match for a win-win outcome. Jen is a delight to work with and is a wonderful representative of your corporate or personal brand. She is trustworthy, generous, unflappable, diligent and savvy and comes with my heartfelt recommendation."

**Jane Sydenham-Clarke**, Food Frontier, Chief Executive Officer

"I have utilised the executive search services of Jennifer Galvin-Rowley for many years. Throughout this time, I found Jennifer and her team members to be exemplary in their dedication and commitment to providing services that meet my needs and deliver positive outcomes. I believe the essence of Jennifer's success lies in her desire and her ability to comprehensively understand the needs of her clients and to ensure that all search activities are totally aligned to meeting those needs."

**The Hon Chris Pearce MP**
Adjunct Professor JP, FAICD, FAMI, BBus, MBA, GCDiv, GradCertPosPsych

# Diversity, Equity & Inclusion

**At Galvin-Rowley Executive, we see diversity, equity, and inclusion as essential to building strong and future-focused leadership teams. Diverse leaders bring fresh perspectives, foster innovation, and create meaningful change within organisations.**

Supporting our clients in advancing their DEI strategies means looking beyond traditional career pathways. We consider candidates across sectors, focusing on transferable skills and core leadership competencies as well as proven experience.

As trusted advisors, we are committed to presenting balanced and inclusive candidate pools that reflect both talent and potential. We actively encourage our clients to demand diverse shortlists for every role, including in sectors or environments where resistance has historically been stronger. In doing so, we help remove unconscious bias and expand opportunities for exceptional leaders.

# Galvin-Rowley
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## Leadership That Transforms Organisations

At Galvin-Rowley Executive, we specialise in appointing leaders who drive innovation, shape culture, and deliver meaningful impact.

Whether it's a visionary CEO, a strategic executive, or a governance expert, we bring the insight, rigour, and care required to secure transformative leadership.


**Jen Galvin-Rowley**

Founder & Principal Consultant

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