

**17 CONFIDENTIAL ITEMS****17.1 CEO RECRUITMENT**

237

**RECOMMENDATION**

That:

1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council orders that the public, with the exception of the Acting Chief Executive Officer, Manager Corporate Services, Acting Manager Infrastructure Services, Manager Property and Development Services and the Coordinator Executive Services be excluded from attendance at the meeting held on Wednesday 19 April 2023 for Agenda Item 17.1 CEO Recruitment;
2. The Council is satisfied that pursuant to section 90 (3) (k) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 17.1 CEO Recruitment is:  
tenders for the supply of goods, the provision of services or the carrying out of works.
3. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed by the need to discuss this Agenda Item 17.1 in confidence.

**MOVED COUNCILLOR NEVILLE PFEIFFER  
SECONDED COUNCILLOR LUKE KENNEDY**

That:

1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council orders that the public, with the exception of the Acting Chief Executive Officer, Manager Corporate Services, Acting Manager Infrastructure Services, Manager Property and Development Services and the Coordinator Executive Services be excluded from attendance at the meeting held on Wednesday 19 April 2023 for Agenda Item 17.1 CEO Recruitment;
2. The Council is satisfied that pursuant to section 90 (3) (k) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 17.1 CEO Recruitment is:  
tenders for the supply of goods, the provision of services or the carrying out of works.
3. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed by the need to discuss this Agenda Item 17.1 in confidence.

**CARRIED.**

**17.1 CEO RECRUITMENT**

**Responsible officer:** Matthew Sherman, Acting Chief Executive Officer

- Attachments:**
1. McArthurs CEO Recruitment Proposal
  2. Perks People Solutions CEO Recruitment Proposal
  3. Hender Consulting CEO Recruitment Proposal
  4. Underwood Executive CEO Recruitment Proposal

<b>Section under the Act</b>	The grounds on which part of the Council or Committee may be closed to the public are listed in Section 90(2) & (3) of the <i>Local Government Act 1999</i> .
<b>Sub-clause and Reason:</b>	(k) - tenders for the supply of goods, the provision of services or the carrying out of works.

**Executive Summary**

This report is to enable the council to start the CEO recruitment process.

Suspended meeting procedures at 8.08 for 20 minutes.

Meeting procedures recommenced at 8.35 pm

**RECOMMENDATION**

That the council

1. engages .....at a cost of ..... to undertake the CEO recruitment process
2. appoints a selection panel consisting of .....

**MOVED COUNCILLOR RON VALENTINE**

**SECONDED COUNCILLOR CHRIS MEAD**

That the council

1. engages McArthur at a cost of \$12,000 plus GST to undertake the CEO recruitment process
2. appoints a selection panel consisting of the Mayor, Cr Campbell Michell, Cr Luke Kennedy and a Human Resource representative from McArthur.

**CARRIED.**

**Background**

Council must appoint a Chief Executive Officer as per the Local Government Act 1999 Chapter 7 Part 1 - 96[1]

**Context**

The Chief Executive Officer of the Southern Mallee District Council departed in July 2022 and in the interim Matthew Sherman – Manager Infrastructure Services as per a resolution of Council

July 2022 has been acting in the role until a new Chief Executive Officer is appointed. Matthew would then resume his role of Manager Infrastructure Services.

Now that Council has seven [7] elected members to operate as a full Council the process to facilitate the appoint of a Chief Executive officer will commence.

5 firms with experience in undertaking CEO recruitment were approached to submit proposals.

- McArthur [Fee proposal \$12,000 + GST]
- Perks people Solutions [Fee proposal \$15,000 + GST]
- Hender Consulting [Fee Proposal \$18,000 + GST]
- Underwood Executive [fee proposal 2 options [\$21,890 +GST , \$28,890 + GST]
- AME Recruitment

**\*It is to be noted that there maybe extra fees for additional advertising**

Of the 5 firms that were requested to submit a proposal for recruitment, 4 proposals were received. AME Recruitment did not provide a response.

All responses are attached for elected members to peruse.

### **Policy and statutory implications**

The Local Government Act 1999 is relevant to this matter specifically:

Chapter 7 Part 1 -96

[1] each council must have a chief executive officer; and

Chapter 7 Part 1 98-Appointment procedures.

[4] The Council must appoint a selection panel to assess applications for the position of chief executive officer, to recommend readvertisement or other additional steps [if necessary] and to make recommendations to council on an appointment.

[4a] The Council must ensure that either or both of the following applies to the process for appointing a chief executive officer under this section.

[a] The council appoints at least 1 person who is not a member or employee of the council to the selection panel.

[b] before making the appointments to the office of chief executive officer, the council obtains and considers the advice of a qualified independent person on the assessment of applications and recommendations on the appointment under section [4] [and that advice may include recommendations to the council on the appointment]

[5] That council makes the appointment to the office of chief executive officer.

[7] In this section

Qualified independent person means a person who is –

[a] not a member or employee of council; and

[b] determined by the council to have appropriate qualifications or experience in human resource management.

### **Issues**

The appointment of a chief executive officer is required under the Local Government Act 1999.

**Alternate options**

There opportunity to conduct the process inhouse using councils HR resources could be explored, however given the significance of the appointment of a CEO this would not be recommended

**Financial implications**

As the 2022/23 budget was adopted prior to the former CEO leaving council, the CEO recruitment process is unbudgeted and following council's determination on this matter the cost will show in budget review 3 [May]

**Work Health and Safety and Risk implications**

The position of the Chief Executive Officer is of the up most importance and an extremely important decision that Council will make. As a new and inexperienced council local government can be extremely complex and not choosing the right person with knowledge and experience in this sector could prove a significant risk

**Consultation**

Consultation is not required; Council makes the decision of appointing a chief executive officer

CONFIDENTIAL

**Commercial in Confidence**

Recruitment Proposal  
for the appointment of the

# Chief Executive Officer

Presented to

Southern Mallee District Council



*McArthur*  
Best People Fit

12th January 2023

**COMMERCIAL IN CONFIDENCE**

Sheryn Bennier  
Day Street  
PO Box 49  
Pinnaroo SA 5304

Dear Sheryn,

**RE: Proposal for Recruitment Services – Chief Executive Officer**

Thank you for the opportunity to submit a proposal to assist the Southern Mallee District Council with the recruitment of their Chief Executive Officer.

McArthur, in our 54th year of operation, is a proudly South Australian owned organisation with offices throughout Australia. We have extensive Local Government experience in the recruitment of Chief Executive Officers Australia wide.

If you wish to discuss any aspects of this proposal, please do not hesitate to contact me personally at any time.

Yours sincerely



**Rebecca Hunt**  
General Manager Recruitment and HR Consulting

**Telephone:** (08) 8100 7000  
**Mobile:** 0404 286 147  
**Email:** rebecca.hunt@mcARTHUR.com.au

### Recruitment Process Summary:

A summary of our holistic and robust recruitment process is outlined as follows:

- Conduct a meeting with the Southern Mallee District Council prior to the commencement of the recruitment process to gain a comprehensive briefing, agree the recruitment strategy and establish the essential selection criteria
- Assist with the development and/or refinement of the position description to ensure it accurately reflects the skills, experience, qualifications, and personal qualities sought in the successful candidate
- Conduct a Benchmarked CEO Remuneration Review and provide a report to Council to advise and agree the remuneration level and benefits for this position, term of contract, relocation etc
- Prepare thorough and detailed online and print (if required) media advertisements
- Prepare a tailored and comprehensive Candidate Information Pack containing key information about Southern Mallee District Council, the organisation structure, position description, facilities, and links to key documents i.e. Strategic Plan to inform and facilitate the application process
- Undertake a targeted search activity locally and nationally
- Detail the key M<sup>c</sup>Arthur contact's name and mobile telephone number in advertisements and Candidate Information Pack, to ensure all enquiries can confidentially and promptly be managed
- Provide weekly updates to Southern Mallee District Council verbally and in the form of a Candidate Matrix which summarises all applications, discussions, and enquiries
- Ensure any internal candidates are promptly and respectfully managed throughout the recruitment process
- Conduct preliminary competency-based screening and interviews (in person or via videoconference) with all potential candidates
- Present to Southern Mallee District Council a long list of prequalified candidates with detailed reports and identify those recommended for shortlisting for panel interviews
- Facilitate shortlist panel interviews
- Offer M<sup>c</sup>Arthur Adelaide office and facilities to conduct shortlist panel interviews (if required)
- Guide Southern Mallee District Council in assessing the final candidates against the selection criteria
- Undertake a minimum of two detailed reference checks for preferred candidate/s
- Undertake psychometric testing – tailored to the expectations of the role (skill and personality fit)
- Undertake background, social media, qualification and police checking of preferred candidate/s (if required)
- Preparation of a report on the outcome of interviews and attendance at meetings (if required)
- Provide general secretarial and consulting support to Southern Mallee District Council throughout the recruitment process including acknowledgement of applications, coordination of interviews, development of competency-based interview questions and any ad hoc reporting requirements
- Provide feedback to all interviewed unsuccessful candidates
- Assist with the negotiation of offer of employment to successful candidate
- Assist with the communications strategy for an appointment (if applicable)
- Post placement support and follow-up to monitor and ensure the successful transition and integration to the role.



### Strategy and Methodology

McArthur delivers a robust end to end, quality assured and competency-based recruitment methodology.





### *Recruitment Briefing Meeting*

The M<sup>c</sup>Arthur team will meet to conduct a Recruitment Meeting with Southern Mallee District Council at the commencement of the process to gain a full and clear understanding of Southern Mallee District Council's requirements. This meeting serves as the opportunity to have a comprehensive, open and honest discussion to ensure that we have clarity about the ideal candidates sought, along with clarifying the finer details around the timing, flow and key milestones of the recruitment process, executive search and advertising campaign. This will ensure the best outcome for Southern Mallee District Council. The meeting is critical as it will enable the establishment of the key selection criteria, which will form the basis of advertising, search, interviewing, psychometric testing, reference checking and future performance appraisals.

### *Candidate Information Packs*

We will assist in the refinement of the position descriptions and selection criteria for the roles to ensure it accurately reflects the experience and characteristics sought in the successful candidates. We will use the information provided to help prepare a detailed Candidate Information Pack for the roles. This will include:

- Key information about Southern Mallee District Council
- Organisational chart
- Position description, person specification, qualifications, experience, and essential criteria
- Links to key relevant information
- Conditions of employment – some of the information may include remuneration, contract term, relocation details, benefits etc. - the content will be approved by Southern Mallee District Council
- Other relevant links or documents as required can be included

### *Advertising*

An online digital advertising campaign will be determined by M<sup>c</sup>Arthur and Southern Mallee District Council that is aimed to create maximum reach to candidates locally and nationally and attract the attention of passive job seekers. This can be combined with select print media advertising if deemed appropriate. All options and costs would be discussed in detail for Southern Mallee District Council to decide upon prior to the commencement of the assignment. Online and social media campaigns include -



Careful wording of the advertisements, attractive display and appropriate industry/sector categorisation are all important to ensure depth of reach to potential candidates. To ensure prompt contact with potential and interested candidates, the M<sup>c</sup>Arthur Lead Consultant's name and mobile telephone number will be published in the advertisement/s.

### *Candidate Search, Acquisition and Attraction*

M<sup>c</sup>Arthur has a proud 54-year history of undertaking successful Executive recruitment assignments across a range of sectors. We will undertake extensive talent mapping, identifying a list of potential candidates, and agree on any organisations and sectors to be targeted. Search is essentially a process of timely assessment, and commercial in confidence judgement calls around suitability, fit and availability. It is this process that distinguishes a traditional recruitment process, and a recruitment company, into a seasoned and respected search consultancy.

Specialist Search is at the forefront of everything we do and has been a key contributor to our success. The key to search is knowing the market and the best applicants to directly approach. These candidates are discreetly sourced via a range of search tools and methods.

- **Traditional head-hunting methodologies**
- **Extensive database searching**
- **Networking and referrals**
- **Social media sourcing and attraction**
- **Conferences and event relationship development**
- **LinkedIn recruiter advertising and search**

We will undertake extensive talent mapping, identifying a list of potential candidates, and agree on any organisations and sectors to be targeted. Through extensive research activity and our networks, we will approach these people to discuss the vacancy, gauge interest and encourage interested candidates to apply, or alternatively provide names of acquaintances or referrals that may be suitable or interested in hearing about these opportunities.

M<sup>c</sup>Arthur has prior experience in filling hard roles in the metropolitan area and in remote rural locations. Our strategy is based on a combination of search and networking with our national database of clients, candidates, and specialist consultants. Through undertaking a fortnightly national WIP meeting, roles are discussed and shared with our 150 recruitment staff across Australia and shared across platforms such as LinkedIn where M<sup>c</sup>Arthur have over 30,000 followers and each consultant has considerable individual connections. We also own a "LinkedIn Recruiter" license whereby, we can access passive candidates – many of which have unique and in-demand skill sets.

### *Candidate Applications*

All applications are acknowledged in writing and we recommend keeping applications open for a three week period (flexible if a longer period is preferred or deemed necessary), to ensure maximum visibility, allowing both active and passive candidates have adequate time to see or hear about the opportunity. M<sup>c</sup>Arthur is flexible to continue to speak with potential candidates if late in applying and/or if the Southern Mallee District Council wishes for us to do so.

Great care is taken with any internal candidates, ensuring they are respected and treated fairly throughout the process

### *Candidate Matrix*

Each week of the advertising campaign we will prepare and or update a Candidate Matrix which summarises applications received to date. This will contain summaries of the details of all applicants including their current and past positions, employer, qualifications, location etc. We will also provide an initial rating based on their background and application as to whether the candidate should be potentially considered for preliminary interviewing by our M<sup>c</sup>Arthur Lead Consultant. Full details of all applications will be made available upon request at any time throughout the recruitment process.

### *Screening, Interviewing and Shortlisting*

We will undertake preliminary detailed telephone screening with all potential candidates, to enable us to narrow the field down to a long list of those most suitably matched, based on the agreed criteria. These candidates will then be invited to a face to face or videoconference interview. Specific competency-based interview questions will be developed to draw upon the essential skills, test experience and highlight personal qualities required for success. The nature of the questions will also provide a good understanding of indicative behaviour in the workplace and community and will test motivational factors relating to the fit and desire to take up the role and location.

We also discuss how a position and relocation (if applicable) of this type would impact any family members. We strongly recommend internal (if applicable) and external candidates should undertake the same application and interviewing process, to ensure they are fairly and consistently benchmarked and considered for the position.

Once our preliminary competency-based interviews are completed, we would then arrange to discuss all candidates with Southern Mallee District Council - identifying those we recommend for shortlisting. Detailed candidate reports including full application documents and CV will be prepared for all candidates successful to this point, together with commentary around reasons for applying, suitability for the role, current salary remuneration expectations, notice period, family and or relocation requirements.

### *Shortlist Panel interviews*

Once shortlisted candidates are agreed, M<sup>c</sup>Arthur will schedule and co-ordinate all shortlist interviews for Southern Mallee District Council on a pre-agreed date and location. As candidates may be coming in from a range of locations for interviews, we can conduct interviews at M<sup>c</sup>Arthur's Adelaide Office or alternatively, at Southern Mallee District Council offices.

M<sup>c</sup>Arthur's highly experienced Lead Consultant is available join Southern Mallee District Council at this stage to help with coordination, facilitation, and administration of this part of the process. Timing on the day/s, preparing and asking pre-agreed competency-based questions, making observations and further assessment of each candidate, notation of candidate answers, and any other functions deemed necessary by Southern Mallee District Council can all be facilitated by the M<sup>c</sup>Arthur Lead Consultant.

We will develop an appropriate interview guide specific to the role utilising targeted competency based (behavioural) interview questions. This will not only enable Southern Mallee District Council to explore skills and experience, but also assess values, behaviours, cultural fit, and alignment to their strategic direction. We can also discuss the need for further assessments e.g. scenario based and presentation topics.

We will have all paperwork including interview schedules, interview guides, candidate reports, position description etc, ready for the Interview Panel on interview day. Full administrative support will also be available on interview day/s, along with refreshments, morning and or afternoon tea, lunch etc. An Interview Panel debrief discussion typically follows Shortlist Panel Interviews.

### *Reference checking*

A minimum of two reference checks are undertaken for all potential candidates following shortlist interviews however, we will undertake as many as Southern Mallee District Council would like.

The M<sup>c</sup>Arthur team are highly experienced in conducting robust Executive level reference checks. Referees will be asked to comment on the key selection criteria and aspects specifically relating to the individual and competency based, rather than simply offering generic feedback.

Areas such as leadership style and effectiveness, team and culture development, strategic contribution and planning, change management, technical knowledge, overall strengths and weaknesses, internal and external relationships are typically interrogated.

Where candidates have not nominated appropriate referees, we will ask for additional names. We also conduct background, internet, social media and police checks. Transcripts of the reference checks will be provided to Southern Mallee District Council once completed.

### *Psychometric Assessment*

Psychometric assessment techniques and tools for validity are offered in assessing levels of competence, cultural fit, aptitude and future potential of the preferred candidate/s. These will be administered by our in-house M<sup>c</sup>Arthur Human Resources Consulting specialist Rebecca Hunt, who will provide detail reports and will add value to the process by providing additional predictive material and verbal feedback and advice to Southern Mallee District Council. Independent of the recruitment process, the psychometric assessment/s will provide Southern Mallee District Council with a profile on the candidate/s against pre-determined benchmarks. The assessments comprehensively assess behaviours, personality, leadership etc, along with critical, verbal, numerical and abstract reasoning skills.

### *Confirmation of Qualifications*

Academic qualifications and/or professional memberships will be validated with the appropriate institution/s on behalf of the preferred candidate/s. Certificates and academic transcripts are also requested as part of the recruitment process for all candidates being considered for the positions.

### *Second Interview or Presentation*

For an Executive appointment it is typical that a second meeting, interview or presentation be conducted. Suggestions for the format of this process would be discussed with Southern Mallee District Council. This meeting generally would be recommended after all due diligence has been completed and prior to an offer of employment being formalised.

### *Offer and Acceptance*

The M<sup>c</sup>Arthur Lead Consultant will typically assist and facilitate the offer process on behalf of Southern Mallee District Council.

M<sup>c</sup>Arthur also has extensive experience assisting organisations to determine appropriate key performance indicators aligned to their Strategic objectives. M<sup>c</sup>Arthur can assist in facilitating this between Southern Mallee District Council and the successful candidate. We can also provide non-legal support and assistance in relation to the review of the employment contract.

### Unsuccessful Candidates

Once an offer has been accepted, all unsuccessful shortlisted candidates will be notified and provided with specific and personalised feedback. We are also happy to undertake this process face to face, by videoconference or telephone with any unsuccessful internal candidates to assist with their future professional development aspirations and to ensure they feel valued and have been fairly considered for the position.

### Post Placement Guarantee and Follow-up

Although unlikely to be required, M<sup>c</sup>Arthur will provide an unconditional 12-month replacement guarantee to support the robust recruitment process.

M<sup>c</sup>Arthur's Lead Consultant will follow-up with Southern Mallee District Council at the one, three, six and twelve month point as a minimum. We are keen to ensure the successful candidates make a smooth transition into their roles, are progressing toward meeting KPIs, and are proving to be well aligned culturally to Southern Mallee District Council and the local government sector.

M<sup>c</sup>Arthur are very well experienced with Performance Review's and KPI Setting, measuring and monitoring advice, and will be available to help at any point along the successful candidate's career journey with Council.

### The M<sup>c</sup>Arthur Difference

- Proudly Australian owned and operated, South Australian based with a 54 year history
- The only Senior Executive recruitment firm serving Local Government nationally, ensuring the generation of a wider pool of talent
- Unrivalled experience managing Senior Executive recruitment assignments within Local Government
- 150 nationally located M<sup>c</sup>Arthur recruitment and human resources specialists
- Robust end to end, quality assured and competency-based recruitment methodology
- Approved supplier to Local Government nationally
- Major Sponsor and Partner of LGA and Local Government Professionals events nationally
- Annual production of the Local Government National Remuneration Survey
- Leading firm in Local Government Performance Reviews, Remuneration Benchmarking and KPI Setting
- Preferred pricing and positioning for all Local Government online and print advertising nationally
- Leading technology and capability in relation to local, national and international candidate search
- Comprehensive, flexible and transparent fixed fee pricing for the robust end to end recruitment process
- Objective and accurate assessment of the qualities, aptitudes and capabilities of candidates recommended for short-listing
- Leading Psychometric Assessment tools and processes managed by our dedicated in-house M<sup>c</sup>Arthur specialist
- Provide assistance to Council with the setting of Performance Objectives and KPI's after appointment of the successful candidates
- Unconditional 12 month guarantee period



### Experience and Resources

Steve Nolis will lead and personally manage the recruitment process with Council, assisted by Paul Coyle, Executive Senior Consultant and Rebecca Hunt, General Manager Recruitment & Human Resources Consulting. This team approach will ensure the constant availability of resources to personally facilitate and assist Council and candidates throughout the recruitment processes.

A summary of our experienced M<sup>c</sup>Arthur Local Government team members is outlined as follows:

#### Steve Nolis – Managing Director South Australia – MBA, BICIS, MAICD

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Steve is the Managing Director SA for M<sup>c</sup>Arthur. Prior work experience includes Executive Director Commercial for the Local Government Association and CEO of a prominent legal firm. He has extensive experience in managing CEO's through being a 10-year Director of Beyond Bank where he held titles of Deputy Chair and Chairman of Governance and Remuneration. Other prior and existing Board roles include Chair of the Corporate Traveller Customer Advisory Board, Director of Netball SA, and Chair of the Adelaide Thunderbirds Commission.

Steve has over 20 years Executive Recruitment experience having successfully placed CEO's and Senior Executives locally and nationally. Through deep relationships with LGA's across Australia, he has established a national referral network within the Local Government sector assisting candidates with future career opportunities whilst authenticating and developing a talent pool across Australia. His Commercial networks run deep, providing clients with a wide diversity of experience and skill sets of short list candidates.

Steve works closely with CEO's, Mayors and Elected Members to ensure that the candidate profile, skill set, and personality fit matches the requirements and expectations of the role. Through behavioural style interviewing, Steve has the philosophy to only short list exceptional candidates for clients. An understanding of the culture and environment is also critical when matching candidates within metropolitan, peri-urban, and rural Councils.

His tertiary qualifications include a Graduate Certificate in Management, Diploma in Management, and a Master of Business Administration (MBA). He has also completed studies through The Business in China Intensive School in Shanghai, China.

**Rebecca Hunt – General Manager Recruitment & Human Resources Consulting – BA Hons / MAHRI**

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Rebecca has over 15 years’ experience across a wide range of Human Resources Consulting disciplines including:

- Executive Recruitment
- Remuneration Reviews
- Psychometric Testing
- Selection Criteria Development
- Position Description Development
- KPI setting
- Contract Management
- Performance Management
- Organisational Reviews
- Team Profiling
- Engagement/Culture Surveys

Prior to joining McArthur, Rebecca acquired extensive experience in the UK and USA and more recently from working in a “Big 4” professional services firm. Rebecca’s astute business acumen, exceptional communication / organisation skills and wealth of experience ensure clients are provided with a holistic, high quality and comprehensive service. Rebecca is passionate about creating lasting relationships with clients, based on integrity, effective tailoring of service to clients’ needs/requirements and ingrained best practice approach.

**Paul Coyle – Senior Executive Consultant**

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Having joined McArthur as a Senior Recruitment Consultant in September 2019, Paul partners with Local, State and Federal Government, Not for Profit and Commercial clients to provide quality and value-added recruitment and HR solutions. He brings over 10 years of Executive recruitment experience in the Adelaide market.

With a proven track record and a significant network across South Australia, Paul is seen as a trusted advisor who goes beyond the call of duty when it comes to understanding client needs and candidate care to ensure not only a skills match but also a cultural fit.

He is highly regarded and noted for his high attention to detail and one who will ensure a true and proper process is followed when undertaking a recruitment assignment.



**McArthur Executive Success Stories (CEO Placements nationally)**

Organisation	Position/s
<b>SA</b>	
District Council of Barunga West	Chief Executive Officer
Local Government Association SA	Chief Executive Officer
Adelaide Plains Council	Chief Executive Officer
City of Mount Gambier	Chief Executive Officer
District Council of Lower Eyre Peninsula	Chief Executive Officer
City of Port Lincoln	Chief Executive Officer
City of Whyalla	Chief Executive Officer
District Council of Karoonda East Murray	Chief Executive Officer
District Council of Ceduna	Chief Executive Officer
Berri Barmera Council	Chief Executive Officer
Alexandrina Council	Chief Executive Officer
District Council of Tumby Bay	Chief Executive Officer
District Council of Orroroo Carrieton	Chief Executive Officer
Rural City of Murray Bridge	Chief Executive Officer
Flinders Ranges Council	Chief Executive Officer
Tatiara District Council	Chief Executive Officer
Mid-Murray Council	Chief Executive Officer
Wattle Range Council	Chief Executive Officer
District Council of Streaky Bay	Chief Executive Officer
City of Marion	Chief Executive Officer

Alexandrina Council	Chief Executive Officer
Berri Barmera Council	Chief Executive Officer
Local Government Association Procurement	Chief Executive Officer
Northern Areas Council	Chief Executive Officer
Murraylands & Riverlands LGA	Chief Executive Officer
Wudinna District Council	Chief Executive Officer
<b>VIC</b>	
City of Ballarat	Chief Executive Officer
Mitchell Shire Council	Chief Executive Officer
Warnambool City Council	Chief Executive Officer
Mildura Rural City Council	Chief Executive Officer
Kingston District Council	Chief Executive Officer
Queenscliffe Borough Council	Chief Executive Officer
Mansfield Shire Council	Chief Executive Officer
Yarra Ranges Shire Council	Chief Executive Officer
Mornington Peninsula Shire	Chief Executive Officer
Ararat Rural City Council	Chief Executive Officer
Hepburn Shire Council	Chief Executive Officer
Colac Otway Shire Council	Chief Executive Officer
Knox City Council	Chief Executive Officer
Mount Alexander Shire Council	Chief Executive Officer
City of Greater Geelong	Chief Executive Officer
Greater Shepparton City Council	Chief Executive Officer

Wyndham City Council	Chief Executive Officer
<b>NSW</b>	
Lithgow City Council	Chief Executive Officer
Cessnock City Council	General Manager
Upper Lachlan Shire Council	General Manager
Glen Innes Severn Council	General Manager
Yass Valley Council	General Manager
Inner West Council	General Manager
City of Ryde	General Manager
City of Blue Mountains	General Manager
<b>QLD</b>	
Winton Shire Council	Chief Executive Officer
South Burnett Regional Council	Chief Executive Officer
<b>NT</b>	
City of Darwin	Chief Executive Officer
West Daly Regional Council	Chief Executive Officer
West Arnhem Regional Council	Chief Executive Officer
Litchfield Council	Chief Executive Officer
Alice Springs Town Council	Chief Executive Officer
City of Palmerston	Chief Executive Officer
<b>TAS</b>	
Burnie City Council	General Manager
Devonport City Council	General Manager

George Town Council	General Manager
Meander Valley Council	General Manager
West Tamar Council	General Manager
Break O'Day Municipal Council	General Manager
Kingborough Council	General Manager
Northern Midlands Council	General Manager
<b>WA</b>	
City of Busselton	Chief Executive Officer

CONFIDENTIAL

**Referees**

Referee Name	Position Recruited	Organisation	Telephone
Mayor Dean Johnson	Multiple roles	District Council of Kimba & LGA SA President	0427 619 815
Mayor Caroline Phillips	Chief Executive Officer	District Council Karoonda East Murray	0418 841 552
Mayor Sue Scarman	Chief Executive Officer	Northern Areas Council	0418 844 935
Mayor Leonie Kerley	Chief Executive Officer	District Council of Barunga West	0428 353 025

**Professional Fee (End to End recruitment)**

A fixed fee of **\$12,000 plus GST** would apply for the comprehensive end to end recruitment process.

A summary of the inclusions as outlined in detail this proposal is:

- Full end to end search and recruitment service as outlined in this proposal (including comprehensive search exercise)
- Benchmarked Remuneration Review
- Online advertising – M<sup>c</sup>Arthur website, Seek, Local Government Job Directory and LinkedIn
- Psychometric Assessment/s for preferred shortlisted candidate/s
- Assistance with KPI setting
- Assistance with non-legal employment contract review and advice
- 12-month unconditional replacement guarantee period
- Post placement support as outlined in this proposal.

**Additional Costs:**

- Print media (M<sup>c</sup>Arthur website, Local Government Job Directory, Seek and LinkedIn included)

**Payment of fees:**

The fee to undertake this assignment would be invoiced in three stages as follows:

- 30% on commencement of assignment
- 40% at shortlist stage
- 30% on placement of the position

**Insurances**



Government of South Australia  
SafeWork SA

**Employment Agents Registration Act 1993**

**LICENCE TO CARRY ON THE BUSINESS OF AN  
EMPLOYMENT AGENT**

**I, the undersigned, being the Executive Director of SafeWork SA,  
Department of Treasury and Finance, do hereby license**

**Matthew Grant McArthur  
T/A McArthur (SA) Pty Ltd**

of

**Level 12 101 Grenfell Street, ADELAIDE SA 5000**


**to carry on the business of an Employment Agent at the above premises.**

The approved Manager is:

**Steve Nolis**

Subject to the provisions of the Employment Agents Registration Act 1993 and Regulations

This licence No. 18442 (unless cancelled)  
is valid from 14/06/2022 up to and including 13/06/2024. ( Site registration number is 628326 )

  
Executive Director  
31-May-2022

InfoNET: GL069



## Certificate of Currency



This Certificate confirms that the undermentioned Policy is effective in accordance with the details shown below. The information provided is a summary only. For full details of all applicable terms, conditions, exclusions and definitions that may affect the cover, please refer to the full Policy documentation.

**Date of Issue:** 10 February 2022

**Class of Insurance:** General and Products Liability & Professional Indemnity

**Policy Number:** REC 21 000096

**Named Insured:** McArthur (NSW) Pty Ltd (ABN 26 078 078 298), McArthur (QLD) Pty Ltd (ABN 51 078 078 341), McArthur (SA) Pty Ltd (ABN 97 007 895 703), McArthur (VIC) Pty Ltd (ABN 75 008 186 383), Medstaff Caring Pty Ltd (ABN 73 008 177 464), Talent Architects Pty Ltd (ABN 60 079 054 863) Trading as McArthur

**Business Activities:** Placement of permanent employees, on hired employees and on hired contractors, training and induction, employment consulting services and other recruitment and workforce services, council consulting services for Casey City Council

**Period of Insurance:**  
 From: 4.00 pm on 13 Feb 2022  
 To: 4.00 pm on 13 Feb 2023  
 Local Standard Time at the insured's head office.

**General and Products Liability:**

**Limit of Liability:** General Liability (Public Liability & Advertising Injury)  
 \$20,000,000 in respect of any one claim or series of claims arising out of any one occurrence.  
 Products Liability  
 \$20,000,000 in respect of any one claim or series of claims arising out of any one occurrence and in the aggregate during any one period of insurance.

**Professional Indemnity:**

**Limit of Liability:** \$20,000,000 any one Claim  
 \$5,000,000 Sublimit for Council Consulting Services for Casey City Council

**Security:** Certain Underwriters at Lloyd's

This Policy is current as shown in the Period of Insurance details above unless it is cancelled in the meantime.

**about** | UNDERWRITING | ABN: 78 508 848 479 | AFSL: 483210  
 Suite 302/546 Collins Street, Melbourne, VIC 3000 | PO Box 16106 Collins Street West, Melbourne, VIC 8007  
 Web: [aboutunderwriting.com](http://aboutunderwriting.com) | Office: 03 9998 9080 | Fax: 03 9993 9099





# CERTIFICATE OF REGISTRATION

This is to certify that:

**McArthur**

ABN 97 007 895 703

Trading as

**McArthur (SA) Pty Ltd**

ABN 97 007 895 703

**McArthur (Qld) Pty Ltd**

ABN 51 078 078 341

**McArthur (NSW) Pty Ltd**

ABN 26 078 078 298

**McArthur (Vic) Pty Ltd**

ABN 75 008 186 383

Level 12, 101 Grenfell Street Adelaide SA 5000 AUSTRALIA

(Refer to Attachment to Certificate of Registration dated 19 July 2021 for additional certified sites)

operates a

**QUALITY MANAGEMENT SYSTEM**

which complies with the requirements of

**ISO 9001:2015**

for the following scope

Permanent staff recruitment, temporary staffing, executive contracting, human resource and management consultancy services and provider of health support staff and services

**Certificate No: QEC4326**

Issued: 19 July 2021

Originally Certified: 23 October 1995

Expires: 23 July 2024

Current Certification: 19 July 2021

Frank Camasta  
Global Head of Technical Services  
SAI Global Assurance



JAS-ANZ



WWW.MCARTHUR.COM.AU

Registered by:  
SAI Global Certification Services Pty Ltd (ACN 108 716 669) 680 George Street, Sydney NSW 2000 Australia with SAI Global Pty Limited 680 George Street Sydney NSW 2000 Australia (SAI Global) and subject to the SAI Global Terms and Conditions for Certification. While all due care and skill was exercised in carrying out this assessment, SAI Global accepts responsibility only for proven negligence. This certificate remains the property of SAI Global and must be returned to SAI Global upon its request. To verify that this certificate is current please refer to SAI Global On-Line Certification register at <https://register.sai-global.com>





# Recruitment & Executive Search

\_\_\_\_ CHIEF EXECUTIVE OFFICER

# Statement of Understanding



We understand you are seeking an experienced Recruitment partner to assist with a successful recruitment campaign for the **Chief Executive Officer** role at the **Southern Mallee District Council**.

Having worked on Recruitment and HR Consulting projects with many Local Government councils in South Australia, the team at Perks People Solutions (PPS) offer a strong working knowledge of the challenges and opportunities faced by the sector and have strong candidate and client networks.

For this role, the experienced team at PPS will work together with the Southern Mallee District Council to find a suitable shortlist of candidates.

Outlined in this proposal is our quote for the provision of an end-to-end recruitment campaign to secure the most suitable candidate for your organisation.

# Our Capabilities



## Your Team

### **Matt Hobby, Director**

Over 15 years' experience in Executive Search Projects and over 20 years in the Recruitment industry, Matt has in in-depth knowledge of Local Government and has successfully facilitated senior and executive recruitment campaigns for metropolitan and regional Councils. He also has facilitated numerous CEO Performance Reviews.

### **Nicole Marshall, Senior Recruitment Consultant**

A Local Government specialist, Nicole has a track record of successful placements in senior leadership roles and has developed an excellent network of executive candidates. Nicole utilises her previous marketing and communications experience to execute engaging and effective recruitment campaigns and prides herself on delivering exceptional results for her clients.

### **Olivia Brown, Candidate Manager**

With a background in HR and experience with internal and external recruitment, Olivia has extensive search and candidate management expertise and excellent connections within Local Government. Olivia is a skilled researcher and provides dedicated support to all candidates throughout the process.

## Knowledge of the Council

Matt Hobby has been facilitating the CEO Performance Review for Southern Mallee Council since 2019 so has a strong understanding of the challenges and opportunities that the council faces both within the community and inside the Council itself.

01

Assignment Brief

We facilitate a meeting to gain a strong understanding of the skills, behaviours, values and experience required by the ideal candidate. Using this information, we will create the key selection criteria which will be used to assess candidates' applications.

02

Creation of Timeline

We work with you to establish the timeline for key events. The process from end to end usually takes about twelve weeks, however, this is subject to change based on candidate and client availability.

03

Identifying Target Candidates

We will work with you to establish a list of ideal candidates and target organisations where potential candidates are currently working.



# The Process

<p><b>04</b></p> <p>Candidate Attraction Strategy</p> <p>PPS recommends a two-pronged approach for Executive roles. We recommend using SEEK and LinkedIn to advertise the role and supporting the campaign with a proactive Executive Search. Further information on why Executive Search will work for this role to follow.</p>	<p><b>05</b></p> <p>Shortlisting Suitable Candidates</p> <p>PPS will assess potential Candidates' skills and experience against the agreed Key Selection Criteria and present our shortlist to the Selection Panel.</p>	<p><b>06</b></p> <p>First Round Interviews by PPS</p> <p>Interviews are conducted to ensure final shortlisted candidates meet Key Selection Criteria. PPS will report the findings and a recommendation of candidates to be interviewed by the selection panel.</p>
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# The Process

<p><b>05</b></p> <p>Presentation of Candidates</p> <p>PPS will present at the meeting of the Selection panel recommending their preferred candidate(s).</p>	<p><b>06</b></p> <p>Selection Panel Interviews</p> <p>PPS will develop the interview questions and/or a presentation topic and ensure that they align with the Job and Personal Specification and the agreed Key Selection Criteria. One of our experienced team members can facilitate the Selection Panels interviews should this be required.</p>	<p><b>07</b></p> <p>Candidate Checks</p> <p>PPS will perform background checks against the selected Candidate including; Qualification Checks, Reference Checks and Social Media / Digital Media Footprint Assessment</p>
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# The Process



**08**

**Psychometric Assessment**

PPS uses the industry leading Saville Assessment tools to review each candidate's leadership style, key work preferences and to their determine behaviours and motivators in the workplace. Supplementary Aptitude Testing can also provide insight on a candidate's numerical, verbal and abstract reasoning capabilities.

All candidate assessments include a 1 hour debrief and copy of the assessment report.



# The Process

**09**

**Offer Management**

We will work with you and the successful candidate to manage the offer and acceptance process. We will assist in the creation of the letter of offer and drawing up the employment contract if required.

# Why Executive Search Works

Most recruitment processes are focused on including press and online advertising, typically only reaching the active job market (those seekers who are actively seeking new employment) and as such, we recommend a search strategy that will gain access to both *active* and *passive* candidates.

The most suitable candidates are often too busy, too engaged and too committed to their current role to be browsing through the online job boards or press advertising. They need to be approached and the opportunity needs to be presented in a manner that articulates the features, benefits and attractions of the role.

To do this, we reply on mapping the market of potential candidates. The first stage of an Executive Search assignment involves analysing both the candidate and client market to generate a "long list" of potential candidates who may be suitable and match the position requirements from a cultural, technical and leadership perspective.

Once this is completed, we would then share this research with you. The purpose of this is to allow you to remain in control by providing feedback on the candidates we should target for this opportunity.



# Benefits of Saville Assessment

Saville Assessment apply the science of human behavioural psychology in the workplace to improve company's productivity and reduce the risk of poor-quality hires.

Their portfolio of leading-edge assessments are designed based on extensive research into successful workplace performance and the critical relationship between  *motive, talent and workplace culture*.

## **Saville Wave Professional Styles Questionnaire**

PPS recommends this questionnaire as it is the most powerful personality assessment for predicting performance and potential. It is particularly useful for selection, development, talent management, succession planning, leadership programs, coaching and career planning. As a market-leading personality assessment, Saville Wave is recognised for:

- Possessing the highest validity\*
- Using the best scoring format to forecast workplace performance\*\*
- Being the only tool to identify alignment between work motives and talents
- Having the most up-to-date norms for better benchmarking



\*Project Epsom: How Valid is your Questionnaire? (2008)

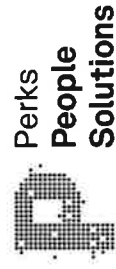
\*\*European Journal of Work and Organisational Psychology (2014); No. 1, 3-30

Stage 1	Stage 2	Stage 3
Acceptance of Assignment	Presentation of Shortlist	Acceptance of Offer
\$5,000 (excluding GST)	\$5,000 (excluding GST)	\$5,000 (excluding GST)

### Total Recruitment Fee

\$15,000 (excluding GST)

*Formal Terms of Business will be sent after Fees are agreed upon*



# Fee Structure

**Online Advertising**  
SEEK Premium &  
LinkedIn

Seek Premium = \$807.50  
(excluding GST)  
LinkedIn = \$300.00  
(excluding GST)

**Print Advertising\***  
The Advertiser  
Early General News or Career Section

Between \$500 and \$6,000  
(excluding GST). Cost to be  
agreed upon in advance  
and charged without  
margin.

Please note that a smaller  
print advert will be lower  
than a larger advertisement  
in the Early General News  
section of the newspaper.

**Saville Assessment\***  
Psychometric Profile &  
Aptitude Testing

\$695.00 (excluding GST)  
\*Recommended/Optional

*Formal Terms of Business will be sent after this proposal is agreed upon.*



# Additional Fees

# References

- Client Name:** Alexandrina Council  
11 Cadell Street, Goolwa
- Contact Name:** Keith Parkes – Mayor
- Contact Information:** [Keith.Parkes@alexandrina.sa.gov.au](mailto:Keith.Parkes@alexandrina.sa.gov.au) | 08 8555 7000
- Date of Services:** Since 2018
- 
- Client Name:** District Council of Cleve  
10 Main Street, Cleve
- Contact Name:** Phil Cameron – Mayor
- Contact Information:** [Phil.cameron@cleve.sa.gov.au](mailto:Phil.cameron@cleve.sa.gov.au) | 08 8628 2004
- Date of Services:** Since 2021
- 
- Client Name:** Town of Gawler  
89-91 Murray Street, Gawler
- Contact Name:** Karen Redman – Mayor
- Contact Information:** [mayor@gawler.sa.gov.au](mailto:mayor@gawler.sa.gov.au) | 0421 839 359
- Date of Services:** Since 2018

# Client Testimonials

*It was a pleasure to work with Perks People Solutions on this critical role. They led the process from start to finish while maintaining excellent communication along the way. The process was enjoyable, and the end result has set us up for the future. Highly recommend.*

**Nigel Morris, CEO Alexandria Council**

*Nicole is so easy to work with, we received thorough reports throughout the process which made it efficient and clear. Nicole is always friendly, helpful, and helps you through the decision process remaining non-biased.*

*Matt was great in talking the panel through the psychometric testing which was worthwhile doing as a part of the process. I would recruit with PPS again if provided the chance.*

**Simone, Manager People & Culture, District Council of Yankalilla**





# PPS Insurance Details

Insurance Type	Policy No	Extent of cover - Per Incident	Extent of Cover - In aggregate	Expiry Date	Name of Insurer
Public and products liability	PRP/UC/386576-PL	\$20,000,00	\$20,000,000	30 June 2023	Professional Risk Underwriting Pty Ltd
Professional Indemnity	PRP/UC/386576-PS	\$5,000,000	\$10,000,000	30 June 2022	Professional Risk Underwriting Pty Ltd

## Contact

Thank you for considering Perks People Solutions for this important recruitment campaign. For further information, please contact:

Matt Hobby, Director,  
 Perks People Solutions  
[mhobby@perksp.com.au](mailto:mhobby@perksp.com.au)  
 0428 847 400 | (08) 8273 9385



25 January 2023

**PRIVATE AND CONFIDENTIAL**

Sheryn Bennier  
Coordinator Executive Services  
Southern Mallee District Council

Via email: [sheryn.bennier@southernmallee.sa.gov.au](mailto:sheryn.bennier@southernmallee.sa.gov.au)

Dear Sheryn,

**RE: Proposal for the Recruitment of the Chief Executive Officer**

Thank you for the opportunity to present a proposal for the executive search, recruitment, and selection for the position of Chief Executive Officer for the Southern Mallee District Council. We would be delighted to partner with Council for this process and outline below our points of difference and our comprehensive recruitment approach.

**Understanding**

Our understanding is that following the departure of the former CEO in July 2022 and the appointment of an interim Acting CEO at that time, the results of the November election process have required a supplementary election to be concluded by late March/early April 2023. Council now seeks to initiate the process for the recruitment of a new CEO which will proceed when the full Council is appointed. The assistance of an experienced consultancy to facilitate the search for and recruitment of a suitably qualified, high calibre candidate to take up the role of CEO is sought by Council. Having facilitated this exact process for multiple other CEO and senior appointments in the South Australian Local Government sector (and beyond), we feel well positioned to assist you.

Recruitments of this type form core business for Hender Consulting. For the last decade or more, Hender has recruited a CEO or equivalent role *more than once a month* and a high number of these appointments have been in community facing entities such the Southern Mallee District Council. We also handle (on average) two appointments on the second and third tiers of organisational charts every week. Hender Consulting is uniquely positioned to understand your specific needs and effectively handle a recruitment of this nature.

**Hender points of difference**

We are pleased to highlight our Hender points of difference:

1. **The experience and credibility of the consulting team** – Hender Consulting turns 30 next month. A genuine point of difference is the experience and stability of our consulting team. The Consultants who manage our assignments have worked extensively on very high profile executive appointments as outlined in the attached appendices. Andrew Reed, Justin Hinora and Bernie Dyer have significant experience in executive recruitment and with Hender Consulting in particular, with more than 50 years combined service to the firm.
2. **Highly trusted, proudly South Australian brand:** Hender facilitates more CEO, C Suite and executive level appointments than any other SA based executive recruiter, including placing around 100 of the current CEO or equivalent incumbents in SA, with virtually all our work being won by competitive tender, repeat clients or via referral.

Southern Mallee District Council  
Recruitment Proposal: Chief Executive Officer

**HENDER  
CONSULTING**  
  
HUMAN  
RESOURCE  
SERVICES  
  
LEVEL 5  
81 FLINDERS ST  
ADLAIDE SA 5000  
[www.hender.com.au](http://www.hender.com.au)  
  
TELEPHONE  
08 8100 8888  
FACSIMILE  
08 8100 8800





3. **Objective processes:** Hender Consulting does not cross subsidise its executive recruitment work with paid professional coaching or private assessment of candidates due to the obvious conflict of interest. Shortlisted candidates are selected on merit alone.
4. **Transparency, independence, no organisational conflicts of interest:** Hender consultants do not sit on any boards thereby maintaining a position of complete independence for any and all organisations with whom we work. Our process is comprehensive, transparent, rigorous, objective and independent. It is Hender policy to disclose every applicant and any potential applicant conflicts of interest to our clients.
5. **Our focus on candidate experience:** We are highly engaged in the positive representation of your brand and ensure responsiveness and respect for all candidates.
6. **Executive search and talent attraction:** The identification and attraction of candidates who are not active job-seekers forms a crucial part of the service we provide to our clients. Utilising our national networks as required, Hender Consulting is regularly engaged to fill positions requiring skills or expertise that are not readily available in South Australia.
7. **Extensive due diligence:** All of our Consultants are skilled interviewers trained to utilise behavioural questioning to help display the true strengths and weaknesses of candidates. Our process emphasises rigorous screening, interviewing and assessment. Under no circumstances will we compromise due diligence for haste in a process including comprehensive reference checking, checking academic transcripts with the relevant institution and social media checks.
8. **Experience in managing the sensitivities surrounding high profile appointments –** we are skilled in managing confidentiality, communications and subtleties regarding public and media scrutiny.
9. **Our guarantee – we stand by our record of successful appointments:** It is imperative that the appointee to any role is capable and fit for purpose. As your agent, Hender Consulting believes we should share this risk with you and will undertake the recruitment assignment again at no additional consulting fee if the appointment is terminated *due to unsatisfactory performance within one year from the date of appointment.*
10. South Australia is one of the greatest places in which to live and work in the world. **We will champion the Southern Mallee District Council and this role on your behalf.**

**Process - summary**

As a concise summary, Hender Consulting will provide assistance in the following ways:

- meet with you to complete a comprehensive brief and establish the key selection criteria, executive search and advertising parameters;
- conduct a review of the position description for the role and assist in the preparation of a revamped position description ensuring it reflects contemporary executive responsibilities and can be effectively linked to strategic and performance objectives, if required;
- meet with other selected stakeholders, if required, to gather additional perspective on the type of professional sought;
- prepare carefully crafted advertisements and ensure they are placed in appropriate print and online media;
- undertake targeted executive search activity and encourage suitable candidates to apply for the position;
- receive enquiries from potential applicants confidentially and courteously to protect candidates' privacy;
- provide regular updates to you by means of recruitment reports summarising all applications and search activity (sources and targets) and, if requested, provide full copies of all applications;
- assist in the interviewing and shortlisting process;
- prepare interview guides focusing on skill and behaviourally based lines of questioning;
- participate in panel interviews as either a facilitator or observer or both;
- assist in the preparation of reports on the outcome of the interview process if required;



- undertake due diligence on the preferred candidate(s) including thorough reference checking, academic qualification checks and psychometric assessment (if requested);
- advise all unsuccessful candidates of the outcome of their application;
- provide assistance in the negotiation of offer details including remuneration, employment contract and key performance indicator details.

#### **Detailed recruitment methodology and recommended approach**

##### *Client briefing*

We would meet with the Selection Panel to confirm expectations of us and enable agreement on the finer detail of the recruitment including methodology, executive search and advertising strategy to ensure the best response from applicants. Further, this meeting is an opportunity to discuss and share mutual insight and market factors, remuneration and potential challenges and opportunities that may influence the process and outcome.

##### *Job and Person Specification*

From information provided and discussed at the initial briefing, we will prepare a draft job and person specification (if necessary) for approval by Council/the Selection Panel. This document may include:

- a description of the Southern Mallee District Council;
- an organisation chart showing the management structure;
- the job description/key areas of responsibility;
- likely key performance indicators;
- a person specification outlining experience, qualifications and personal attributes being sought;
- any special conditions of employment, employee benefits and contract term.

Once approved, this document will be made available to intending applicants.

##### *Sourcing candidates*

There is no 'one size fits all' approach to sourcing quality candidates. We utilise contemporary sourcing and search methods along with traditional recruitment methods. Through our multifaceted approach, we will ensure that your job opportunity is promoted consistently across a national network in order to attract and capture the interest of multiple ideal candidates. Our methods consider both active and passive jobseekers as your ideal candidate might not necessarily be 'looking' for their next role.

Included in our process will be:

- Sector research and candidate mapping.
- Extensive executive search through our professional networks, seeking out both sources of candidates and/or target candidates. Our executive search methods are primed to reach potential candidates locally and nationally.
- Analysing previous assignments in relevant fields. Our extensive IP allows us to accurately target candidates who are known to us and have the necessary skills portfolio.
- Contacting our broad network of LinkedIn connections to whom our regular advertising is visible and who regularly interact with our job posts.
- Targeted LinkedIn search utilising our Recruiter license to identify candidates who may be worthy of an approach.
- Dissemination via word of mouth through Hender and client networks.

##### *Advertising strategy*

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Southern Mallee District Council  
Recruitment Proposal: Chief Executive Officer



For a position of this importance and seniority we would propose the use of a multifaceted advertising strategy that encompasses both print and digital media in order to fully promote the vacancy locally and nationally while drawing the attention of prospective candidates from a diverse range of backgrounds.

A targeted advertising strategy will ensure the position has broad visibility at a local and national level. The core advertising platforms for all of our recruitments centre around digital media and the utilisation of websites such as SEEK, LinkedIn, InDaily and our own Hender Consulting website. There may also be merit in exploring broader listings on local government specific job boards.

Advertising in local print media (The Advertiser Saturday Early General News) should be seriously considered. Candidates based locally and outside of SA seeking roles in Adelaide/SA are familiar with our Hender brand as the most prominent and well-established executive search and recruitment firm in South Australia. The effectiveness of these advertisements is something that is regularly confirmed by candidates. Placement in the national media (eg The Weekend Australian or The Australian Financial Review) is an option to consider and discuss at the initial briefing meeting. We will encourage an immediate response from interested parties by publishing the Executive Consultant's name and direct dial phone number on the advertisement. At executive level, applicants are naturally most concerned about confidentiality and the careful handling of initial enquiries is an important component of a successful recruitment exercise. Feedback indicates our Hender brand is highly trusted in this regard by intending candidates.

Careful wording of the advertisement, attractive display and precise placement are all important to ensure we get the best response possible from applicants. We take great care in both the composition of advertisements and their placement, as these steps are vital to the success of any assignment.

Advertising costs are detailed further in this proposal.

#### *Candidate management and experience*

Hender Consulting recognises the importance of courteous, professional, respectful, confidential and timely candidate care and management. In fact, our brand and reputation rely on ensuring a positive candidate experience, even in circumstances where we are often delivering unfavourable news to many candidates. We never forget that any candidate interaction with our team and firm also reflects the client brands we represent. Our candidate management is underpinned by the following:

- highly responsive to candidate enquiries (within 24-48 hours of contact);
- provision of relevant information regarding client/role requirements and other considerations to inform candidates as they assess their own fit and interest in the role/organisation;
- respectful and courteous management of internal candidates throughout the entire process;
- regularly advising applicants on status of application and progress, with personalised feedback for all interviewed candidates exiting a process.

Throughout the assignment we would courteously notify any applicants definitely not proceeding, so as to manage their expectations and not keep them waiting for news longer than necessary.

At the conclusion of the assignment we would notify all remaining unsuccessful applicants. This is a critical phase as the courteous and professional treatment of candidates supports positive public relations on behalf of the Southern Mallee District Council and our Hender brand. We will act as your agent in this regard. It is Hender Consulting policy that any interviewed candidates are telephoned and provided with targeted feedback. We would also be pleased to meet in person with (and provide criteria based feedback to) any unsuccessful *internal* candidates as part of Council's commitment to their professional development.



#### *Applicant and search reports*

As applications for the position are received, we will prepare periodic applicant reports containing categorised lists of all applicants. We will forward updated versions of this report to you by email progressively throughout the assignment to keep you informed of progress and to achieve absolute transparency. Copies of all applications will be made available to you if requested.

We will also provide updates/reports on search activity being conducted to keep you informed of progress.

#### *Interviewing and shortlisting*

After allowing approximately two weeks for applications to be submitted and reviewed by our consultants we would seek to meet with you to discuss the profiles of suitable applicants and agree on a long list for further assessment. We will then undertake preliminary interviews with selected applicants to enable us to narrow the field down to a proposed shortlist. We would request that all internal and external applicants be referred to us for consideration, so that we may make an objective assessment of the total field of applicants and provide benchmarking of internal talent to that of the current broader market.

We will recommend a shortlist of applicants for you to interview and provide our impressions of those shortlisted applicants together with details of their motivations and reasons for applying, current salary and future salary expectations, and highlighting themes focussed on strengths or concerns and other relevant information.

#### *Selection Panel interviews*

We will coordinate and structure interviews with the Panel and provide an experienced Consultant to join the Panel. Clients typically find great value utilising our expertise as an independent and objective participant. We are able to play a number of roles including observer or facilitator and can often ask highly targeted, probing questions that may be otherwise challenging for the client to approach directly.

We will assist the Selection Panel in determining appropriate interview questions and draft a targeted behavioural panel interview guide. We will prepare full panel packs including applicant details and summaries, interview schedule and additional information. We would be happy to offer the Hender Consulting premises for these panel interviews as our facilities enable the smooth movement of candidates in and out of interviews while maintaining confidentiality. We will provide continuing guidance and assistance to the Panel throughout the interview process, including facilitating panel debrief discussion in order to identify preferred candidates.

#### *Reference checking*

In our view, reference checking is one of the most important components of any recruitment assignment. Candidates will be required to nominate referees who can attest to their achievements and experience including previous direct line managers (or council members, stakeholders, staff, etc where appropriate). Where candidates have not nominated appropriate or sufficient referees, we will ask for additional referees whom we know will be able to affirm or refute the information being provided to us by the candidate.

Our Consultants are highly experienced in conducting thorough reference checks. Referees will be asked to comment on the key selection criteria and aspects specifically relating to the individual, rather than simply offering generic feedback. Themes such as leadership style and effectiveness, workforce engagement, strategic and policy planning and delivery, change management and leadership, subject matter knowledge, vision, ethics, stakeholder influence and collaboration, innovation and ability to lead within a complex environment will regularly be explored.

Reference checks are completed only by Consultants and always with the consent of the candidate. We will provide written and verbal feedback of the reference reports to the Panel.



#### *Confirmation of qualifications*

We will confirm the preferred applicant's claims in relation to academic qualifications with the appropriate institutions. This is a non-negotiable part of the due diligence for appointments of this type.

#### *Psychometric testing and reporting*

It is important that any psychometric testing is used as *part* of a suite of assessment methodologies and *not* as a primary selection tool. Any concerns or inconsistencies highlighted by testing can be explored with referees. As such we recommend psychometric testing (if used in the process) occurs following panel interviews and before reference checking to enable thorough exploration of any areas of concern during reference check discussions.

Many of our clients are increasingly separating psychometric testing and recruitment providers for a number of valid reasons, so we would be pleased to discuss the matter with candour at the initial briefing meeting if required. Should psychometric assessment be required, we would recommend outsourcing to a qualified professional at cost.

#### *Negotiating offer and advice on remuneration package*

We will assist the Panel in any final negotiations with the preferred applicants regarding terms and conditions of offer. Our experience recruiting recent appointments and current incumbents both within and outside the sector and in conducting regular executive remuneration and performance review assignments equips us to provide objective and accurate advice in this regard.

Hender Consulting is regularly engaged to conduct executive remuneration benchmarking for numerous public, private, not for profit and associated entities. We will regularly advise the Panel if we believe the anticipated remuneration package is precluding suitable candidates and provide independent and objective advice accordingly. It will be necessary to offer a market competitive package to attract a highly competitive field; we will continue to provide objective commentary around this matter throughout the process.

#### *Advice to applicants*

Throughout the assignment we would courteously notify any applicants definitely not proceeding in order to manage their expectations and not keep them waiting for news longer than necessary.

At the conclusion of the assignment we would notify all remaining unsuccessful applicants. This is a critical phase as the courteous and professional treatment of candidates supports positive public relations on behalf of the Southern Mallee District Council and our Hender brand. We will act as your agent in this regard. It is Hender Consulting policy that any interviewed candidates are telephoned and provided with targeted feedback.

We would also be pleased to meet in person with (and provide criteria-based feedback to) any unsuccessful *internal* candidates as part of your commitment to their professional development.

#### *Post placement follow up*

Hender Consulting is committed to the ongoing support of the placed candidate. We will contact the appointee and the Southern Mallee District Council on commencement and thereafter at regular intervals (one month, three months, six months, etc) to ensure a smooth transition into the role. This will allow informal discussions prior to the probation and formal annual appraisals and enable both the appointee and the Southern Mallee District Council to raise any initial concerns and/or provide positive feedback.





**Guarantee and placement success rate**

For this recruitment we would offer a guarantee period of one year from the date of appointment of the candidate to undertake the recruitment assignment again at no additional consulting fee if the appointment is terminated *due to unsatisfactory performance*. It is imperative that the appointee to the role is widely regarded as eminently suitable and we believe that, as your agent, we should share this risk with you.

**Expected timeframe**

We note that Council intends to commence this process following the conclusion of the supplementary election and appointment of the full Council and confirm that we have the resources to accommodate this recruitment assignment at the appropriate time.

We would anticipate allowing a minimum of two weeks for applications to be received after the advertisements appear, and a further one to two weeks for Hender Consulting to complete executive search and other candidate attraction activities and conduct preliminary interviews. Assuming that the Selection Panel can interview within a further one to two weeks, it should be possible within approximately five to six weeks from the date of the advertisement to have identified a preferred candidate.

Ideally a strong field of candidates will be attracted from effective high-profile advertising, initial search and broad promotion of the opportunity. However, if further targeted and more aggressive search activity is required, this could extend the period to some extent. Events outside of our control may impact timing, however we would ensure regular communication on any factors that could impact process or timing.

Certain aspects of the above timing may be fast-tracked if necessary, however Hender Consulting will not sacrifice due diligence for haste under any circumstances.

**Experience, Resources & Referees**

This assignment would be co-managed by General Manager Andrew Reed and Executive Consultant Justin Hinora or Bernie Dyer, with further support from the other experienced consultants and administration team members. The attached Team Profile and Portfolio demonstrates the depth and diversity of the experience of all members of our executive consulting team.

Hender Consulting has worked with numerous local government organisations over many years. A selection of local government Chief Executive Officer appointments undertaken by Hender is listed below. Many of these councils have used our services more than once. Some of the most long serving and successful incumbents in SA were appointed by Hender.

Adelaide City Council	Chief Executive Officer
Adelaide Hills Council	Chief Executive Officer
Alexandrina Council	Chief Executive Officer
Alice Springs Town Council	Chief Executive Officer
Berri Barmera Council	Chief Executive Officer
Barossa Council	Chief Executive Officer
City of Burnside	Chief Executive Officer
City of Holdfast Bay	Chief Executive Officer
City of Mitcham	Chief Executive Officer
City of Onkaparinga	Chief Executive Officer
City of Port Adelaide Enfield	Chief Executive Officer
City of Port Lincoln	Chief Executive Officer
City of Prospect	Chief Executive Officer
City of Salisbury	Chief Executive Officer



City of Tea Tree Gully	Chief Executive Officer
City of Unley	Chief Executive Officer
City of Victor Harbor	Chief Executive Officer
Corporation of the Town of Onkaparinga	Chief Executive Officer
City of Whyalla	Chief Executive Officer
District Council of Barunga West	Chief Executive Officer
District Council of Cleve	Chief Executive Officer
District Council of Coober Pedy	Chief Executive Officer
District Council of Elliston	Chief Executive Officer
District Council of Grant	Chief Executive Officer
District Council of Mallala	Chief Executive Officer
District Council of Streaky Bay	Chief Executive Officer
District Council of Tumby Bay	Chief Executive Officer
District Council of Yorke Peninsula	Chief Executive Officer
Naracoorte Lucindale Council	Chief Executive Officer
Northern Areas Council	Chief Executive Officer
Rural City of Murray Bridge	Chief Executive Officer
Tatiara District Council	Chief Executive Officer
The Coorong District Council	Chief Executive Officer
Town of Gawler	Chief Executive Officer

Given this history we genuinely believe that we offer a unique proposition to handle this appointment at this time.

A list of potential referees appears below and can be expanded to include further local government or other sector names on request.

Claire Boan, Mayor, City of Port Adelaide Enfield, 8405 6773

Dr Moira Jenkins, Mayor, City of Victor Harbor, 0412 733 453

Paul Simmons, Mayor, Coorong District Council, 0427919222

Gillian Aldridge OAM, Mayor, City of Salisbury, 0411 703 706

Keith Parkes, Mayor, Alexandrina Council, 0408 818 663

**Professional fee structure**

Our professional fees in undertaking this assignment would be capped at \$18,000 to be invoiced in three stages:

- a commencement fee of \$6,000 after instructions for the assignment have been taken and a recruitment strategy approved;
- a further fee of \$6,000 following the presentation of a shortlist;
- a final fee of \$6,000 following appointment of an applicant to the position.

Where applicable, the Goods and Services Tax will be payable on these fees.

These professional fees include all consulting and support time. Disbursement charges such as travel and accommodation authorised by Council will be invoiced at cost.



**Advertising options**

The Advertiser/Online Bundle	Early General News, colour (including one SEEK listing, one LinkedIn listing, one listing on InDaily and the Hender website)	\$6,000 - \$7,000 + GST dependent upon print placement
Digital Advertising Only Bundle	One SEEK listing, one LinkedIn listing, one listing on InDaily and the Hender website	\$2,000 + GST
Australian Financial Review <i>Readership: 145,000</i>	Early General News	\$6,000 - \$6,500 + GST dependent upon placement
The Weekend Australian <i>Readership: 658,000</i>	Early General News *Page 3 or 5, colour or mono *subject to availability	\$6,428 + GST

Exact placements and costings for advertising will be discussed and agreed at an initial briefing meeting.

Thank you for the opportunity to tender for this important appointment. Should you wish to discuss any aspects of this proposal, please do not hesitate to contact us.

We hope to have the opportunity to partner with you again.

Yours sincerely

**Andrew Reed**  
**General Manager**

Direct line: (08) 8100 8836  
Mobile: 0409 679 137

*Appendices:*  
*Hender Consulting Team Profile & Portfolio*  
*Hender Consulting Team Capability Statement – Local Government*



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**LOCAL GOVERNMENT**

Hender Consulting has undertaken extensive recruitment and human resources consulting work in the South Australian local government sector in relation to a broad range of executive roles. This, combined with our work with other relevant stakeholder sectors, positions us well to understand the challenges facing the sector and its executive employees. Having facilitated a very large number of assignments within local government, we feel well placed to understand the likely characteristics that a successful appointee will need to demonstrate to contribute successfully within the sector.

Each Council is unique in terms of its community, Elected Member body, stakeholders, organisational culture and the nature of the strategic and operational challenges and opportunities to which it needs to respond. We therefore recognise the need to attract and secure dynamic executives who can effectively lead, develop and manage the relevant portfolio in a way that creates organisational excellence and sustainability. Most importantly, the successful candidate will need to demonstrate a genuine commitment to and passion for the local government organisation concerned and the diverse community it serves.

In addition to the recruitment of executives to local government positions, Hender Consulting has also conducted a large number of performance appraisals for local government Chief Executive Officers in both metropolitan and regional councils. This insight into local government organisations also positions us well to understand the experience and qualities required by professionals at this level and the corporate environments in which they operate.

Due to our extensive work in the local government sector, we are also well placed to provide remuneration advice regarding a range of local government positions.

Listed below is a sample of some of the local government sector recruitment assignments undertaken by current members of the Hender Consulting team over the last decade and a half.

Adelaide City Council	Associate Director – Public Realm Business Partner People & Culture Fixed Assets Accountant Systems Accountant Senior Corporate Reporting Analyst Project Manager Development Program Manager Accessible City (twice) Team Leader Risk & Audit Manager Strategic Procurement & Contracts Executive Manager Strategic Communications & Marketing Executive Manager Office of the Lord Mayor (current)
Adelaide Hills Council	Chief Executive Officer Director Engineering Director Development & Regulatory Services
Alexandrina Council	Chief Executive Officer
Barossa Council	Manager Development Services

*Hender Consulting | Team Capability – Local Government*

<p>Berri Barmera Council Campbelltown City Council Central Adelaide Waste &amp; Recycling Authority City of Charles Sturt</p>	<p>Director Development &amp; Environmental Services Chief Executive Officer Manager Enterprise Technology &amp; Innovation Director Works &amp; Engineering Services Chief Executive Officer General Manager Corporate Services Chief Executive Officer General Manager Corporate Services Chief Executive Officer General Manager Asset Management Services Manager Engineering &amp; Construction Manager Library Services Planner Development Assessment Capital Projects Engineer Manager Governance &amp; Operations Support Engineering Works Coordinator Civil Engineer Capital Works Programming Principal Policy Planner Building Services Team Leader Manager Assets &amp; Environment Chief Executive Officer Unit Manager Open Space Services Civil Services Manager Manager Field Services Manager Development Services Manager People &amp; Culture Finance Manager Manager Project Delivery Manager Planning &amp; Building Services General Manager Chief Executive Officer Team Leader Traffic &amp; Transport Team Leader Work Health &amp; Safety Strategic Policy Planner Asset Planner Road Network &amp; Transport Tourist Park Manager General Manager City Services General Manager City Projects Team Leader Supply Chief Financial Officer Independent Chair, Audit Committee Infrastructure Planner Policy Planner Stormwater Infrastructure Planner Community Consultation Officer Communications Team Leader Traffic Infrastructure Planner General Manager City Projects &amp; Assets General Manager City Services Procurement Business Partner Procurement Manager Senior Management Accountant Manager Business Services Senior Corporate Accountant General Manager Enterprises General Manager Assets Senior Finance Specialist General Managers x 2 Manager Planning &amp; Building</p>
<p>City of Holdfast Bay</p>	
<p>City of Marion</p>	
<p>City of Mitcham</p>	
<p>City of Onkaparinga</p>	
<p>City of Playford</p>	

Hender Consulting | Team Capability – Local Government

	Civil Engineer, Land Development
	Group Manager, Parks & Open Space (twice)
	General Manager, Parks
	Manager Economic & Land Use Strategy
	Manager Community Engagement
	Playford North Place Manager
City of Playford (continued)	Assets & Systems Officer
	Project Manager Playford North
	Capital Works Engineer
	Team Manager Information Services
	Finance Manager
	Civil Engineer
	Manager People Relations
	Project Manager, Major Projects
City of Port Adelaide Enfield	Chief Executive Officer
City of Port Lincoln	Chief Executive Officer (twice)
City of Prospect	Director Business & Innovation
City of Salisbury	Manager People & Culture
	Manager Community Participation & Partnerships
	Manager Economic Development & Urban Policy
	Internal Auditor & Risk Coordinator
	Manager Infrastructure Delivery
	Manager Community Planning & Vitality
	General Manager Community Development
	Manager Development Services
	Manager Business Systems & Solutions
	Manager Community Capacity & Learning
	General Manager Business Excellence
	Manager People & Culture
	General Manager City Development
	Manager Urban Planning & Policy
	Manager Economic Development
	Chief Executive Officer
	Executive Officer to CEO & Mayor
	Manager Economic Development
	Manager Urban Development
	Manager Governance
	General Manager City Infrastructure
	Director Business Transformation
	Manager Strategic Procurement (current)
City of Tea Tree Gully	Team Leader Organisational Development
	Water Resource Specialist
	Chief Executive Officer (twice)
	Manager Finance Services
	Executive Manager Finance & Business Strategy
	Senior Work Health & Safety Officer
	Team Leader Work Health & Safety
	Manager Finance Services & Rating Operations
	Manager Development & Regulatory
City of Unley	Human Resources Manager
	Manager Finance
	Manager Governance & Risk
	Manager Public Realm & Integrated Movement
	Executive Assistant to CEO
	Chief Executive Officer (twice)
	Chief Executive Officer
City of Victor Harbor	Senior Accountant
City of West Torrens	Work Health & Safety Officer

Hender Consulting | Team Capability – Local Government

<p>Coorong District Council</p>	<p>Manager People &amp; Culture                  Team Leader Building                  Chief Executive Officer (twice)                  Manager Technical Services                  Governance Communication &amp; Planning Officer                  Corporate Services Manager</p>
<p>Corporation of the Town of Walkerville</p>	<p>Manager Development &amp; Environmental Services                  Technical Contracts Officer                  Building Assessment &amp; Asset Management Officer                  Development Officer Building                  Chief Executive Officer                  Manager Planning &amp; Development                  Chief Executive Officer (twice)                  Chief Executive Officer                  Chief Executive Officer                  Chief Executive Officer                  Chief Executive Officer                  Head of Wastewater                  Manager Financial Services                  Manager Strategic Development Projects                  Commercial Manager Wastewater                  Group Manager Infrastructure                  Manager Field Services                  Planners                  Manager Community &amp; Customer Services                  Manager People &amp; Culture                  Project Manager Development                  Senior Project Manager Development                  Manager Planning &amp; Regulatory Services                  Manager Water                  Manager Urban &amp; Strategic Planning                  General Manager Council Services                  General Manager Corporate Services                  Senior Project Manager                  Environmental Engineer/Senior Project Officer                  Project Manager                  Development Engineer                  Senior Engineer                  General Manager                  Engineering Manager                  Field Services Coordinator                  Chief Executive Officer                  Planning Officer (twice)                  Director Infrastructure &amp; Environmental Services                  Manager Development &amp; Regulation                  Manager Engineering &amp; Assets                  Chief Executive Officer (twice)                  Senior Library Technical Officer                  Executive Manager Corporate &amp; Community Services                  Manager Development Planning &amp; Assessment                  Team Leader Engineering                  Executive Manager Sustainable Development                  Finance Manager                  Corporate Services Manager                  OHS&amp;W Manager                  Senior Human Resources Advisor                  Infrastructure Engineer                  Manager Business Enterprises &amp; Communication</p>
<p>Council Solutions                  District Council of Cleve                  District Council of Elliston                  District Council of Grant                  District Council of Loxton Waikerie                  Mount Barker District Council</p>	
<p>Regional Development Australia                  Renmark Paringa Council</p>	
<p>Rural City of Murray Bridge</p>	
<p>Town of Gawler</p>	

*Hender Consulting | Team Capability – Local Government*

Wakefield Regional Council

Whyalla City Council

Manager Development, Environment &  
Regulatory Services  
Director Assets  
Chief Executive Officer  
Corporate Services Manager (twice)  
Chief Executive Officer  
Group Manager City Development & Delivery  
Human Resources Manager  
Senior Officer Infrastructure & Assets  
Manager Assets & Engineering  
Group Manager Engineering, Infrastructure &  
Major Projects  
Chief Executive Officer

CONFIDENTIAL

*Hender Consulting | Team Capability – Local Government*





TRUSTED ADVISORS SINCE 1993

INTEGRITY-ACCOUNTABILITY-AUTHENTICITY-CREDIBILITY-IMPARTIALITY-HUMILITY

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Proudly representing the trusted Hender Consulting brand, Justin Hinora, Bernie Dyer, Gill Manser, Trish Retallick, Marisa Hunt and Andrew Reed are one of the most experienced executive recruitment and related human resources consulting teams in South Australia.

The Hender Consulting Team offers six core professional services:

- ▲ Executive search and recruitment;
- ▲ Non-Executive Board Director search and recruitment;
- ▲ Independent executive performance appraisals;
- ▲ Remuneration benchmarking and advice;
- ▲ General advice regarding organisational structure, retention, succession, culture and related human resources considerations;
- ▲ Executive and Non-Executive Contracting Solutions.

### Meet our Team



**Andrew Reed**  
General Manager



**Justin Hinora**  
Executive Consultant



**Bernie Dyer**  
Executive Consultant



**Gill Manser**  
Executive Consultant



**Trish Retallick**  
Executive Consultant



**Julieann Clohesy**  
EA to the GM and  
Team Coordinator



**Stevie Bridgman**  
Executive Assistant



**Marisa Hunt**  
Senior Consultant  
Contract Division

**Andrew Reed** | 📞 +61 8 8100 8836 | [andrew.reed@hender.com.au](mailto:andrew.reed@hender.com.au) | [Linked in](#)

Andrew joined Hender Consulting as a Senior Consultant in 2002, progressed to the Principal Consultant role and was appointed as General Manager in late 2016. His qualifications include a Bachelor of Economics and a Graduate Diploma in Education.

Andrew has facilitated well over 1,000 consulting assignments with a particular focus on executive and non-executive director search and recruitment, CEO and GM appraisals, remuneration reviews and organisational structure advice. During his time with the firm, Andrew has been entrusted by a diverse range of public and private entities to assist with the appointment of the most pivotal roles in the organisation.

**Justin Hinora** | 📞 +61 8 8100 8829 | [justin.hinora@hender.com.au](mailto:justin.hinora@hender.com.au) | [Linked in](#)

Justin joined Hender Consulting in 2004 and is one of the firm's most experienced consultants. Throughout his extensive career in executive search and recruitment, which spans beyond his time with Hender, he has earned himself credibility as a highly trusted advisor, consulting to a range of clients large and small, across a broad industry spectrum.

Each and every assignment is different and Justin prides himself as a proactive, resourceful and solution focused consultant, driven to achieve outcomes above and beyond. His contemporary approach to executive recruitment is one of the leading reasons for continued and demonstrated success in sourcing the best candidates possible. His candidate knowledge, reach and networking ability is extensive, and includes interstate and overseas based candidates (both passive and active) keen to return home.

In addition to his extensive experience placing literally thousands of senior executive positions, including some of the most high profile and public appointments, Justin's consulting capability extends to CEO and GM appraisals, remuneration reviews and organisational structure advice.

Justin's qualifications include a Bachelor of Arts with a major in Legal Studies, and a Diploma in Human Resource Management. He is an active member of the Australian Human Resources Institute and regular participant in Australian Institute of Company Directors events.

**Bernie Dyer** | 📞 +61 8 8100 8812 | [bernie.dyer@hender.com.au](mailto:bernie.dyer@hender.com.au) | [Linked in](#)

Commencing her recruitment career in 1997, Bernie is one of Adelaide's most respected and experienced executive recruiters with extensive experience across a diverse range of sectors and disciplines. Her significant consulting career in executive search and selection is further enhanced with in-house experience from large complex enterprises in recruitment leadership and management roles with the University of South Australia and Bendigo Adelaide Bank. She is widely acknowledged as a highly engaged, knowledgeable, responsive and ethical consultant.

Following 13.5 years prior service with the firm, Bernie returned to Hender in early 2022 bringing significant experience in higher education, human services, financial services, not-for-profit, government and corporate appointments. She continues to focus on Director, CEO, C-suite and senior management search and selection, along with associated consulting services.

**Gill Manser** | 📞 +61 8 8100 8825 | [gill.manser@hender.com.au](mailto:gill.manser@hender.com.au) | [Linked in](#)

Gill has over 25 years experience as a recruitment consultant in both the executive and administration fields, sourcing candidates for permanent as well as contract roles. Since joining Hender Consulting in 2004, Gill has worked in permanent executive recruitment and search across a broad range of roles and industries including federal, state and local government, professional services, financial services, health, education, the arts, wine, retail and manufacturing.

She has recruited in areas such as human resources, business development, marketing and communications, fund raising and sponsorship, project management, contract management, facilities management, engineering, planning, governance, corporate services and accounting. Prior to joining the recruitment industry, she held generalist human resources positions within the retail sector and state government.

**Trish Retallick** | 📞 +61 8 8100 8813 | [trish.retallick@hender.com.au](mailto:trish.retallick@hender.com.au) | [Linked in](#)

Trish joined Hender Consulting in 2020 having previously worked alongside Hender lead consultants earlier in her career. She has experience spanning three decades, both in Victoria and South Australia, in recruiting at the executive and administrative levels. Her experience covers senior appointments in a wide range of sectors including state and local government, corporate, professional services, not-for-profit, retail and manufacturing.

In addition to her recruitment capability, Trish brings experience gained through senior administrative positions in government, not-for-profit and industry. She has recently returned from interstate where she led the customer service operation for a significant not-for-profit with a medical research base.

### Support Team

The above Consultants are supported by two highly experienced executive support professionals who are equipped with the judgement and expertise to effectively, courteously and confidentially interface with candidates and clients (at all levels) in regard to this often complex and sensitive, and always important work.

**Marisa Hunt** | 📞 +61 8 8100 8824 | [marisa.hunt@hender.com.au](mailto:marisa.hunt@hender.com.au) | [Linked in](#)

Marisa is a Member of the Recruitment and Consulting Services Association of Australia and New Zealand (RCSA), possessing Human Resources consulting qualifications through Monash University.

Marisa demonstrates more than 20 years experience in recruitment, having held various consulting and senior consulting positions. Marisa's experience spans contract and permanent recruitment including specialising in the finance and accounting disciplines for over ten years from support to interim management level. She also has developed broader experience recruiting across other commercial and business disciplines including human resources, OH&S, marketing and communications, administration management and specialist roles from mid to senior level appointments.

Marisa has previously provided ongoing recruitment services for key account relationships with other organisations. She demonstrates significant experience supplying high volume on-hire staff to commercial enterprise as well as State Government as the Account Manager for the Whole of Government account.

### Team Capability/Experience

In addition to the recruitments listed below (but excessive for the purposes of this document), the Hender Consulting Team has recruited literally hundreds of permanent and temporary contract first, second and third tier professional roles across all corporate disciplines such as finance, IT, human resources, marketing, communications, governance, engineering, project management, executive support, procurement, logistics, supply chain, customer service, etc. The firm is also regularly engaged formally and informally to assist with the search and selection of non-executive board directors.

Hender Consulting’s specialist Contracting Division addresses our clients’ immediate and future temporary and direct fixed-term contract recruitment needs offering specialist, management and executive contracting solutions, with demonstrated success and expertise across the aforementioned corporate disciplines.

The firm is engaged most weeks in both formal and informal remuneration reviews across a diverse range of management positions up to and including CEO. We are also regularly engaged to conduct independent performance appraisals for senior executives. Another key service line is organisation structure analysis and advice. The nature of these complementary services to our primary recruitment business is such that details are often highly confidential. We can nonetheless provide contact details of clients who have utilised and derived value from these important services.

Over the life of the firm, Hender Consulting has provided remuneration and performance appraisal services to virtually every Council in SA along with a wide array of other public and private entities. Our Team’s goal is to tailor a human resource solution that addresses both our clients’ immediate and future permanent and contracting/temporary recruitment needs. We believe in dedicating our resources to developing long term partnerships based on an in depth understanding of your needs and through the provision of professional value added services. We offer our vast knowledge of candidates within the Adelaide market and with this reliability, responsiveness, transparency, and communication on the availability of quality resources. Whilst the organisation predominantly services clients whom have a presence in South Australia, it has both the capability and experience to undertake assignments in other States and Territories of Australia and overseas.

Notable senior appointments/recruitments (in reverse chronological order) facilitated by one or more members of this Team include:

#### CEO or equivalent roles

RSPCA SA	Chief Executive Officer
Maxima	Chief Executive Officer
Guildhouse	General Manager / CEO
Siblings Australia Inc	Chief Executive (GM)
Architectural Practice Board of SA	Registrar
Endeavour College	Principal
Basketball SA	Chief Executive Officer
Racing SA	Chief Executive Officer
The Bend Motorsport Park	Chief Executive Officer
Benson Radiology	Chief Executive Officer
MS Society of SA & NT Inc.	Chief Executive Officer
Australian Grape and Wine Inc.	Chief Executive
Adelaide Symphony Orchestra	Chief Executive
Can:Do Group	Chief Executive Officer
Association of Independent Schools of South Australia	Chief Executive
SHINE SA	Chief Executive Officer
Palliative Care SA	Executive Officer
Lutheran Education SA, NT & WA	Executive Director (CEO)
St Peter’ Collegiate Girls’ School	Principal
Annesley Junior School	Principal
Nature Foundation	Chief Executive Officer
Sportsmed SA	Chief Executive Officer
Carers and Disability Link Inc	Chief Executive Officer
Boandik Incorporated	Chief Executive Officer
North Eastern Community Hospital	Chief Executive Officer
Central Adelaide Waste and Recycling Authority	Chief Executive Officer
Saint Ignatius’ College	Principal (current)
City of Tea Tree Gully	Chief Executive Officer
Barossa Village	Chief Executive Officer
Bedford Group	Chief Executive
StudyAdelaide	Chief Executive
Habitat for Humanity	Executive Officer
Frisk	Chief Executive Officer
CCW Co-operative Limited	Chief Executive Officer

HomeStart Finance	Chief Executive Officer
LHI Retirement Services	Chief Executive Officer
Dr Jones & Partners	Chief Executive Officer
HILT CRC	Chief Executive Officer
Blackfriars Priory School	Principal
JusticeNet SA	Chief Executive
Almond Board of Australia	Chief Executive Officer
Adelaide PHN	Chief Executive Officer
Scouts SA	Chief Executive Officer
UnitingSA	Chief Executive Officer
Uniting Country SA	Chief Executive
Cohen Group	Chief Executive Officer
Courts Administration Authority	State Courts Administrator (Chief Executive)
Access 2 Place Housing	Chief Executive Officer
Construction Industry Training Board	Chief Executive
HomePlace Living Supports	Chief Executive Officer
Centacare Catholic Family Services	Director (CEO)
YourPlace Housing Ltd	Chief Executive Officer
Lighthouse Disability	Chief Executive Officer
Cochrane's	Chief Executive Officer
Department of Human Services	Chief Executive
Beaumont Tiles	Chief Executive Officer
Holiday Explorers	Executive Officer
Scouts SA	Chief Commissioner
Resthaven Incorporated	Chief Executive Officer
Credit Union SA	Chief Executive Officer
Fairmont Group	Chief Executive Officer
Estates Development Co. (1948) Pty Ltd	Chief Executive Officer
Coorong District Council	Chief Executive Officer
St Dominic's Priory College	Principal
St John Ambulance Australia SA	Chief Executive Officer
Pulteney Grammar School	Principal
Mitolo Wines	General Manager
Australian Dental Association SA	Chief Executive Officer
Teachers Registration Board of South Australia	Registrar (CEO)
St Mark's College	Head of College
St Ann's College	Principal (CEO)
Mellor Ollson Lawyers	Chief Executive Officer
Pedare Christian College	Principal
Minda Incorporated	Chief Executive Officer
District Council of Elliston	Chief Executive Officer
Pedare Christian College	Principal
South Australian Housing Authority	Chief Executive
Suneden Specialist School	Principal
Helping Hand	Chief Executive Officer
King's Baptist Grammar School	Principal
ACH Group	Chief Executive Officer
Department for Environment and Water	Chief Executive
State Library of South Australia	Director
Schild Estate	Chief Executive Officer
Latrobe Health Services	Chief Executive Officer
Glenslg Golf Club	General Manager
Dairysafe	Chief Executive Officer
Arthritis SA	Chief Executive Officer
Berrl Barmera Council	Chief Executive Officer
District Council of Loxton Waikerie	Chief Executive Officer
District Council of Grant	Chief Executive Officer
Barkuma Inc	Chief Executive Officer
Carrington Cottages	General Manager
SATAC	Chief Executive Officer
SIDS and Kids	Chief Executive Officer
Basketball SA	Chief Executive Officer
CCW Co-operative Ltd	Chief Executive Officer
Cohen Group	Chief Executive Officer
Wolf Blass Foundation Inc	Executive Manager – Wolf Blass Gallery & Museum
Tynte Flowers	Chief Executive Officer
Police Health	Chief Executive Officer
City of Victor Harbor	Chief Executive Officer
City of Port Lincoln	Chief Executive Officer
Pineview Village	Executive Officer
LHI Retirement Services	Chief Executive Officer
HAMB Systems Limited	Chief Executive Officer (twice)
Saint Ignatius' College	Principal
Woodcroft College	Principal
Leaders Institute of South Australia	Strategic Leader

Southern Cross Care	Chief Executive Officer
Barossa Village Inc	Chief Executive Officer (twice)
St John's Grammar School	Principal
Guildhouse	Executive Director
Department for Education & Child Development	Principal, Adelaide Botanic High
Department for Education & Child Development	Principal, Australian Science & Mathematics School
Alwyndor	General Manager
Alexandrina Council	Chief Executive Officer
Glenslg Golf Club	General Manager
TechInSA	Chief Executive Officer
St John Ambulance Service	Chief Executive Officer (twice)
RSPCA (SA)	Chief Executive
Leading Aged Care Services SA	State Manager
Fertility SA	CEO
Heart Foundation	Interim CEO
Annesley Junior School	Principal
Queen Adelaide Club	General Manager
Kain Lawyers	General Manager
Water Research Australia	Chief Executive (multiple)
Westminster School	Principal
Blackfriars Priory School	Principal
South Australian Chamber of Mines and Energy	Chief Executive Officer
Aged Care Industry Association	Chief Executive Officer
Regional Development Australia – Limestone Coast	Chief Executive Officer
Wakefield Regional Council	Chief Executive Officer
Dairy Authority of South Australia	Chief Executive
Community Business Bureau	Chief Executive Officer
University Senior College	Principal
Benson Radiology	Chief Executive Officer
Council Solutions	Chief Executive Officer
Aged & Community Services SA	Divisional Chief Executive Officer
Aged Rights Advocacy Society	Chief Executive Officer
Structural Group	General Manager
Vinehealth Australia	Chief Executive Officer
Cleanseas Tuna	Managing Director
City of Charles Sturt	Chief Executive Officer
Harvest Christian School	Principal
St Columba	Principal
Arts SA	Executive Director
Department for Education & Child Development	Executive Director, Learning & Performance Improvement
City of Port Adelaide Enfield	Chief Executive
ECH Inc	Chief Executive
United Way SA	Chief Executive Officer
Australian Dental Association, SA	Chief Executive Officer
Adelaide Showground Farmers Market	General Manager
Department of Environment, Water and Natural Resources	Chief Executive
Mt Lawley Golf Club	General Manager
Australian Grape & Wine Authority	Chief Executive
Clelands Lawyers	Practice Manager
Renewal SA	Chief Executive
Kooyonga Golf Club	General Manager
Ninti One Ltd	Managing Director
Nature Play SA	Chief Executive
ElectraNet SA	Chief Executive
Motor Trade Association	Chief Executive
Teachers Registration Board of SA	Chief Executive/Registrar
Legacy	Chief Executive (2 times)
Inclusive Directions	Chief Executive
Waltja	Chief Executive
The Architectural Practice Board of South Australia	Registrar
Courts Administration Authority of SA	Chief Executive
Council Solutions	Chief Executive
Pulteney Grammar School	Principal (3 times over 12 years)
City of Tea Tree Gully	Chief Executive
Adelaide Symphony Orchestra	Chief Executive (3 times over 12 years)
Regional Development Australia – Whyalla and Eyre Peninsula	Chief Executive
City of Port Lincoln	Chief Executive
Australian Institute of Company Directors of SA Inc	State Manager SA/NT
Electronics Industry Association Ltd	Executive Director
South Australian Museum	Director/CEO (2 times)
Royal Society for the Blind SA	Chief Executive
Catherine House	Chief Executive
Community Support Inc	Chief Executive Officer
Insurance and Membership Services	Chief Executive Officer
Data Action	Chief Executive

Adelaide University Union	General Manager (multiple)
Grape & Wine Research and Development Corporation	Chief Executive (4 times over 12 years)
AnglicareSA	Chief Executive
COTA SA	Chief Executive
Northern Areas Council	Chief Executive Officer
Taxi Council SA	Chief Executive Officer
Rural City of Murray Bridge	Chief Executive (2 times)
MADEC	Chief Executive
Credit Union SA	Chief Executive
Adelaide Festival	Chief Executive
Securatrak	General Manager
Walford Anglican Girls' School	Principal
Seven Hill Winery	General Manager
The Barossa Community Co-op	Chief Executive
State Opera of SA	Chief Executive
Essential Services Commission of SA	Chief Executive
Uniting Church in Australia	CEO / General Secretary
Royal Flying Doctor Service	Chief Operating Officer
Barossa Enterprises	Chief Executive Officer
City of Salisbury	Chief Executive
Schild Estate Wines	General Manager
District Council of Tumby Bay	Chief Executive
SA Water	Chief Executive
St Andrew's School	Principal (2 times)
Annesley College	Principal (3 times)
Ausco Modular	SA General Manager
District Council of Streaky Bay	Chief Executive Officer
District Council of Barunga West	Chief Executive Officer
Barkuma Inc	Chief Executive Officer
Leveda Inc	Chief Executive Officer
Adelaide Shores	Chief Executive (2 times)
WorkCover SA	Chief Executive (2 times)
District Council of Cleve	Chief Executive (2 times)
EMA Consulting	General Manager (2 times)
Australian Festival for Young People	General Manager
Trinity College	Principal
Multiple Sclerosis Society of SA & NT	Chief Executive Officer
South Australian Cricket Association	Chief Executive
Eldercare Inc	Chief Executive Officer
Adelaide Central Market Authority	Chief Executive Officer
Mullins Wheels Pty Ltd	Chief Executive Officer
Creeks Pipeline Company	Chief Executive Officer
Aboriginal Foundation of SA	General Manager
Australian Centre for Social Innovation	Chief Executive
GP Partners	Chief Executive
Port Adelaide Football Club	Chief Executive Officer
Trees for Life	Chief Operating Officer
Civil Contractors Federation SA	Chief Executive Officer
Homestart Finance	Chief Executive Officer
Pedare College	Chief Executive Officer
City of Holdfast Bay	Principal (3 times)
District Council of Cleve	Chief Executive
Northern Adelaide and Medicare Local	Chief Executive Officer
District Council of Coober Pedy	Chief Executive Officer
Town of Walkerville	Chief Executive Officer
City of Mitcham	Chief Executive
Royal Agricultural & Horticultural Society	Chief Executive
Seniors Information Service	Chief Operating Officer
Stirling District Hospital	Chief Executive Officer
Adelaide Film Festival	Chief Executive Officer
Unibooks	Director / Chief Executive Officer
Adelaide Festival Centre	Chief Executive
Northern Adelaide Manufacturing Industry Group	Chief Executive
Naval, Military & Naval Club of SA	General Manager
Hills Christian Community School	General Manager
Bremerton Wines	Principal
Special Olympics SA	Chief Executive
Pendelton Estate	State Manager
Royal District Nursing Service	General Manager
Real Estate Institute of SA	Chief Executive
Town of Gawler	Chief Executive (2 times)
Johnson Winter & Slattery	Chief Executive
Eynesbury College	General Manager
St John's Grammar School	Principal
Scouts SA	Principal
	Chief Commissioner

South Australian Tourism Commission	Chief Executive
Flinders Partners	Chief Executive
Legacy Club of Adelaide	Chief Executive Officer (2 times)
City of Unley	Chief Executive (2 times)
Adelaide City Council	Chief Executive (4 times)
St George College	Principal
The Adelaide Club	General Manager
Port Adelaide Football Club	Chief Executive Officer
Fisher Jeffries	General Manager
Johnson Winter & Slattery	General Manager
CARA	Chief Executive Officer
AMA (SA) Inc	Chief Executive Officer
Minda Inc	Chief Executive Officer
SCOSA	Chief Executive Officer
Royal Zoological Society of SA Inc	Chief Executive
Adelaide Festival Centre	Chief Executive Officer
Cando4Kids	Chief Executive Officer
Guide Dogs Association of SA & NT	Chief Executive Officer
District Council of Mallala	Chief Executive Officer
Olympic Industries	Chief Executive Officer / General Manager
National Jet Systems	Chief Financial Officer
Thoroughbred Racing SA	Chief Executive Officer
ITEK Pty Ltd	Chief Executive Officer
General Practice SA Inc	Chief Executive Officer
SA Health & Community Services	Chief Executive Officer
Barossa Council	Chief Executive
Whyalla City Council	Chief Executive
Carclew	Director / Chief Executive Officer
Finlaysons	Chief Executive Officer
Adelaide Central & Eastern Division of General Practice	Chief Executive Officer
Police Credit Union	Chief Executive Officer
South Australian Chamber of Mines & Energy	Chief Executive Officer
Built Environs	Chief Executive
Le Messurier Timber Co	Chief Executive Officer
Trees for Life	Chief Executive Officer
Elders Rural Bank Ltd	Chief Financial Officer & Company Secretary
Petratherm Ltd	Managing Director
Adelaide Central & Eastern Division of General Practice	Chief Executive Officer
Wine Grape Growers' Australia Inc	Executive Director
Adelaide Fringe	Fringe Director
District Council of Yorke Peninsula	Chief Executive Officer
Arts SA	Director, Art Gallery of SA
Naracoorte Health Service Inc	Chief Executive Officer
Thomson Playford	Chief Executive
Autism Association of SA Inc	Chief Executive
Orana Inc	Chief Executive Officer
Lynch Meyer Lawyers	Chief Executive
YHA of SA	Chief Executive
South Australian Tourism Commission	Chief Executive – World Police & Fire Games
Adelaide Cemeteries Authority	Chief Executive Officer
Community Access Services	Chief Executive Officer
Alice Springs Town Council	Chief Executive Officer
Tatiara District Council	Chief Executive Officer
Office of Public Employment	Chief Executive
Royal Zoological Society of SA Inc	Chief Executive
Land Management Corporation	Chief Executive
City of Prospect	Chief Executive Officer
City of Burnside	Chief Executive Officer
Eastern Eyre Health & Aged Care Inc	Chief Executive Officer
Royal South Australian Deaf Society Inc	Chief Executive Officer
Repatriation General Hospital	Chief Executive Officer
Naracoorte Lucindale Council	Chief Executive Officer
Austraining International Pty Ltd	Chief Executive Officer
Prince Alfred College	Principal
Port Adelaide Magpies	Chief Executive
St Peter's College	Head (Principal)
ARA Jobs	Chief Executive
Kelly & Co Lawyers	Chief Executive
Eastwaste	Chief Executive
District Council of Mt Barker	Chief Executive Officer
Aged Care & Community Services SA & NT	Chief Executive Officer
Minter Ellison	Chief Executive Officer
SA Harness Racing Authority	Chief Executive
SA Greyhound Racing Authority	Chief Executive Officer
Adelaide Hills Council	Chief Executive Officer



District Council of Naracoorte  
City of Happy Valley & Noarlunga

Chief Executive Officer  
Chief Executive Officer

**Other notable C-suite, General Manager and Manager recruitments (second and third tier roles)**

Nature Foundation	Marketing & Communications Coordinator (current)
Resthaven Incorporated	Executive Manager Community Services (current)
City of Salisbury	Manager Strategic Procurement (current)
City of Adelaide	Executive Manager, Office of the Lord Mayor (current)
Patties Foods	Manufacturing Manager (current)
Australian Gas Infrastructure Group	P&C Systems and Services Business Partner (current)
Australian Gas Infrastructure Group	Senior Compliance Advisor (current)
Lucas Total Contract Solutions	Chief Financial Officer (current)
Scouts SA	Head of Commercial (current)
Barossa Village Inc	Home Care Manager (current)
Unity College	Head of People, Culture & Community (current)
Australian Gas Infrastructure Group	Workforce Analyst
Motor Trade Association of SA/NT	People and Culture Manager (current)
ReturnToWorkSA	Senior Customer Experience Lead (current)
Minda Incorporated	Executive Director, Infrastructure and Services
Patties Foods Pty Ltd	Finance Operations Manager (current)
Flinders University	General Counsel & University Secretary (current)
Maxima	Executive Manager Marketing & Communications
SAHMRI	Head of Finance (current)
SAHMRI	Financial Controller (current)
SACE Board of South Australia	Team Leader, Exam Management
Villawood Properties	Assistant Development Manager
South Australian Tertiary Admissions Centre (SATAC)	General Manager, Customer Engagement & Success
Whittles Group	Manager People & Culture
Adelaide Symphony Orchestra	Manager, People and Culture (current)
PIRSA	Cross Border Commissioner
Saint Ignatius' College	Head of Co-curricular
Australian Gas Infrastructure Group	Head of Group Tax
Lutheran Homes Group	Executive Manager Finance & Governance (current)
Lutheran Homes Group	Executive Manager People & Culture
Welding Industries of Australia	General Manager Oceania Region
Adelaide Plastic Surgery	Executive General Manager
Marand Precision Engineering Pty Ltd	Quality Manager
Menz Confectionery	Chief Financial Officer
Autism SA	Executive Manager, Corporate Services (current)
Motor Trade Association of SA/NT	General Manager
HenderCare	Head of ICT
Nature Foundation	Science & Conservation Program Manager
ReturnToWorkSA	Manager Premium Services – Insurance
Estates Development Co. (1948) Pty Ltd	Senior Property Manager
Bedford Group	Chief Financial Officer
Bedford Group	Chief Marketing Officer
Campbelltown City Council	General Manager – Corporate Services
Skylight Mental Health	Finance Manager
Lutheran Homes Group	Retirement Living Manager
Lutheran Homes Group	Head of Home Care
Trice	Business & Finance Manager
Pedare Christian College	ICT Manager
Demant Australia Pty Ltd	People & Culture Director, ANZ
San Remo	Senior Finance Role
SACE Board of South Australia	Director, SACE International
Police Health	Business Intelligence Lead
Resthaven Incorporated	Senior Manager Community Services
UnitingSA	Senior Manager, Quality and Great Client Experience
Flinders University	Director Flinders University Academy
Flinders University	Senior Manager, International Recruitment (current)
Good News Lutheran College	IB Middle Years Programme Coordinator (current)
Good News Lutheran College	Head of Senior Years
Australian Gas Infrastructure Group	Head of People and Culture (current)
sportsmed SA	Director – People & Culture
Parkstone Funds Management Pty Ltd	Retail Property Asset Manager
SAHMRI	Senior Financial Planning and Reporting Analyst
Resthaven Incorporated	Manager Residential Services – Resthaven Mitcham
Mellor Olsson Lawyers	Senior Accountant
Adelaide Symphony Orchestra	Corporate Services Manager
Australian Gas Infrastructure Group	Head of Corporate Affairs
University of South Australia	Chief Financial Officer
South Australian Tourism Commission	General Manager, Commercial Sales
Office of the National Rail Safety Regulator	Executive Director Corporate

The Barossa Council	Director Works and Engineering Services
Australian Gas Infrastructure Group	Chief Information Officer
Adelaide Hills Council	Director Development and Regulatory Services
HenderCare	General Manager – Disability
Vine Inn Barossa Community Hotel	General Manager
St Peter’s Collegiate Girls’ School	Director of Teaching & Learning
Ninti One	Project Manager
MCC Australia	HR Information Systems Professional
Fairmont Group	Chief Financial Officer
Autism SA	People and Culture Manager
Mount Barker District Council	Head of Wastewater
UnitingSA	Chief People & Quality Officer
Department for Environment and Water	General Manager - Alinytjara Wilurara Landscape Board
MGA Whittles Group	Chief Financial Officer
Beach Energy Limited	Head of Human Resources
Mobo Group	Head of Packaging Operations
Resthaven Incorporated	Manager Residential Services – Westbourne Park
National Wine Centre	General Manager
Saint Ignatius’ College	People & Culture Manager
Rural Doctors Workforce Agency	Director, Planning
Burnside War Memorial Hospital	Director People & Culture
Bene Aged Care	Manager, People and Performance
Bene Aged Care	Chief Financial Officer
TAFE SA	Director Corporate Governance & Assurance
TAFE SA	Director Procurement & Contract Management
Australian Institute of Company Directors	State Manager SA
City of Salisbury	Manager Community Participation & Partnerships
ADX Depot Pty Ltd	Chief Financial Officer
HILT CRC	Chief Operating Officer/Chief Financial Officer
Julia Farr Association	Strategy Leader
Ninti One	Marketing and Growth Coordinator
Skylight Mental Health	Finance Manager
Ninti One	General Manager, Business Development
Australian Gas Infrastructure Group	Communications Advisor
City of Salisbury	Manager Economic Development and Urban Policy
City of Salisbury	Manager People and Culture
SACE Board of South Australia	Education Consultant
SACE Board of South Australia	Education Innovation – Project Officer
North Eastern Community Hospital	Aged Care Director
Barossa Council	Manager Development Services
Attorney-General’s Department	Executive Director – Projects and Technology
Cavpower Pty Ltd	SHEQ Manager
Cavpower Pty Ltd	Service Operations Centre Manager
HomeStart Finance	Chief Financial Officer
Resthaven Incorporated	Manager Community Services – Marion and Inner Southern Suburbs
Resthaven Incorporated	Manager Community Services – Woodville and Western Suburbs
Resthaven Incorporated	Manager Community Services – Paradise and Eastern Suburbs
Resthaven Incorporated	Manager Residential Services – Bellevue Heights
Resthaven Incorporated	Manager Work Health Safety and Injury Management
SACE Board of South Australia	Director, Education Services
SACE Board of South Australia	Faculty Manager
Villawood Properties	Project Finance Manager
Serafino Wines	Chief Winemaker
ACH Group	Chief Financial Officer
Australian Gas Infrastructure Group	Senior Strategy Advisor
Attorney-General’s Department	Crown Solicitor
Mount Barker District Council	Manager Financial Services
Blackfriars Priory School	Deputy Principal Secondary
Blackfriars Priory School	Head of Primary
sportsmed SA	Director – People & Culture
Aerotech Group	Finance Coordinator
Police Health	Financial Controller
Australian Gas Infrastructure Group	Head of Compliance
The Barossa Co-op	HR Generalist
Pilgrim Uniting Church	Communications and Media Coordinator
Barossa Council	Manager Enterprise Technology and Innovation
Faith Lutheran College	Business Director (current)
Lighthouse Disability	General Manager – Client Wellbeing
Resthaven Incorporated	Senior Manager People & Culture
Burnside War Memorial Hospital	Director Finance and Corporate Services
DisAbility Living	General Manager People and Culture
UnitingSA	Chief Financial Officer
ReturnToWorkSA	Executive Leader Regulation
Eldercare Inc	General Manager Residential Care
Marand Precision Engineering Pty Ltd	General Manager

Hunts Fuel  
 sportsmed SA  
 West Beach Parks  
 City of Salisbury  
 Dr Jones & Partners  
 Resthaven Incorporated  
 Bedford Group  
 Police Health  
 City of Salisbury  
 Detmold Group  
 Rivergum Group  
 HenderCare  
 Australian Naval Infrastructure  
 Australian Naval Infrastructure  
 sportsmed SA  
 Kain Lawyers  
 MADEC Australia  
 Cavpower Pty Ltd  
 Credit Union SA  
 Beaumont Tiles  
 Cavpower Pty Ltd  
 City of Salisbury  
 City of Salisbury  
 TWG Loxton  
 Mount Barker District Council  
 Metro Homes SA  
 Rural Doctors Workforce Agency  
 Rural Doctors Workforce Agency  
 Rural Doctors Workforce Agency  
 Rural Doctors Workforce Agency  
 Better Medical  
 Better Medical  
 Johnston Grocke  
 St Ann's College  
 Better Medical  
 Better Medical  
 The University of Adelaide  
 Polyaire Pty Ltd  
 Maxima  
 Estates Development Co. (1948) Pty Ltd  
 Estates Development Co. (1948) Pty Ltd  
 Maxima  
 Maxima  
 Credit Union SA  
 Estates Development Co. (1948) Pty Ltd  
 Bedford Group  
 Bedford Group  
 Department for Energy and Mining  
 City of Salisbury  
 Lighthouse Disability  
 Lighthouse Disability  
 Motor Trade Association of SA/NT  
 Motor Trade Association of SA/NT  
 Motor Trade Association of SA/NT  
 Australian Naval Infrastructure  
 Pilgrim Uniting Church  
 Buddy Technologies Ltd  
 Police Health  
 Concordia College  
 Haircare Australia  
 A Noble & Son Ltd  
 Resthaven Incorporated  
 Ninti One  
 Hames Sharley  
 Legend Corporation  
 ICS Service Solutions  
 Department for Environment and Water  
 South Australian Film Corporation  
 Office for Recreation, Sport and Racing  
 SmartSat CRC  
 SmartSat CRC  
 South Australian Housing Authority  
 South Australian Housing Authority  
 South Australian Housing Authority  
 South Australian Housing Authority

Accountant  
 Business Manager – Orthopaedic Practice  
 General Manager Corporate Services  
 Director Business Transformation  
 General Manager People & Culture  
 Senior Manager Residential Services  
 General Manager Operations  
 Brand and Communications Specialist  
 General Manager City Development  
 Chief Financial Officer  
 General Manager – Homes  
 ICT Manager  
 Security Operations Manager  
 Facilities Electrical Engineer (current)  
 Business Improvement Manager  
 Finance Manager  
 Chief Operations Officer – Labour Hire  
 Chief Financial Officer  
 Finance Manager  
 National Manager – People & Culture  
 Marketing Manager  
 Manager Governance  
 General Manager Community Development  
 Winemaking Manager (current)  
 Manager Infrastructure Maintenance & Operations  
 Land Development Manager  
 Grants Program Manager  
 Senior Recruitment Consultant (current)  
 Outreach Business Manager  
 Director Outreach Programs  
 Mergers and Acquisitions Manager  
 Business and Data Analyst  
 Corporate Services Manager  
 Dean  
 National Property and Procurement Manager  
 General Counsel  
 Chief Financial Officer  
 Business Systems & Intelligence Manager  
 General Manager, IT & Risk  
 Property Manager  
 Assistant Project Manager  
 Chief Financial Officer  
 National Manager Marketing Strategy  
 Chief People & Strategy Officer  
 Senior Finance Role  
 Executive Manager People, Communications, Strategy & Quality  
 Manager Business Analysis & Improvement  
 Director, Information Management Strategy and Delivery  
 Manager Strategic Development Projects  
 General Manager – Client Wellbeing  
 Manager People and Culture  
 Automotive Training and Capability Manager  
 Customer Services Manager  
 General Manager, Automotive Skills Development  
 Facilities Electrical Engineer (current)  
 Business Manager  
 Financial Controller  
 Product Manager  
 Manager – Administration Operations  
 General Manager – Sales & Marketing  
 Supply Chain Manager  
 Senior People & Culture Manager  
 Program Manager NBPU TIS  
 Chief Financial Officer  
 Electronic Design Engineer  
 General Manager Business Growth  
 Director, Communications and Engagement  
 Chief Operating Officer  
 Director, Infrastructure and Planning  
 Chief Research Officer  
 Research Program Manager (two positions)  
 Manager Affordable Housing  
 Land Development Manager  
 Executive Director, Customers and Services  
 Director, Capital Programs

Dr Jones & Partners  
 Australian Naval Infrastructure  
 Department of Human Services  
 Aerotech Group  
 Qualla Wines  
 Motor Trade Association of South Australia  
 Pulteney Grammar School  
 Resthaven Incorporated  
 Good News Lutheran College  
 Trinity College  
 Association of Independent Schools of South Australia  
 Association of Independent Schools of South Australia  
 HenderCare  
 Polyaire Pty Ltd  
 Australian Naval Infrastructure  
 Regional Development Australia Yorke and Mid North  
 Kain Lawyers  
 City of Salisbury  
 City of Salisbury  
 SACE Board of South Australia  
 Landscape South Australia  
 Pulse Anaesthetics  
 ReturnToWorkSA  
 MASTEC Australia  
 Resthaven Incorporated  
 Department for Environment and Water  
 Good News Lutheran College  
 Good News Lutheran College  
 Police Health  
 UniSA Ventures  
 HMPS Pty Ltd  
 Craniofacial Australia  
 Tutti Arts  
 Adelaide Symphony Orchestra  
 The Barossa Co-op  
 Pulteney Grammar School  
 Investigator College  
 Mary MacKillop College  
 Australian Gas Infrastructure Group  
 Sportsmed SA  
 Status  
 Status  
 Dr Jones & Partners  
 Department of Treasury and Finance  
 St Peter's Girls' School  
 PMB Defence  
 Maxima  
 Minda Incorporated  
 360Private  
 Veterans SA  
 Clarke Energy  
 Community Business Bureau  
 Essential Services Commission of South Australia  
 Advanced Anaesthetics Adelaide  
 HenderCare  
 Mount Barker District Council  
 Credit Union SA  
 Ninti One  
 Kain Lawyers  
 Minda Incorporated  
 Minda Incorporated  
 Minda Incorporated  
 Maxima  
 STARplex at Trinity College  
 Scouts SA  
 Data Action  
 Flinders University  
 Flinders University  
 Flinders University  
 ZED Management Consulting  
 Resthaven Incorporated  
 Motor Trade Association of South Australia  
 Motor Trade Association of South Australia  
 Australian Naval Infrastructure  
 Australian Naval Infrastructure  
 Chief Financial Officer  
 Project Manager Operations  
 Executive Director, Performance and People  
 Generalist  
 National Sales Manager  
 CRM Specialist  
 Head of Senior School  
 Executive Manager, Strategy & Governance  
 Head of Junior Years  
 Principal Trinity College Senior  
 Head of Educational Services  
 Specialist Policy & Compliance Consultant  
 Chief Financial Officer  
 ICT Manager  
 Precinct Maintenance Manager  
 Business and Strategy Manager  
 Chief Operating Officer  
 Internal Auditor & Risk Coordinator  
 Manager, Strategic Procurement  
 Chief Financial Officer  
 General Manager – Landscape Board (multiple positions)  
 HR/Corporate Manager  
 Chief Operating Officer – Insurance  
 Financial Controller  
 Executive Manager, People and Culture  
 General Manager, Cleland Wildlife Park  
 Deputy Principal – Academic  
 Head of People & Culture  
 Product Manager  
 Commercial Manager  
 Financial Controller  
 Corporate Manager  
 General Manager  
 Manager, Donor Relations  
 Business Leader – Lifestyle Division  
 Business Director  
 Business Manager  
 Deputy Principal  
 Senior Tax Professional  
 Perioperative Manager  
 Operations Manager: Disability Employment Services  
 Operations Manager: jobactive  
 Key Senior Leadership Position  
 Director, Information and Technology  
 Director – ICT  
 Human Resources Manager  
 Manager Recruitment Services  
 Senior Manager, Special Projects  
 Chief Operating / Financial Officer  
 Director  
 IT Support Analyst  
 Marketing Business Consultant  
 Senior Compliance and Investigations Officer  
 Practice Manager  
 People & Culture Manager  
 Commercial Manager – Wastewater  
 Performance Manager – Sales  
 Business Development Manager  
 General Manager – Corporate Services  
 Executive Manager – Commercial Enterprises  
 Senior Manager – Supported Independent Living  
 Executive Manager – Customer Services  
 National Business Leader  
 General Manager STARplex  
 Senior Finance Officer  
 Head of Strategy & Portfolio Management  
 Strategic Project Director  
 Associate Director, Capital Development  
 Principal Project Manager  
 General Manager  
 Senior Manager ICT  
 General Manager – Member Solutions  
 Manager Industry & Government Engagement  
 Contracts Manager  
 Safety, Compliance and Security Manager

Australian Gas Infrastructure Group  
 Resthaven Incorporated  
 Resthaven Incorporated  
 HenderCare Foundation  
 Ninti One  
 Adelaide Symphony Orchestra  
 Barossa Village Inc  
 Essential Services Commission of South Australia  
 The Co-op Heart of the Barossa  
 ACH Group  
 ACH Group  
 City of Unley  
 South Australian Housing Authority  
 South Australian Housing Authority  
 SEA Gas  
 SEA Gas  
 SEA Gas  
 Flinders University  
 SAHMRI  
 Minda  
 Ultra Electronics Australia  
 Saint Ignatius' College  
 Essential Services Commission of South Australia  
 Essential Services Commission of South Australia  
 Women's Safety Services SA  
 Women's Safety Services SA  
 Women's Safety Services SA  
 Women's Safety Services SA  
 Minda  
 Camp Quality  
 Department for Environment and Water  
 Department for Environment and Water  
 Ultra Electronics Australia  
 La Casa Del Formaggio  
 Stair Lock  
 Resthaven Incorporated  
 South Australian Tourism Commission  
 Resthaven Incorporated  
 Resthaven Incorporated  
 Centennial Park  
 Minda  
 Sight For All  
 Pedare Christian College  
 Pearce & Co (Sweat)  
 Ninti One  
 Scouts SA  
 Credit Union SA  
 The Co-op Heart of the Barossa  
 West Beach Parks  
 sonnen Australia  
 sonnen Australia  
 sonnen Australia  
 Wilderness School  
 Latrobe Health Services  
 Ninti One  
 Resthaven Incorporated  
 SATAC  
 SEA Gas  
 South Australian Housing Authority  
 Community Business Bureau  
 Ninti One  
 South Australian Tourism Commission  
 South Australian Tourism Commission  
 sonnen Australia  
 Ninti One  
 The University of Adelaide  
 Fertility SA  
 ECH Inc.  
 Resthaven  
 Rural Doctors Workforce Agency  
 City of Adelaide  
 Ninti One  
 Elders Limited  
 Glenelg Golf Club  
 Hames Sharley  
 Senior Treasury Role  
 Senior Manager Community Services  
 Manager Residential Services – Resthaven Port Elliot  
 Children Services Business Development Manager  
 Project Officer – National Best Practice Unit, Tackling Indigenous Smoking  
 Senior Manager, Development  
 General Manager – Delivery  
 Senior Economist  
 Fresh Foodland Store Manager  
 General Manager Customer Experience & Growth  
 Chief Financial Officer  
 Manager Development & Regulatory  
 Executive Director, Customers & Services  
 Director, Economic Development & Tourism  
 Senior Project Manager (Electrical)  
 Process Engineer  
 Senior Facilities Manager  
 Procurement Category Manager  
 Chief Financial Officer  
 Chief Financial Officer  
 Commercial Manager  
 People & Culture Manager  
 Manager, Performance Analytics and Reporting  
 Licensing and Compliance Officer  
 General Manager Corporate Services  
 People and Culture Advisor  
 People and Culture Officer  
 Wellbeing, Health and Safety Officer  
 Corporate Secretary  
 Partnerships Manager (SA)  
 Director, Water Infrastructure and Operations  
 Executive Director, Environment, Heritage and Sustainability  
 People, Culture and Safety Manager  
 Human Resources Manager  
 Accountant  
 Manager Resthaven Paradise and Eastern Community Services  
 Sponsorship Manager  
 Manager Residential Services – Craigmore  
 Manager Residential Services – Mount Gambier  
 ICT Officer  
 Chief Operating Officer  
 Marketing Manager  
 Business Manager  
 Head of PR  
 Project Officer, Stronger Communities for Children  
 Finance Business Partner  
 New Manager Roles  
 Merchandise Manager  
 General Manager Corporate Services  
 Program Manager  
 Senior Accountant  
 Procurement Manager  
 Human Resources Manager  
 Chief Information Officer  
 Project Coordinator  
 Senior Manager Community Services  
 Corporate Services Manager  
 Senior HSE Role  
 Executive Director, People & Safety  
 Business Consultant  
 Administration Officer  
 Contracts & Procurement Manager  
 General Manager, Commercial Sales  
 Sales Leader – Call Centre  
 PA to the Managing Director  
 Manager, Strategic Procurement  
 Clinic Practice Manager  
 Manager, People and Culture  
 Senior Manager Residential Services  
 Outreach Regional Services Coordinator  
 Associate Director Public Realm  
 Finance & Administration Assistant  
 Executive Assistant to the CEO  
 Clubhouse Operations Manager  
 Chief People Officer

Glenelg Golf Club  
 La Casa Del Formaggio  
 Resthaven Incorporated  
 The Co-op Heart of the Barossa  
 Rural Doctors Workforce Agency  
 Rural Doctors Workforce Agency  
 SEA Gas  
 Nobles  
 Essential Services Commission of South Australia  
 sonnen Australia  
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 My Plan Manager  
 Hames Sharley  
 Resthaven Incorporated  
 Benson Radiology  
 The Co-op Heart of the Barossa  
 Ninti One  
 Clarke Energy  
 Rural Doctors Workforce Agency  
 Ninti One  
 City of Salisbury  
 St Ignatius' College  
 Blackfriars Priory School  
 Adelaide Symphony Orchestra  
 Peregrine Corporation  
 Flinders University  
 Southern Cross Care  
 Nobles  
 Resthaven Incorporated  
 Ninti One  
 City of Mitcham  
 Glenunga International High School  
 Access 2 Place  
 Gapsted Wines  
 Ninti One  
 Australian Naval Infrastructure  
 Mayne Pharma  
 RAA  
 Adelaide Symphony Orchestra  
 Bedford Group  
 Dentistry on Unley  
 Seeley International  
 AnglicareSA  
 Beyond Bank  
 Ninti One  
 Access 2 Place  
 Department for Education  
 Australian Rail Track Corporation  
 Department for Education  
 Eldercare Inc  
 Eldercare Inc  
 Eldercare Inc  
 Taylors Wines  
 Discovery Parks  
 Resthaven Incorporated  
 Uniting SA  
 Ninti One  
 Ninti One  
 UnitingSA  
 Clelands Lawyers  
 Centacare Catholic Family Services  
 The Royal Institution of Australia  
 Ninti One  
 Thomson Geer Lawyers  
 Clean Seas Seafood Limited  
 Centennial Park  
 Crosby Dalwood  
 Data Action  
 SEA Gas  
 Discovery Parks  
 Nobles  
 Resthaven

Finance & Administration Manager  
 Chief Operating Officer  
 Executive Manager Governance and Corporate Services  
 Chief Financial Officer  
 GP Support and Services Manager  
 Recruitment Officer  
 Systems Controller  
 General Manager Sales and Customer Service  
 Manager Economics  
 IT Manager  
 Head of People & Culture  
 Head of Finance & Accounting  
 Manufacturing Manager  
 Manager – Call Centre  
 ICT Manager  
 Executive Assistant (multiple times)  
 Executive Manager People & Culture  
 General Manager People & Culture  
 Human Resources Manager  
 Business Development Coordinator  
 Regional Sales Manager WA/NT  
 Workforce Support Services Manager  
 Senior Project Officer, National Best Practice Unit TIS  
 General Manager City Infrastructure  
 Advancement Manager  
 Deputy Principal (Secondary)  
 Manager, People & Culture  
 Head of People  
 Principal Facilities Contracts Manager  
 General Manager Human Resources  
 General Manager People & Culture  
 Manager Workforce Development  
 Support Officer, National Best Practice Unit TIS  
 General Manager  
 Director of Studies (twice)  
 Quality Assurance Officer  
 National Sales Manager  
 Project Officer – Stronger Communities for Children  
 Senior Business Analyst  
 Head of Manufacturing  
 Group Manager, Financial Services  
 Senior Accountant  
 Chief Operating Officer  
 Practice Manager  
 Digital Marketing Manager  
 Senior Treasury Analyst  
 Chief Information Officer  
 Project Manager – Stronger Communities for Children  
 Tenant Engagement Coordinator  
 Director, Primary Learners  
 General Manager Financial Services  
 Executive Manager, International Business  
 Consumer Engagement Coordinator  
 Clinical Care Consultant  
 General Manager, Residential Care  
 Operations Manager  
 Financial Controller  
 Manager Quality Systems  
 Executive Manager – Community Services  
 Administration & Finance Assistant  
 Senior Project Manager - Social Development Focus  
 Senior Manager – Residential Aged Care  
 Business Manager  
 Manager, Human Resources  
 Corporate Services Manager  
 Finance & Payroll Officer  
 Corporate Finance & Reporting Analyst  
 Management Accountant  
 Manager Corporate Services  
 General Manager Corporate Services  
 Chief Technology Officer  
 Project Manager – Finance Systems  
 Senior Analyst  
 Business Development Manager  
 Internal Auditor

Saint Ignatius' College	Head of Studies & Innovation
Water Research Australia	Business Manager
Water Research Australia	Engagement & Marketing Manager
Water Research Australia	Research Adoption Manager
Poynter Hargraves	Head of Advisors
Poynter Hargraves	Manager Client Services
City of Mitcham	Manager Engineering
Saint Ignatius' College	People & Culture Manager
Department for Education and Child Development	Director, Secondary Learners
Naval Group	Program Cost Controller
Glenelg Golf Club	Food & Beverage Manager
Saint Ignatius' College	Head of Senior School
City of Tea Tree Gully	Manager Finance Services & Rating Operations
Access 2 Place	Operations Manager
Connecting Up	Chief Operating Officer
City of West Torrens	Manager, People & Culture
Australian Naval Infrastructure	Financial Controller
Sarah Group	Group People & Culture Manager
SEA Gas	Information Technology Manager
SEA Gas	Business Development Manager
City of Mitcham	Team Leader, Traffic & Transport
Ninti One	Business Development Manager
ADVAM	Commercial Manager
Saint Ignatius' College	Head of Junior School
Australian Naval Infrastructure	Project Director
University of Adelaide	Manager – Division Finance
Pearce & Co (Sweet)	Manager, People & Culture
Climate Technologies	National HR Manager
City of Salisbury	Manager, Governance
City of Tea Tree Gully	Team Leader Work, Health & Safety
City of Tea Tree Gully	Senior Work, Health & Safety Officer
Adelaide Festival Centre	Director, Marketing
Wine Australia	Program Manager – ERWSP
Wine Australia	Corporate Affairs Manager
Wine Australia	Senior RD&E Manager x 2
Wine Australia	Communications Manager – ERWSP
Wine Australia	Grants Manager – ERWSP
SEA Gas	HR Manager
University of South Australia	Business Development Associate
Animal Welfare League	HR Manager
RSPCA SA	General Manager, Corporate & Commercial Services
Experience Australia Group	Planned Giving Specialist
Experience Australia Group	General Manager, Marketing
Experience Australia Group	General Manager, Risk & Compliance
City of Salisbury	Executive Assistant / Office Coordinator
Seeley International	Manager, Community Planning & Vitality
RSPCA (SA)	Marketing Manager Residential
Calvary Retirement Communities	Commercial Development Manager
Central Australian Aboriginal Congress	Regional Manager
Resthaven Inc	Organisational Capability Manager
Police Health	Senior Manager, Community Services
Genesee & Wyoming	General Manager, Marketing & Strategic Relationships
Indigenous Land Corporation	Financial Controller
Seeley International	Director, People & Culture
City of Salisbury	Marketing Manager
TAFE SA	Manager, Infrastructure Delivery
Cancer Council SA	Director Marketing
Scholle Packaging	Fundraising Manager
Longridge Group	HR Advisor
SA Health	Construction and Operations Manager
TAFE SA	Director, Procure to Pay
Tarac Technologies	Director, HR & Organisational Development
Legal Services Commission	Commercial Manager
Legal Services Commission	Chief Operating Officer
Tarac Technologies	Manager, Legal Practice
Wilderness School	Commercial Manager
Mount Barker District Council	Registrar
Loreto College	Group Manager, Infrastructure
Adelaide Health Care	Business Manager
City of Tea Tree Gully	Business Manager
Renewal SA	Manager, City Development
Fleet Complete	Senior Finance Business Partner
Department of the Premier & Cabinet	National Sales Manager
Adelaide Shores	Director, People & Culture
	General Manager, Operations

University of Adelaide	Associate Director, Service Delivery
Discovery Parks	Chief Financial Officer
ElectraNet SA	Chief Financial Officer
Experience Australia Group	Chief People Officer
Sports Association for Adelaide Schools	Executive Officer
Town of Gawler	Manager, Business Enterprises & Communication
Town of Gawler	Manager, Development, Environment & Regulatory Services
City of Salisbury	Manager, Community Capacity & Learning
Prince Alfred College	Sesquicentenary Project Manager
City of Prospect	Director, Business & Innovation
HAMB Systems Ltd	Innovation Manager
University of Adelaide	Project Manager, Enterprise Agreement
University of Adelaide	Manager, Workplace Relations
Department for Communities & Social Inclusion	Executive Director, People & Culture
Department for Education & Child Development	Executive Director, People & Culture
Renewal SA	Precinct Director, Tonsley
Renewal SA	Project Director, Tonsley
Micro-X	Chief Financial Officer
Adelaide Symphony Orchestra Pty Ltd	Manager, People & Culture (twice)
Discovery Parks	Chief People Officer
Ausco Modular	Construction Manager
SA Health	Chief Procurement Officer
Pilgrim Uniting Church	Business Manager
Pedare Christian College	Head of Middle School
City of Salisbury	General Manager, Community Development
Glenunga International High School	Director of Services
Netball SA	General Manager, Brand, Market & Communications
Netball SA	General Manager, Commercial
Health Partners	Campaign Manager (twice)
Credit Union SA	Senior Manager, Retail Banking
Attorney General's Department	Director, Human Resources
Data Action	General Manager, Corporate Services
SA Health	Director, Workforce Relations
Scholle Packaging	Supply Chain Manager
Adelaide Airport	Business Performance and Development Manager
Department of Environment, Water & Natural Resources	Director, Climate Change
Department of Environment, Water & Natural Resources	Director, Community Engagement
Department of Environment, Water & Natural Resources	Executive Director, Conservation & Land Management
Thomas Foods International	Senior WHS Coordinator
Pedare	Manager, People & Culture
ElectraNet SA	Senior Health, Safety & Environment Leader
Scouts Australia (SA)	General Manager, Woodhouse Activity Centre
ElectraNet SA	Network Relationship Manager
ElectraNet SA	Corporate Development Advisors
South Australian Tourism Commission	General Manager, Human Resources & Facilities
Department of State Development	Strategic Coordinator, Northern Economic Plan
City of Tea Tree Gully	Team Leader, Organisational Development
Investigator College	Business Manager
GPEX	Director, Support Services
Trinity College	Finance Director
Ninti One	Project Manager – Stronger Communities of Children
University of Adelaide	Human Resources Manager, Faculty of Health Sciences
ElectraNet SA	People & Culture Advisor
ElectraNet SA	High Impact People & Culture Leader
ElectraNet SA	Senior Manager, People & Culture
Finalyson	Manager, People & Development
Kooyonga Golf Club	Food & Beverage Manager
Wilderness School	Manager ICT
City of Mitcham	Human Resources Manager
St Peter's Girls' School	Fundraising Manager
University of Adelaide	Senior Management Accountant – Division Support
University of Adelaide	Senior Management Accountant
University of Adelaide	Divisional Management Accountants
University of Adelaide	Senior Financial Analyst
University of Adelaide	Manager, Leadership & Development
Walford Anglican School for Girls	Head of Senior School
University of Adelaide	Associate Director, Accounting Services
Immanuel College	Business Director
ElectraNet	Business Development Manager – Power Generation
Department of State Development	Executive Director, Science, Industry & Innovation
Wakefield Regional Council	Corporate Services Manager (multiple)
EMA Consulting	Business Development Professional
Police Health	Sponsorship Manager
Bedford Group	Management Accountant
Kooyonga Golf Club	Finance Manager



A Noble & Son Ltd	State Manager
A Noble & Son Ltd	State Manager WA
Department of Health and Ageing	State Manager SA
Department of Education & Child Development	Director, Organisational Culture & Capacity
Department of Education & Child Development	Director, Employee Relations
Department of Education & Child Development	Director, Leadership & Development
City of Playford	General Manager, City Services
City of Playford	General Manager, City Projects & Assets
Data Action	General Manager – Delivery
University of Adelaide	Human Resources Manager, ECMS Faculty
University of Adelaide	Research Development Manager
University of Adelaide	Finance & Planning Manager
University of Adelaide	Infrastructure & Technical Services Manager
City of Charles Sturt	General Manager, Corporate Services
Flinders University	Director People & Culture
Minda Inc	Senior Manager, Human Resources & Work Health and Safety
Ninti One Ltd	Manager, National Best Practice Unit
Bedford Group	Accounting Manager
Department of Treasury & Finance	General Manager – Super SA
Clarke Energy Australia Pty Ltd	General Manager
Department of Health	Director, South Australian Statewide Retrieval Services
Coventry Fasteners	State General Manager
City of Salisbury	Manager, Development Services
City of Salisbury	Manager, Business Systems & Solutions
Adelaide Symphony Orchestra	Chief Operating Officer
Central Australian Aboriginal Congress	General Manager Business Services
SCF Group	Business Development Manager – General Transport
SCF Group	Business Development Manager – Tanks
Jardine Lloyd Thompson	Executive Manager (Public Sector)
Resthaven Incorporated	Senior Manager, Community Services (twice)
ElectraNet SA	Executive Manager, Corporate Development
St John Ambulance SA	General Manager, Corporate & Commercial Services
Pedare Christian College	Business Manager
SA Health	Executive Director, People & Culture
Resthaven Inc	Manager Buildings & Capital Projects
SA Museum	Lead Exhibition Designer
Central Adelaide Local Health Network	Director People & Culture
Association of Independent Schools of SA Inc	Business Manager
Pulteney Grammar School	Business Director (2 times)
City of Unley	Manager, Human Resources
South Australian Tourism Commission	Director, Marketing & Communications
Bartons Chartered Accountants	Manager, Superannuation
ElectraNet SA	Manager Innovation & Technology Development
Police Health	Manager, People & Culture
Police Health	General Manager, Marketing & Strategic Relationships
Elderton Wines	Financial Controller
City of Salisbury	General Manager – Business Excellence
Department of State Development	Executive Director, Skills & Employment
Anglicare SA	Senior Manager, Home Care Services
Adelaide Symphony Orchestra	Donor Relations Manager
Adelaide Symphony Orchestra	Corporate Partnerships Manager
Thomas Foods International	Group Tax Manager
St John Ambulance SA	Manager ICT
St John Ambulance SA	Manager, Executive Services
Clean Seas Ltd	Chief Financial Officer
Seymour College	Business Director (3 times over 12 years)
City of Mitcham	Director Corporate & Community
Police Health	Business Solutions Analyst
Prince Alfred College	Director ICT
Resthaven Incorporated	Senior Manager Residential Services
Resthaven Incorporated	Manager Resthaven Paradise & Eastern Community Services
City of Playford	Procurement Business Partner
Rural City of Murray Bridge	Manager, Development & Regulation
Credit Union SA	Insurance Development Manager
Credit Union SA Ltd	Digital Project Manager
SCF Group	Sales Manager
Australian Rail Track Corporation	Manager Economic Regulatory Development
City of Tea Tree Gully	Water Resources Specialist
Health Partners	Brand & Sponsorship Manager
AnglicareSA	Senior Manager Service Integration
District Council of Mount Barker	Manager Field Services
Adelaide University Union	Commercial Manager
ECH Inc	Property & Development Delivery Leader
ElectraNet SA	Corporate Development Executive
Department of Education & Child Development	Executive Director, Learning Standards & Performance

Roxby Downs Council	Manager, Business Systems & Effectiveness
Eldercare	Executive Director, Operational Services
Department of State Development	Director, People & Culture
People's Choice Credit Union	Manager, Market & Treasury Risk
Barossa Council	Director, Development & Environmental Services
Pork CRC	Manager, Development & Research Impact
Flinders University	Dean – Flinders Living
Bartons	General Manager
SCF	Regional Sales Manager – WA
Rural City of Murray Bridge	Manager, Development & Regulation
Legacy Club of Adelaide	Business & Development Manager
Rentokil Initial	Manager – Customer Service
Southern Cross Care	HUB Managers
Department of Education & Child Development	Executive Director, HR & Workforce Development
Flinders University	Director, Governance & Risk
AnglicareSA	General Manager, Marketing
Ausco Modular	State Sales Manager
City of Salisbury	Manager, Community Capacity & Learning
RSPCA (SA)	Financial Controller
Spectrum Fire	Financial Controller
Cleanseas	General Manager, Sales & Marketing
Guide Dogs SA/NT	Manager, Finance & Business Performance
University of South Australia	Deputy Director Human Resources
Australian Grape & Wine Authority	General Manager, Research, Development & Extension
Unibooks	Marketing Manager
Resthaven Inc	Manager Finance
Metro Property Development	Acquisition / Development Manager
Gym & Fitness Online	HR Coordinator
Immanuel College	Director - HR
Whyalla City Council	Group Manager - City Development & Delivery
Phylloxera & Grape Industry Board of SA	Manager Projects & Stakeholders
Data Action	Executive Manager Infrastructure
Beerenberg	Food Technologist
City of Salisbury	Manager People & Culture
Satumo Group (Booze Brothers)	Marketing Manager
Environment Protection Authority	Senior Advisor, Site Contamination
Australian Grape & Wine Authority	General Manager, Market Development
St John's Grammar School	Human Resources Manager
Medical Insurance Group Australia	Project Manager
Cleanseas	Chief Financial Officer
Department of Planning, Transport & Infrastructure	Executive Director - Corporate Services
City of Playford	Procurement Manager
Health Partners	Decision Support Manager (2 times)
Credit Union SA Ltd	Digital Marketing Coordinator
Walford	Deputy Pncipal
SA Water	General Manager, Commercial & Business Development (2 times)
Credit Union SA Ltd	Product Manager
Adelaide Cemeteries Authority	Head of Customer & Strategy
Department of Education & Child Development	Director - Review, Improvement & Accountability
Adelaide Shores	General Manager – Corporate Services
SA Water	General Manager – Business Services
University of South Australia	Division Director – Health Sciences
SCF Group	Chief Product Design & Development Officer
City of Mitcham	Finance Manager / Controller
EMA Consulting	Industrial Relations Consultant
Ninti One Ltd	Communications Officer
Renewal SA	Asset Manager
Renewal SA	Property Consultant, Sales & Leasing
City of Mitcham	Manager, Finance
City of Mitcham	Manager, People & Culture (multiple)
Wilderness School	Head of Senior School
Barossa Village Inc.	General Manager - Residential Care Services
Adelaide Shores	General Manager Revenue
Department of Environment, Water and Natural Resources	District Manager - Ranges
Ninti One Ltd	Project Manager, Remote Community Research
Association of Independent Schools of SA	Senior Consultant
City of Mitcham	Director - Corporate & Community Development
Lion Point Wines	General Manager Sales
Whyalla City Council	Human Resources Manager
SA Water	Manager Capital Planning & Integration
SA Water	Senior Asset Managers
University of Adelaide	Executive Manager – Health Sciences
Two Hands Wines	Financial Controller
Wine Australia	Chief Financial Officer
Adelaide Symphony Orchestra Pty Ltd	General Manager, Marketing & Development

Immanuel Primary School  
 Data Action  
 Cowell Clarke  
 St Peter's Woodlands Grammar School  
 Hot Melt Packaging Systems  
 University of Adelaide  
 City of West Torrens  
 Cowell Clarke Lawyers  
 Guide Dogs SA  
 Mr Riggs Wine Company  
 University of Adelaide  
 Wine Australia  
 St Jakobi Lutheran School  
 University of Adelaide  
 RSPCA (SA)  
 Adelaide Festival Corporation  
 Cowell Clarke  
 St Andrew's School  
 Renewal SA  
 Cowell Clarke  
 Renewal SA  
 SA Water  
 ElectraNet SA  
 Lenswood Cold Stores  
 Department of Planning, Transport & Infrastructure  
 Adelaide Airport  
 SA Water  
 City of West Torrens  
 Minda Inc  
 Flinders Partners  
 Department for Education and Child Development  
 Department for Education and Child Development  
 Bellberry Limited  
 Waltja  
 RSPCA (SA)  
 AnglicareSA  
 Credit Union SA Ltd  
 Schild Estate  
 Two Hands Wines  
 Spectrum Fire  
 University of Adelaide  
 Securatrak  
 Renewal SA  
 City of Playford  
 Rural City of Murray Bridge  
 University of Adelaide  
 City of Playford  
 RSPCA (SA)  
 Embertec  
 Renewal SA  
 City of Salisbury  
 HAMB Systems Limited  
 Credit Union SA Ltd  
 Ninti One Ltd  
 SAGE Automation  
 Securatrak  
 University of Adelaide  
 Energy & Water Ombudsman of SA  
 WorkCover SA  
 City of Tea Tree Gully  
 Lenswood Cold Stores Co-op Society Ltd  
 Hostworks  
 Adelaide Shores  
 SA Water  
 DPTI  
 Rentokil Initial  
 Rentokil Initial  
 AnglicareSA SA  
 Super SA  
 Ninti One Ltd  
 Arena Stadium Management  
 The Barossa Co-op  
 Southern Cross Care  
 Flinders University  
 Rocland Estate Wines

Business Director  
 Executive Manager Delivery Applications  
 Marketing & Communications Manager  
 Business Director  
 Financial Controller  
 Change Project Officer  
 Senior Accountant  
 Financial Controller  
 Chief Financial Officer  
 Sales Manager  
 Faculty HR Project Manager  
 Chief Financial Officer  
 Business Director  
 Associate Director, Strategic Procurement  
 Fundraising & Development Manager  
 Philanthropy Director  
 Finance Manager  
 Business Director (2 times)  
 Project Coordinator  
 Marketing & Communications Coordinator  
 Training & Employment Coordinator  
 Senior Organisational Culture & Change Position  
 Senior Manager Business Development  
 Financial Controller  
 Deputy CEO – Corporate Support  
 Risk & Compliance Manager  
 Senior Finance Manager  
 Work Health & Safety Officer  
 Chief Financial Officer  
 Deputy Director  
 Executive Director, Preschool and School Improvement  
 Chief Education Officer (Deputy Chief Executive)  
 Education Manager  
 HR Manager  
 Finance Manager  
 Chief Financial Officer  
 Contact Centre Manager  
 Senior Accountant  
 Senior Accountant  
 Finance Manager  
 Communications Officer  
 Manager Customer Service  
 Sustainability Manager - Tonsley Project  
 Chief Financial Officer  
 General Manager – Corporate & Community  
 School Manager – PHCP  
 Manager Business Services  
 Executive Manager - People, Culture & Safety  
 Senior Accountant  
 Senior Community Planner  
 General Manager, City Development  
 IT Service Delivery Manager  
 Senior Manager Finance  
 Senior Research Officer  
 Finance Manager  
 Customer Service Manager  
 Director, Partnerships & Projects  
 Business Services Manager  
 General Manager – Corporate Services  
 Chief Financial Officer  
 Sales Manager  
 Financial Controller  
 General Manager - Sales & Marketing  
 General Manager, Customer & Community Relations  
 Director Customer Experience  
 Sales Consultant - Indoor Plant Hire  
 Sales Manager (multiple)  
 Finance Manager  
 Project Manager, ICT & Business Strategy  
 General Manager, Business Development  
 Venue Manager, Adelaide Arena  
 Senior Retail Manager  
 Care Managers  
 Enterprise Architect  
 Brand & Sales Manager

SCF Group	Chief Financial Officer
Health Partners	Senior Accountant
Bellberry Limited	Education Manager
SCF Group	National Depot Operations Manager
City of Unley	Manager Finance
District Council of Mt Barker	Manager - Community & Customer Services
District Council of Mt Barker	Manager - People & Culture
SCF Group	Marketing Manager
University of South Australia	Decision Support Analyst
Ninti One Ltd	Senior Research Fellow / Associate Professor, Remote Education
Ninti One Ltd	Research Coordinator - Remote Communities
Credit Union SA Ltd	Mobile Manager
Scouts SA	Chief Financial Officer
Adelaide Festival	Financial Controller
Ninti One Ltd	Engagement Manager
Renewal SA	Urban Designer (Urban & Portfolio Planning)
Renewal SA	Development Manager, Neighbourhood Renewal (Major Projects)
Rural City of Murray Bridge	Manager Engineering & Assets
City of Unley	Manager Governance & Risk
Adelaide BMW / Adelaide Ferrari	Premium Sales Professional
Renewal SA	Project Management Accountant (Corporate Services)
St Andrew's School	Director of Development
RSPCA (SA)	Executive Manager Fundraising, Commercial & Marketing
WorkCover SA	Employer Consultant(s)
WorkCover SA	Corporate Counsel / Board Secretary
University of Adelaide	Senior Manager, HR Client Services
Scouts Australia (SA)	General Manager, Recycling Operations
Adelaide Benevolent Society	Tenancy and Property Coordinator
Credit Union SA Ltd	Senior Manager - Credit & Member Support Services
Credit Union SA Ltd	General Manager - Brand & Member Experience
Grape & Wine Research & Development Corporation	Financial Controller
University of Adelaide	Chief Financial Officer
Renewal SA	Manager, Media Strategy & Relations (Office of the CE)
Renewal SA	Public Relations Officer (Office of the CE)
Renewal SA	Web & Publications Coordinator (Office of the CE)
Renewal SA	Manager, Community Development & Stakeholder Engagement Renewal SA
Renewal SA	Officer Coordinator (Office of the CE)
Renewal SA	Project Officer (Riverbank, Infrastructure & Project Coordination)
Renewal SA	Commercial Manager, Strategic Finance (Corporate Services)
Renewal SA	Senior Project Accountant (Corporate Services)
Renewal SA	Director, Urban Planning (Urban & Portfolio Planning)
Renewal SA	Commercial Development Manager (Tonsley Park Redevelopment)
Renewal SA	Property Consultants, Sales & Acquisitions (Asset Management)
Renewal SA	Manager, Government Assets (Asset Management)
Renewal SA	Planning Manager (Port Adelaide Renewal Project)
Renewal SA	Project Manager, Delivery (Port Adelaide Renewal Project)
Renewal SA	Engagement & Activation Manager (Port Adelaide Renewal Project)
Renewal SA	Development Manager, Bowden (Major Projects)
Renewal SA	Customer Service Assistant (Asset Management)
Renewal SA	Executive Assistant (Urban & Portfolio Planning)
Renewal SA	Executive Assistant/Team Support
Renewal SA	(Riverbank, Infrastructure & Project Coordination)
Renewal SA	Executive Assistant/Team Support (Asset Management)
Renewal SA	Director, Information Management (Corporate Services)
Renewal SA	Marketing Coordinator, Projects (Office of the CE)
Renewal SA	Digital Marketing Coordinator, Projects (Office of the CE)
Renewal SA	Marketing Manager, Playford (Major Projects)
Renewal SA	Manager, Strategic Marketing, Projects (Office of the CE)
ECH Inc	Manager Wellness Programs
ECH Inc	Regional Manager(s) In Home Services
The Makris Group	Financial Controller
Credit Union SA Ltd	HR Consultant
Minda Incorporated	Manager, Commercial Enterprises
Lenswood Cold Stores Co-op Society Ltd	Agronomist/Rural Store Manager
Energy & Water Ombudsman SA	Customer Contact Manager
City of Salisbury	Manager, Urban Planning & Policy
Adelaide City Council	Senior Accountant, Corporate Reporting
Adelaide City Council	Senior Accountant, Fixed Assets
PW Beck	Financial Controller
District Council of Mt Barker	General Manager – Corporate Services
University of Adelaide	Senior Organisational Development Advisor
University of Adelaide	Manager HR Consulting
National Pharmacies	General Manager - Retail Operations
Ausco Modular	Business Development Representative - Education
Whyalla City Council	Senior Officer - Infrastructure & Assets

Adelaide City Council	Systems Accountant
WorkCover	Manager, Employers
WorkCover SA	Case Manager, Serious Injury Claims
WorkCover SA	Senior Investigator
WorkCover SA	General Manager, Strategy
WorkCover SA	General Manager, Scheme Regulation
Renewal SA	Manager Project Delivery
Renewal SA	Manager Urban Design & Planning
City of Unley	Manager, Public Realm & Integrated Movement
Adelaide City Council	Senior Corporate Reporting Analyst
Ninti One Ltd	Senior Research Officer
Scouts Australia (SA)	Accounts and Payroll Administrator
WorkCover SA	Investigations Manager
Devine Limited	State Housing Manager
Whyalla City Council	Manager Assets & Engineering
District Council of Mt Barker	Senior Project Manager Development
Lenswood Cold Stores Co-op Society Ltd	Sales & Logistics Manager
City of Unley	Executive Assistant to CEO
Ninti One	Research Officer, Energy Futures & Transport
Association of Independent Schools of SA	Manager, Operations & Projects
La Trobe Health Services	Chief Financial Officer
St Peter's College	Director – Finance and Business Services
Department of Transport, Energy & Infrastructure	Director - Business Enterprises
Adelaide City Council	Senior Corporate Reporting Analyst
Australian Satellite Communications	IT Network Specialist
Whyalla City Council	Group Manager - Engineering, Infrastructure and Major Projects
Adsteel Brokers Pty Ltd	Branch Manager
Ninti One Ltd	General Manager Research, Quality & Innovation
Flinders University	Senior Finance Role – Asset Division
Urban Renewal Authority	General Manager, Urban Planning
Scouts Australia (SA)	Membership/HR Manager
Hospira Adelaide Pty Ltd	HR Business Partner
Adelaide Shores Development Project	Sales Manager
EMA Consulting	Consultant - Workers Comp/IR
GWRDC	Communications Coordinator
SCF Group	Chief Operating Officer
City of Playford	Senior Corporate Accountant
WorkCover SA	OHS&W Evaluator
AnglicareSA	General Manager, Seniors Living
ElectraNet SA	Principal HR Consultant, Organisational Learning & Development
WorkCover SA	Program Officer - Health Education
Adelaide Shores Development Project	General Manager, Sales & Marketing
Flinders University	Manager – Finance, Risk & Performance
Flinders University	Associate Director - Infrastructure Strategy & Planning
University of Adelaide	Manager Employee Services
Association of Independent Schools of SA	Deputy Executive Director
District Council of Mt Barker	Project Manager - Letterbox
Office for Recreation and Sport	Director, Projects and Planning
Ninti One Ltd	Senior Research Officer, Education
St Peter's Woodlands Grammar School	Head of the Arts
St Peter's Woodlands Grammar School	Human Resources Manager
SA Lotteries	Chief Financial Officer
Austraining International	Corporate Services Manager
Saab Systems	Chief Financial Officer
Ninti One Ltd	Senior Research Officer
Department of Planning, Transport & Infrastructure	Deputy Chief Executive, Public Transport Services
AnglicareSA	Financial Controller
WorkCover SA	Senior Contract Management Role
City of Mitcham	Manager, Project Delivery
City of Mitcham	Manager, Planning & Building Services
Flinders University	Director, Information Services Division
Ninti One Ltd	Senior Finance Officer
Department of Environment and Natural Resources	Manager, Community Engagement
Communikate	Communications/Marketing Professional
Arcor Cartons	Logistics Coordinator
Ausco Modular	Key Account Manager - Major Projects
Embterc	Financial Accountant
St Peter's Girls' School	Business Director
Grape & Wine Research & Development Corporation	General Manager – Business Strategy
Scouts Australia (SA)	Chief Commissioner
Barossa Village Inc.	Manager, Hospitality Services
Cancer Council of SA	Manager Motel Operations
WorkCover SA	Director Corporate Communications
Ausco Modular	Project Administrator
Ausco Modular	Bid Manager

Aurecon	Mining Leader
WorkCoverSA	Manager, Contractual Performance
WorkCoverSA	Strategic Initiatives Manager
City of Mitcham	General Manager
Unibooks	Financial Controller
Rural City of Murray Bridge	Corporate Services Manager
Adsteel	Commercial Manager
City of Playford	General Manager - Enterprises
City of Playford	General Manager - Assets
SA Water	Strategic Asset Manager
PW Beck	HR Manager
EMA Consulting	Industrial Relations Consultant
Health Partners	Risk & Compliance Administrator
Rural City of Murray Bridge	Senior Library Technical Officer
WorkCoverSA	Senior HR Business Partners
Land Management Corporation	Manager Project Delivery (Playford Alive)
University of Adelaide	Manager HUB Central
Office for Recreation and Sport	Director Industry Development & Participation
District Council of Mount Barker	Manager, Planning & Regulatory Services
Adelaide Shores Development Project	Senior Accountant
HAMBS Systems Limited	Planning & Programs Manager
HAMBS Systems Limited	Chief Executive Officer
Satumo Group	Chief Financial Officer
Annesley College	Business Director
Barossa Village Inc	Commercial Manager
Department of Environment and Natural Resources	Manager Planning, Evaluation and Strategy - Eyre Peninsula
Department of Environment and Natural Resources	Manager Planning & Evaluation South East
Department of Environment and Natural Resources	Manager Public Lands & Sustainable Landscapes South East
Department of Environment and Natural Resources	Manager Community Engagement, Planning & Evaluation SA Arid Lands
Department of Environment and Natural Resources	Manager Sustainable Landscapes SA Arid Lands
Land Management Corporation	Marketing Coordinator
Department of Environment and Natural Resources	Manager Business Support Eyre Peninsula
Department of Environment and Natural Resources	Manager Business Support Northern & Yorke
Amcor Glass Australasia	Project Manager
Adelaide Symphony Orchestra Pty Ltd	Marketer
Department of Environment and Natural Resources	Manager Protected Areas & Public Lands AW Region
Department of Environment and Natural Resources	Manager Community Engagement AW Region
Department of Environment and Natural Resources	Manager Business Support SAMDB
PIRSA	Olympic Dam Regulation Program Leader
PIRSA	Mining Regulation Program Leader
PIRSA	Principal Regulator - Extractive & Industrials
Royal District Nursing Service	Chief Financial Officer
Norman Waterhouse Lawyers	Financial Controller
Skycity Adelaide	Director of Finance
Adelaide Hills Council	Director Engineering
Land Management Corporation	Communications Advisor
Land Management Corporation	Contract & Procurement Advisor
St Peter's Woodlands	Coordinator, The Pines Early Learning & Care Centre
Legacy Club of Adelaide Inc	Welfare & Field Officer
Amcor Glass Australasia	Maintenance Coordinator
Royal Adelaide Golf Club	Course Superintendent
Walford Anglican School for Girls	Property Services Manager
University of Adelaide	School Manager
Blaxland Vineyards Limited	Winemaker
WorkCoverSA	Director, Financial Services
WorkCoverSA	Director, Agent Operations
Intec Consulting Group	Corporate Services Manager
University of Adelaide	Manager – Office of VP Services
City of Onkaparinga	Chief Financial Officer
ResourceCo Pty Ltd	HR Coordinator
City of Charles Sturt	General Manager, Asset Management Services
Seymour College Inc	Network Manager
EMA Consulting	Industrial Relations Consultant
SCF Group	Regional Sales Manager
Health Partners	General Manager, Optical & Provider Relations
Adsteel Brokers Pty Ltd	Branch Manager - Murray Bridge
City of Salisbury	Manager Economic Development
District Council of Mount Barker	Manager Water
University of South Australia	Senior Business Development Manager
Peter W Beck	National Sales Manager
Amcor Cartons	Production Planner
The Australian Centre for Social Innovation	Office Manager
Land Management Corporation	Marketing / Sales Coordinator
Land Management Corporation	Project Manager (Playford Alive)

WorkCoverSA	Senior OD Consultant
Barossa Community Store	Financial Controller
Coorong District Council	Corporate Services Manager
McGuigan Simeon Wines	Export Financial Controller
Adelaide City Council	Project Manager - Development
Adelaide City Council	Program Manager - Accessible City
Unibooks	Systems & Network Manager
Amcor Glass Australasia	Reliability Systems Engineer
Land Management Corporation	Procurement and Tendering Manager
The Adelaide Club	Evening Supervisor / Maitre d'
Southern Cross Care	Company Secretary
SA Water	Head of People & Change
District Council of Mount Barker	Manager, Urban & Strategic Planning
National Centre for Groundwater Research and Training	Strategic Development Manager
Amcor Cartons	Key Account Manager
Legacy Club of Adelaide Inc	Welfare Services Manager
Amcor Fibre Packaging	Human Resource Advisor
Ninti One Limited	Principal Research Leader - Remote Education
University of Adelaide	Workplace Relations Consultant
Real Estate Institute of SA	Commercial Manager
Kelly & Co Lawyers	Financial Controller
St Aloysius College	Business Director
Southern Cross Care	Executive Manager, Community Services
University of Adelaide	Divisional Change Manager
ECH Inc	Senior Human Resources Advisor
ECH Inc	Senior Management Accountant
APA Group	Senior Analyst
University of Adelaide	Manager, Workforce Recruitment & Retention
University of South Australia	Workplace Relations Consultant
Ninti One Limited	Senior Research Officer
Cobham Aviation Services	Manager, Decision Support
Amcor Glass Australasia	Project Manager
HPS Pharmacies	HR Manager
The Australian Centre for Social Innovation	Deputy CEO
South Australian Cricket Association	Catering Manager
South Australian Cricket Association	State Coach (2 times)
Adelaide Symphony Orchestra Pty Ltd	Publicist
Penrice Soda Holdings Limited	Procurement Manager
Penrice Soda Holdings Limited	Financial Controller
Southern Cross Care	Executive Director, Retirement Living
R & M Energy Systems	Financial Controller
Land Management Corporation	Chief Financial Officer
Ninti One Ltd	Political Scientist/Research Officer - Public Policy
Ninti One Ltd	Principal Research Leader - Aboriginal and Torres Strait
Ninti One Ltd	Islander Tourism Product
Ninti One Ltd	Principal Research Leader - Aboriginal and Torres Strait Islander
EMA Consulting	Art Economies
WorkCover Corporation	Principal Research Leader, Carbon Economies in Remote Australia
Department of the Premier & Cabinet	Principal Research Leader Mobility and Labour Markets
Department of the Premier & Cabinet	General Manager, Research, Evaluation & Impact
University of South Australia	Industrial Relations Consultant
Amcor Glass Australasia	Manager, Investigations & Recoveries
Wallmans Lawyers	Director, Projects and Planning
District Council of Mount Barker	Director, Aboriginal Policy & Coordination
Penrice Soda Holdings Limited	Senior Workplace Relations Consultant
WorkCoverSA	Manufacturing Manager
Aurecon Group	Financial Controller
University of Adelaide	GM Council Services
Ninti One Ltd / Centre for Remote Health	Mine Manager
WorkCover Corporation	Manager, Stakeholder Engagement
Centre for Appropriate Technology	Principal Advisor
Adelaide Benevolent Society	Manager, Human Resources Consulting
Barossa Village Inc.	Research Project Manager
Ninti One Ltd	Manager, Compliance
Repromed	Corporate Communications Manager
Hender Consulting	Chief Executive Officer
Coca Cola	General Manager, Residential Services
ResourceCo Pty Ltd	Communications Manager
Austraining International Pty Ltd	Financial Controller
Amcor Glass Australasia	Group Accountant
St Peter's College	SA Commercial Manager
	Marketing Manager
	Regional Operations Manager
	Human Resources Manager
	Manager, Business Services & Finance

<p>Austral Bricks Ninti One Ltd HAMB Systems Limited Cutler Brands Amcor Glass Australasia Ausco Modular Amcor Cartons Adelaide Motors Pedare College ResourceCo Pty Ltd Port Adelaide Football Club National Centre for Groundwater Research and Training Maggie Beer Products Amcor Cartons Penrice Soda Holdings Limited Alinta Energy Greenbird Technology Hender Consulting WorkCover Corporation WorkCover Corporation Adsteel Brokers Pty Ltd Ausco Modular Austraining International Pty Ltd Austraining International Pty Ltd Ninti One Ltd Department of the Premier &amp; Cabinet Motor Accident Commission R&amp;M Energy Systems ECH Inc Amcor Glass Australasia Adelaide City Council Amcor Glass Australasia University of South Australia University of South Australia St Peters College TACSI WorkCover Corporation District Council of Mt Barker HAMB Systems Glenn Industries Pty Ltd Ninti One Ltd Austral Bricks City of Holfast Bay Adelaide Shores Development Project Amcor Glass Australasia EMA Legal Rural City of Murray Bridge Rural City of Murray Bridge University Books (Unibooks) University Books (Unibooks) HAMB Systems Limited Adelaide BMW Ninti One Ltd Amcor Glass Australasia Ausco Modular Adelaide Shores Development Project Australian Satellite Communications Rural City of Murray Bridge ECH Inc ASC Pty Ltd South Australian Cricket Association South Australian Cricket Association ECH Inc Amcor Glass Australasia Envetra Limited Adelaide Symphony Orchestra Pty Ltd Grape &amp; Wine Research &amp; Development Corporation Desert Knowledge CRC Peter W Beck Department of Education &amp; Children's Services Land Management Corporation SA Lotteries Amcor Glass Australasia Amcor Cartons Penrice Soda Holdings Limited</p>	<p>Maintenance Manager Stakeholder Manager IT Services Manager Sales Representative Management Accountant Business Development Representative Logistics Coordinator Financial Controller Business Director Group Accountant Chief Financial Officer Industry Training Manager Accountant Manufacturing Manager Key Account Manager HR Generalist Senior Accountant Senior Consultant Senior Writer Manager, Communications &amp; Media Account Manager Engineering &amp; Design Manager ICT Manager Communications &amp; Marketing Engagement Manager Executive Officer Government Architect - SA Integrated Design Commission Corporate Communications Manager Regional Manager Recruitment Manager Quality Manager Program Manager, Accessible City Production Scheduler/Procurement Officer Manager - Business Intelligence Deputy Director, Capital Development Head of Senior School Office Services Manager Senior OD/HR Professional Senior Project Manager Financial Controller Commercial Manager Senior Research Officer Plant Manager Manager, Assets and Environment Commercial Business Manager Production Planning/Customer Service Officer Senior Lawyer Manager - Development Planning and Assessment Team Leader, Engineering Retail Operations Manager Systems &amp; Network Manager General Manager Operations Marketing Coordinator General Manager Operations Industrial Chemist South Australia Manager Reservation Manager IT Technical Specialist Executive Manager Sustainable Development Care Manager General Manager - Submarine Business Unit General Manager - Sales &amp; Commercial Manager - Venue and Operations Director of Care Senior Account Manager Senior Business Analyst Fundraising &amp; Patron Services Coordinator General Manager Business &amp; Strategy National Project Director - Manager of Feral Camels Project Human Resources Manager Executive Director Policy Manager Environmental Services Human Resources Manager National Sales Manager Key Account Manager General Manager - Quarry and Mineral</p>
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Unibooks	Finance Team Leader
Amcor Cartons	Shift Manager
Amcor Cartons	Site Accountant
Tidswell Wines	Vineyard Manager
Babcock & Brown Power	Senior HR Advisor
Amcor Glass Australasia	Production Planning/Customer Service Officer
Amcor Glass Australasia	National Supply Chain Manager
ASC AWD Shipbuilding Pty Ltd	Shipbuilding Director
Adelaide City Council	Team Leader - Risk and Audit
Adelaide City Council	Corporate Manager Strategic Procurement & Contracts
Rural City of Murray Bridge	Finance Manager
City of Norwood, Payneham & St Peters	Manager Finance
Peregrine Corporation	Sales & Marketing Manager
Penrice Soda Holdings Limited	Logistics & Customer Service Manager
Scouts SA	Volunteer Support Manager
District Council of Mount Barker	Governance Position
Energy Industry Ombudsman SA	Investigations Officer
Barossa Community Store	HR Manager
Australian Satellite Communications	Sales Manager
Straumann Australia Pty Ltd	Sales Representative (SA)
ASC Pty Ltd	Project Scheduling Manager
TACSI	Deputy CEO
TACSI	Manager - Centre Operations
Department of Further Education, Employment, Science and Technology	Director, Quality & Tertiary Education Policy
Department of Further Education, Employment, Science and Technology	Director, Science and Information Economy
Land Management Corporation	Marketing Manager
SkyCity Adelaide	Internal Audit Manager Australia
Land Management Corporation	Sustainability Project Manager
Mortgage Choice	Franchise Development Manager
Australian Vintage	Production Accountant
EMA Consulting	IR Consultant
Adelaide City Council	Executive Manager Strategic Communications & Marketing
R&M Energy Systems	Senior Technical Sales Representative
Austraining International Pty Ltd	Marketing & Partnerships Manager
Advertiser Newspapers	Specialist Procurement Specialist
Department of Trade and Economic Development	Director, Office of Small Business & Regional Development
AV Jennings Holdings Limited	Project Administrator
AV Jennings Holdings Limited	Landscape Manager
AV Jennings Holdings Limited	Development Manager
AV Jennings Holdings Limited	Marketing & Sales Manager
University of South Australia	Business Intelligence Manager
St Aloysius College (SA Language Centre)	Director of Studies/Academic Manager
Australian Vintage	Administration Coordinator
Adelaide Shores Development Project	Manager ICT
Adelaide Shores Development Project	Manager Commercial Business
Royal District Nursing Service	Manager Corporate Services Risk & Safety
Corporation of the Town of Walkerville	Technical Contracts Officer
Babcock & Brown Power	Human Resources Manager
Department of the Premier & Cabinet	Deputy Chief Executive - Arts
Barossa Community Store	Financial Controller
Department of the Premier & Cabinet	Senior Negotiator
District Council of Mount Barker	Environmental Engineer/Project Officer
Royal District Nursing Service	Development & Fundraising Manager
District Council of Mount Barker	Project Manager
Office for Recreation and Sport	Senior Accountant
Land Management Corporation	Communications Advisor
Land Management Corporation	PA/Project Assistant
University of Adelaide	Workplace Relations Manager
Department of the Premier & Cabinet	Registrar of Medical Panels
Department of the Premier & Cabinet	WorkCover Ombudsman
Corporation of the Town of Walkerville	Building Assessment and Asset Management Officer
Australian Festival for Young People Inc	Artistic Director
Land Management Corporation	Communications Manager
Australian Vintage	Senior Cost Accountant
Department of the Premier & Cabinet	Director, People Development and Organisational Culture
Australian Vintage	Senior Accountant
ECH Inc	Business Improvement Analyst
Australian Vintage	Supply Chain Manager
Unibooks	Retail Operations Manager
Peter W Beck	Human Resources Manager
ECH Inc	Care Manager
ECH Inc	Director of Care
Corporation of the Town of Walkerville	Development Officer Building
BAE Systems Australia	HR Manager
Unibooks	Retail Supervisor

Land Management Corporation  
 SACE Board of South Australia  
 City of Playford  
 Office for Recreation and Sport  
 Bremerton Wines  
 University of South Australia  
 Land Management Corporation  
 Department of Water, Land and Biodiversity  
 Peter W Beck  
 Adelaide Motors  
 ECH Inc  
 Special Olympics SA  
 Sarah Construction Pty Ltd  
 Land Management Corporation  
 City of Whyalla  
 TIO  
 St Peters Woodlands Grammar School  
 Adelaide City Council  
 Land Management Corporation  
 Southern Cross Care  
 Sage Automation  
 University of South Australia  
 District Council of Mt Barker  
 Town of Gawler  
 Australian Vintage  
 SAALC  
 Land Management Corporation  
 Land Management Corporation  
 Adelaide Symphony Orchestra Pty Ltd  
 City of Salisbury  
 Sarah Group Holdings  
 City of Playford  
 Australian Satellite Communications  
 Royal District Nursing Service  
 University of South Australia  
 Office of Recreation & Sport  
 Sarah Group Holdings  
 City of Playford  
 City of Playford  
 Annesley College  
 Intec Consulting Group  
 ECH Inc  
 ECH Inc  
 Medical Insurance Group Australia  
 Barossa Community Store  
 Barossa Community Store  
 University of Adelaide  
 ECH Inc  
 Motor Accident Commission  
 Regis / RCA  
 Land Management Corporation  
 Seymour College  
 Rural District Council of Murray Bridge  
 City of Onkaparinga  
 District Council of Mt Barker  
 Bremerton Vintners  
 ECH Inc  
 Regis / RCA  
 Sarah Group Holdings  
 City of Playford  
 Ernst & Young  
 Land Management Corporation  
 Department of the Premier & Cabinet  
 Seymour College  
 Jurlique International  
 Australian Vintage  
 ECH Inc  
 ECH Inc  
 The Coorong Council  
 Peter W Beck  
 Australian Satellite Communications  
 Australian Satellite Communications  
 SkyCity Adelaide  
 SkyCity Adelaide  
 Carfleet (EPAC)

Manager, Communications  
 Manager Communications  
 Manager, Planning & Building  
 Communications Manager  
 Key Account Manager  
 Major Project Manager  
 Marketing and Communications Manager - Playford North  
 Director People  
 Financial Controller  
 New Car Sales Manager  
 Projects Manager - Capital Works  
 Sports Manager  
 Senior Cost Planner  
 Director, Communications, Community & Stakeholder Engagement  
 Technical Projects Manager  
 Head of Marketing & Customer Value Propositions  
 Development, Marketing & Admissions Officer  
 Executive Manager Strategic Communications & Marketing  
 Procurement & Contract Officer  
 Marketing & Branding Manager  
 Senior Accountant  
 Team Leader Management Accounting  
 Engineering Roles  
 Director - Assets  
 Export Sales Operations Officer  
 Director of Studies  
 Project Manager - Community Relations  
 Environmental Consultant  
 Fundraising and Development Role  
 Manager Economic Development  
 Senior Accounting Officer  
 Civil Engineer - Land Development  
 Solutions Consultant  
 Group Manager - Commercial Enterprises  
 Senior Accountant  
 Senior Projects Manager  
 Commercial Manager AHD  
 Group Manager - Parks & Open Space  
 General Manager - Parks  
 Director of Development  
 Corporate Services Manager  
 Human Resource Advisor  
 Projects Manager - Capital Works  
 Human Resource Manager  
 Fashion Buying Manager  
 Human Resource Manager  
 Manager of the Office of Corporate Resources  
 Manager Quality Systems  
 Project Manager  
 Clinical Care Coordinator  
 Manager - Business Services  
 Community Liaison Officer  
 OHS&W Manager  
 Strategic Policy Planner  
 General Manager Assets  
 General Manager / CEO  
 Major Project Manager  
 Facilities Manager  
 General Manager  
 Manager, Economic & Land Use Strategy  
 Facilities Manager  
 Project Manager  
 Manager Strategic HR Projects  
 Network Manager  
 Planner/Scheduler  
 Group Credit Manager  
 Manager - Accommodation Services  
 Facilities Manager(s)  
 Manager - Technical Services  
 Senior Accountant  
 CISCO/VSAT Specialist  
 Projects Manager  
 Revenue Analyst  
 Finance Analyst  
 Operations Manager

Special Olympics SA  
 Baker Young Stockbrokers Ltd  
 Pendleton Estate  
 Land Management Corporation  
 City of Onkaparinga  
 Department of the Premier & Cabinet  
 Land Management Corporation  
 Australian Broadcasting Corporation  
 Department of the Premier & Cabinet  
 Land Management Corporation  
 Adelaide Symphony Orchestra Pty Ltd  
 Land Management Corporation  
 The Coorong Council  
 University of South Australia  
 University of South Australia  
 Land Management Corporation  
 Royal District Nursing Service  
 Royal District Nursing Service  
 Royal District Nursing Service  
 Next Byte  
 Next Byte  
 Next Byte  
 Next Byte  
 Flinders Partners  
 Special Olympics SA  
 Land Management Corporation  
 Intec Consulting Group  
 Workskil Incorporated  
 Australian Satellite Services  
 Penrice Soda Holdings Limited  
 City of Onkaparinga  
 Westminster School  
 South Australian Wine Industry Association  
 SAAB Systems  
 Land Management Corporation  
 Special Olympics SA  
 St Andrew's School  
 St Peter's College  
 Workskil Incorporated  
 University of South Australia  
 Sky City Adelaide Casino  
 Wilderness School  
 Cavill Power Products Pty Ltd  
 Jurlique International  
 McGuigan Simeon Wines  
 Castle Plaza Shopping Centre  
 City of Onkaparinga  
 City of Onkaparinga  
 City of Onkaparinga  
 Jurlique International  
 Department of the Premier & Cabinet  
 Department of the Premier & Cabinet  
 City of Charles Sturt  
 Land Management Corporation  
 GWRDC  
 Department of the Premier & Cabinet  
 Jurlique International  
 Barossa Community Store  
 Land Management Corporation  
 Adelaide University Union  
 Adelaide Symphony Orchestra Pty Ltd  
 Adelaide Symphony Orchestra Pty Ltd  
 Medical Insurance Group Australia  
 Ernst & Young  
 Cobham Flight Operations  
 Australian Satellite Services  
 Coorong District Council  
 Australian Satellite Services  
 Johnson Winter & Slattery  
 Mortgage Choice  
 McGuigan Simeon Wines  
 Cobham Flight Operations  
 The Makris Group of Companies  
 Cobham Flight Operations  
 Department of Employment & Workplace Relations

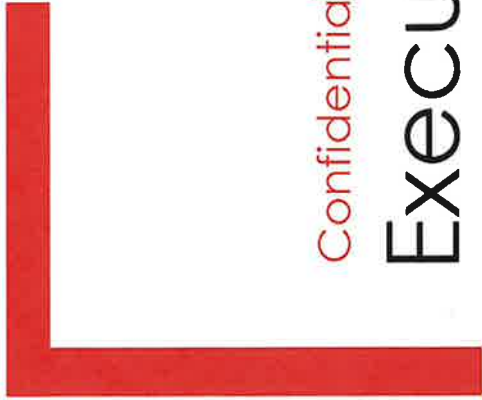
State Manager - SA  
 Equity Advisor(s)  
 General Manager  
 Manager, Employment Development Initiatives  
 Strategic Transport Role  
 Workplace, Safety & Wellbeing Manager  
 Environmental Project Manager  
 Senior Accountant  
 General Managers  
 Construction Manager  
 Marketing and Event Coordinator  
 Manager - Precinct Redevelopment  
 Governance, Communications & Planning Officer  
 Workplace Relations Specialist  
 Manager - Business Intelligence  
 Community Relations Officer  
 Quality Coordinator  
 Safety & Rehabilitation Coordinator  
 Risk Manager  
 Stores Project Officer  
 Stock Officer  
 Stock Analyst  
 Apple Accounts Officer  
 Project Manager  
 State Manager - SA  
 Compliance Officer  
 Senior IT Consultant  
 Finance Manager  
 Projects Manager  
 Financial Controller  
 Tourist Park Manager  
 Director of Information Services  
 Business & Workplace Advisor  
 Director - Human Resources  
 Project Manager - PAWR  
 Event Manager  
 Admissions & Community Relations Coordinator  
 Human Resources Manager  
 Senior Accountant  
 Group Accounting Manager  
 Human Resources Advisor  
 Head of Junior School  
 Compliance/Risk Accountant  
 Production Coordinator  
 Corporate Accountant  
 Retail Duty Manager  
 General Manager - City Services  
 General Manager - City Projects  
 Team Leader - Supply  
 Planner/Scheduler  
 Project OD Consultant  
 Senior OD Consultant  
 Manager - Engineering & Construction  
 Communications & Marketing Mgr  
 R&D Program Manager  
 Principal OD Consultant  
 Payroll/HR Officer  
 Financial Controller  
 Manager, Environmental Services  
 Marketing & Membership Manager  
 Marketing & Development Manager  
 Human Resources Manager  
 Legal Manager Submarines  
 Proposal Manager  
 IS Manager  
 Engineering Manager  
 Manager Development & Environmental Services  
 Senior Technical Sales  
 General Manager  
 Field Marketing Manager/Franchise Recruitment Manager  
 Export Financial Controller  
 Taxation Manager  
 GM Development  
 Financial Controller  
 Contract Relationship Manager

South Australian Cricket Association	State Coach
South Australian Cricket Association	Manager - Corporate Communications
Prince Alfred College	Finance Manager
The Makris Group of Companies	Assistant Property Manager
Adelaide Festival Corporation	Marketing Professional
The Real Estate Institute of South Australia	Training and Development Manager
Castle Plaza Shopping Centre	Retail Duty Manager
Edwards Marshall	Office Manager
Australian Satellite Services	VSAT Technical Specialist
Australian Satellite Services	IT & Satellite Systems Technician
Cobham Flight Operations	Senior Business Analyst
Energy Industry Ombudsman SA	Investigations Officer(s)
Cavpower	Financial Accountant
Land Management Corporation	Senior Legal Counsel
ElectraNet SA	Senior Asset Manager
ElectraNet SA	Senior Finance Manager
City of Marion	Unit Mgr - Open Space Services
WorkCover Corporation	Senior Accountant
City of Playford	Manager - Community Engagement
St Peter's College	Payroll Manager
Edwards Marshall	HR Manager
GWRDC	Reception/Admin Assistant
SA Adelaide Language Centre (St Aloysius College)	Office Manager
Adelaide Symphony Orchestra Pty Ltd	Music Librarian
McGuigan Simeon Wines	Senior Accountant
Cobham Flight Operations	Senior Business Analyst
Baker Young Stockbrokers Ltd	Senior Accountant
Land Management Corporation	Project Manager - Playford North
Woodcroft College	Head of Middle School
Adelaide Symphony Orchestra Pty Ltd	Executive Assistant
TransAdelaide	Senior Business Analyst
Baker Young Stockbrokers Ltd	Client Services Manager
Land Management Corporation	Asset Manager
Medical Insurance Group Australia	HR Manager
Land Management Corporation	Project Coordinator
Jurlique International	Payroll Officer
Jurlique International	Payroll Manager
Australian Satellite Services	IT Generalist
Campion Education (McGills)	Corporate Services Manager
McGuigan Simeon Wines	Key Account Manager
City of Playford	Playford North Place Manager
SACA	Marketing Coordinator
Cobham Flight Operations	Senior Accountant
The Makris Group of Companies	Retail Property Manager
St Peter's College	Admissions Manager
Land Management Corporation	Events Manager
McGuigan Simeon Wines	Key Account Manager
City of Marion	Civil Services Manager
AGL	Business Partner, People & Culture
Jurlique International	Farm Operations Manager
Baker Young Stockbrokers Ltd	Manager, Risk & Compliance
Urban Pacific	Director - Major Projects
R&M Energy Systems	Finance and Administration Manager
Walkerville Council	Manager Planning and Development
City of Playford	Assets and Systems Officer
AGL Wholesale Gas	Commercial Analyst
HAMB Systems	Client Services Manager
City of Marion	Manager, Field Services
Jurlique International	Project Manager - International Markets
City of Playford	Playford North Manager
GWRDC	Compliance/Business Manager
Land Management Corporation	Project Director - Playford North
Land Management Corporation	Communications Manager
Land Management Corporation	Asset Manager
National Jet Systems	Senior Financial Analyst
AGL	Senior HR Advisor
Land Management Corporation	Senior Project Manager
AGL	SA Transfers Manager
Barossa Community Store	Network Manager
GWRDC	Project Manager
Woodcroft College	Marketing Coordinator
Wallmans Solicitors	Finance Manager
Wallmans Solicitors	Business Development Manager
Grape & Wine Research & Development Corporation	Programs Manager
City of Playford	Engineer Capital Works

District Council of Mount Barker  
 District Council of Mount Barker  
 City of Playford  
 Land Management Corporation  
 Australian Satellite Services  
 Woodcroft College  
 City of Playford  
 City of Playford  
 Envestra Limited  
 Baker Young Stockbrokers Ltd  
 City of Playford  
 Hyster South  
 Brock Real Estate  
 City of Playford  
 Ernst & Young  
 Land Management Corporation  
 EIOSA  
 HAMB Systems  
 National Jet Systems  
 Seymour College Inc  
 The Makris Group of Companies  
 Grape & Wine Research & Development Corporation  
 Envestra Limited  
 Adelaide Football Club  
 The Makris Group of Companies  
 Land Management Corporation  
 The Makris Group of Companies  
 The Makris Group of Companies  
 The Makris Group of Companies  
 SANFL  
 Godfrey Pembroke Financial Consultants  
 Home Cinema Studio  
 Land Management Corporation  
 Pulteney Grammar School  
 The Cancer Council SA  
 Adelaide Symphony Orchestra Pty Ltd  
 McGuigan Simeon Wines  
 Seymour College Inc  
 Barossa Community Store  
 Retravision D.A.D. Limited  
 City of Marion  
 CarFleet  
 Barossa Community Store  
 Bremerton Vintners Pty Ltd  
 Adelaide Motors Pty Ltd  
 Energy Industry Ombudsman SA  
 Rural City of Murray Bridge  
 The Land Management Corporation  
 Glenn Industries Pty Ltd  
 Glenn Industries Pty Ltd  
 Adelaide Motors Pty Ltd  
 REISA  
 Muggletons Pty Ltd  
 Rental Management Pty Ltd  
 Coca-Cola Amatil (Aust) Pty Ltd  
 Rental Management Pty Ltd  
 National Pharmacies  
 Prolift  
 Land Management Corporation  
 REISA  
 Coca-Cola Amatil (Aust) Pty Ltd  
 Adelaide Motors Pty Ltd  
 Barossa Community Store  
 Adelaide Motors  
 HomeStart Finance  
 HomeStart Finance  
 Rural City of Murray Bridge  
 Adelaide Motors  
 San Remo  
 Barossa Community Store

Engineering Manager  
 Field Services Coordinator  
 Team Manager Information Services  
 Manager - Project Delivery  
 Service Manager  
 Deputy Head  
 Manager - Finance  
 Civil Engineer  
 Business/Regulatory Analyst  
 Business Development Manager  
 Manager - People Relations  
 Operations Manager  
 Office Services Manager  
 GM - Parks and Open Space  
 Marketing Manager  
 Environmental Project Manager  
 Investigations Officer  
 Technical Services Manager  
 Manager - Financial Accounting  
 Accounts Receivable/Payroll Manager  
 Leasing Manager  
 Project Officer  
 Senior Accountant  
 Manager Innovation, Systems & Projects  
 Property Manager  
 Project Director-Edinburgh Parks  
 Chief Property Manager  
 Accounting Manager  
 Accounting Systems Manager  
 Sponsorship & Publications Manager  
 Senior Financial Consultant(s)  
 After Sales Manager  
 Asset Manager  
 Network Manager  
 Community Fundraising Manager  
 Director of Marketing & Development  
 Financial Controller - Export  
 Director of Information & Communication Technology  
 Senior Accountant  
 General Manager Retail Operations  
 Manager Development Services  
 Company Accountant  
 Human Resources Manager  
 Sales Manager  
 Senior Accountant  
 Investigations Officer  
 Senior Human Resources Advisor  
 Manager Land Operations  
 Operations Manager  
 Project Manager/Senior Estimator  
 Payroll/Finance Officer  
 Legal Counsel  
 General Manager  
 Payroll Officer  
 Commercial Manager  
 Business Analyst  
 Retail Manager  
 Parts Supervisor  
 GM - Land & Property Development  
 Public Relations Manager  
 Marketing Services Manager  
 Finance and Administration Manager  
 Department Store Manager  
 Marketing Coordinator  
 Manager - Lending Policy  
 Business Analyst  
 Infrastructure Engineer  
 After Sales Manager  
 Finance Manager  
 Retail Manager

We would be pleased to provide names and contact details for referees in regard to the above assignments listed.



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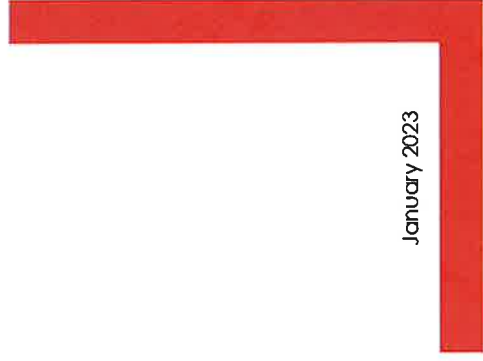
Confidential

# Executive Search Proposal

Chief Executive Officer



January 2023



**UNDERWOOD**  
EXECUTIVE

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Executive Search Proposal | Southern Mallee District Council | Chief Executive Officer | January 2023



**Introduction**

Underwood Executive is pleased to present a proposal for the search and selection of the **Chief Executive Officer for Southern Mallee District Council**. Our proposal outlines our executive search capability including our strategy, methodology, results, expected timelines and professional consulting fees.

We are confident in our proactive approach to source, entice, assess and appoint key executive appointments. It is our 'relationship first' philosophy that ensures we are committed to building an ongoing relationship with you, investing the time to align with your strategic goals, values and culture to ensure we understand the key challenges and requirements for this role.

Our consulting team are leading experts in talent acquisition and executive search ensuring we have access to the market's highest performing talent, with the ability to influence their career movements and attract them to exclusive opportunities. In addition, all candidates are vigorously assessed through our use of competency-based interviewing, psychometric testing, extensive reference checking and background assessment.

We would be delighted to partner with you on this important assignment and are uniquely positioned to represent Southern Mallee District Council and to identify and entice potential candidates to the role.

As a proudly South Australian owned and based firm, we have successfully partnered with a range of other South Australian businesses for executive level roles and have the competitive advantage of understanding the local market landscape. This knowledge and proven search capability, gives us unprecedented access to local, interstate and overseas candidates and makes us well placed to entice them to South Australia.

We welcome feedback at any stage throughout the process and look forward to a consultative and respectful working relationship where we achieve the outcomes together.

Kind Regards

Nicole Underwood | Founder & Managing Director

m: 0409 149 419 e: [nicole@underwoodexecutive.com.au](mailto:nicole@underwoodexecutive.com.au)



Executive Search Proposal | Southern Mallee District Council | Chief Executive Officer | January 2023



## Our Understanding of the Role

You are seeking to appoint a new Chief Executive Officer who reflects Southern Mallee District Council's vision, mission and values. We appreciate your need to fill this critical role with the right candidate, who will provide strategic leadership and direction based on shared purpose and outcomes. We understand it's vital that the newly appointed Chief Executive Officer has the necessary skills, experience, track record, values and culture fit to be successful long term.

The Chief Executive Officer is a key leadership position to oversee all staff and manage the company's overall operations. Leading the organisational strategy, the Chief Executive Officer will be responsible for championing the vision and values, as well as setting strategic objectives and structure to ensure financial sustainability. We understand that the overall administration of the Council is the responsibility of the Chief Executive Officer.



Executive Search Proposal | Southern Mallee District Council | Chief Executive Officer | January 2023

## UNDERWOOD EXECUTIVE

### Our Understanding of Southern Mallee District Council

The Southern Mallee District Council is a local government area in the Murray and Mallee region of South Australia, with the principal offices located at Pinnaroo and Lameroo. The District Councils of Lameroo and Pinnaroo agreed to merge, and on the 1<sup>st</sup> of July 1997 the Southern Mallee District Council was formed.

As a local council, you provide many services including provision and maintenance of street infrastructure such as roads, footpaths and kerbing, administration of planning and building legislation, dog and cat management laws and litter and nuisance requirements. You also provide waste disposal services, and representative functions such as preparing strategic plans for the council area and providing support to elected members in order to make your community vibrant and safe.

Underwood Executive understands that the Southern Mallee District Council comprises of 7 Councillors, who represent and advocate for the community. You welcome comments, input and participation to make the area a wonderful place to live and visit.

### Executive Search Capability

Underwood Executive is an award-winning, Australian executive search and talent management consultancy, founded in 2011 by Nicole Underwood. We partner with CEO's, Boards and Leaders to source, select and develop executives across C-suite and leadership positions. Our executive search services involve leveraging our expertise to identify, entice, assess and select the right leader for your organisation, locally, nationally and globally. It is this approach that allows us to execute a search with a clear strategy, and access to talent and networks all over the world, to ensure we are best in class for executive search.

Our knowledge, systems and networks of candidates is extensive. We have a significant database of talent including executives who are open to move for the right role with knowledge of their motivations, leadership style, key achievements, and remuneration details. This coupled with our rigorous search process, research capability, market mapping and sourcing strategies, gives us the capability to put the best talent forward for your consideration.

Underwood Executive is also the first and only South Australian owned executive search firm to be accredited with AESC (Association of Executive Search and Leadership Consultants) membership. AESC is a global organisation that has set the quality standard for the executive search and leadership consulting profession. The organisation and its members share a deep commitment to the highest quality standards for the benefit of clients and the profession. This membership is exclusive, with only a small percentage of firms that apply to the aesc meeting the rigorous requirements of AESC membership. AESC members are expert advisors at the top of the executive search profession, adhering to the aesc code of professional practice.

Partnering with an AESC member means that, along with Underwood Executive's existing talent community and progressive sourcing strategies, you have a consultancy with a global network, as well as access to a worldwide database of executive and C-suite level talent.

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**AESC**

Relevant Engagements

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 <p>Chief Executive Officer</p>	 <p>Chief Executive Officer</p>	 <p>Chief Executive Officer</p>	 <p>Chief Executive Officer</p>	 <p>Chief Executive Officer</p>
 <p>City Development Senior Advisor</p>	<p>Manager, Development Strategic Asset Manager</p>	 <p>Chief Executive Officer</p>	 <p>Chief Technology Officer Chief Financial Officer</p>	 <p>Chief Operating Officer General Manager, Corporate Services General Manager, People and Culture</p>
 <p>Senior Asset Project and Strategy Officer ICT Applications Development Specialist</p>	 <p>Chief Financial Officer</p>	 <p>Group Human Resources Director Chief Financial Officer</p>	<p>General Manager, Automotive Services General Manager Government and Public Policy Senior Manager HR Operations</p>	 <p>Executive Manager, Home Care and Housing Executive General Manager, People and Culture Home Care Group Operations Manager Client Safety and Quality Consultant</p>

\* Executive Search Proposal | Southern District Council | Chief Executive Officer | January 2023

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 <p>Chief Risk Officer Direct Channel Leader</p> <p><b>ADELAIDE — CEMETERIES</b></p> <p>Chief Financial Officer</p>	 <p>Government of South Australia Department for Education</p> <p>Head of the Office for the Early Years Executive Director, Infrastructure</p>	 <p>Government of South Australia Department of Human Services</p> <p>Executive Director, Community, Investment and Support Executive Director, Community and Family Services Director, Early Intervention Research Directorate Director, Quality and Clinical Services</p>	 <p>Government of South Australia Department for Trade and Investment</p> <p>Executive Director, Invest SA Director Trade Business Development Manager, Space Project and Stakeholder Engagement Manager</p>
 <p>Government of South Australia Department for Innovation and Skills</p> <p>Director, Regulation and Contract Management Director of Aboriginal Affairs and Reconciliation</p>	 <p>Government of South Australia Department of the Premier and Cabinet</p> <p>Director, Strategy Director, SA Museum</p>	 <p>Government of South Australia Department for Environment and Water</p> <p>Director, Climate Change Director Water Science and Monitoring Director, Planning, Heritage and Coasts and Dog and Cat Management</p>	 <p>Senior Manager Workforce Planning Senior Manager People Operations Senior Manager People Experience Senior Manager People Partnering</p>
 <p>Executive Director, Workforce Executive Director, Vaccination</p>	 <p>Courts Administration Authority of South Australia Director, People and Culture</p>		

Executive Search Proposal | Southern Adelaide District Council | Chief Executive Officer | January 2023





## UNDERWOOD EXECUTIVE

In addition to these results, our clients voted Underwood Executive, Executive Recruiter of the Year by HR Director Magazine, (for the third year in a row). We won a total of nine medals in Australia's Top Recruiter awards in the following categories:

- Executive Recruitment – Gold
- Banking and Financial Services – Gold
- Overall Recruiter of the Year – Silver
- Human Resources – Silver
- IT, Technology and Digital – Bronze
- Professional Services – Gold
- Sales and Marketing – Gold
- Healthcare – Silver
- Construction and Engineering – Bronze



The Underwood Executive search methodology works. It works across industries and sectors. It works across C-suite, leadership and hard to fill roles.

For further information relating to the benefits of partnering with Underwood Executive, we invite you to view the slideshow presentation available

<https://www.underwoodexecutive.com.au/Wp-Content/Uploads/2021/12/Proposal-Presentation.Pdf>

Executive Search Proposal | Southern Mallee District Council | Chief Executive Officer | January 2023



### Why Executive Search?

Executive search differs from traditional recruitment. Executive search is a specialised form of management consulting, where we have the resources and experience to identify, evaluate, and secure leading candidates.

This strategy targets the total candidate market including passive talent, who are not active in the job market and are unaware of a new opportunity, without direct engagement and communication. Our expertise involves actively positioning and presenting the opportunity to identified and targeted talent to encourage their interest.

This confidential headhunting methodology is utilised in conjunction with research and market mapping to improve search quality, efficiency, identification and conversion of the highest performing talent in the market.

Underwood Executive prides itself on having strong research and search capability. We use advanced market analytical tools to identify specialised passive talent. As an example, our preliminary research has identified over 7,500 past and present Chief Executive Officer's nationally, with 500+ of those are open to discussion for other opportunities and a further 400+ are residing in South Australia.

This data can be further segmented into in-demand skills and experience, such as local government experience, change and transformation as well as leadership capability. This and further analysis would be incorporated into further research during the executive search campaign.

Executive Search Proposal | Southern Malles District Council | Chief Executive Officer | January 2023



### 8 REASONS WHY SUCCESSFUL ORGANIZATIONS USE EXECUTIVE SEARCH FIRMS:

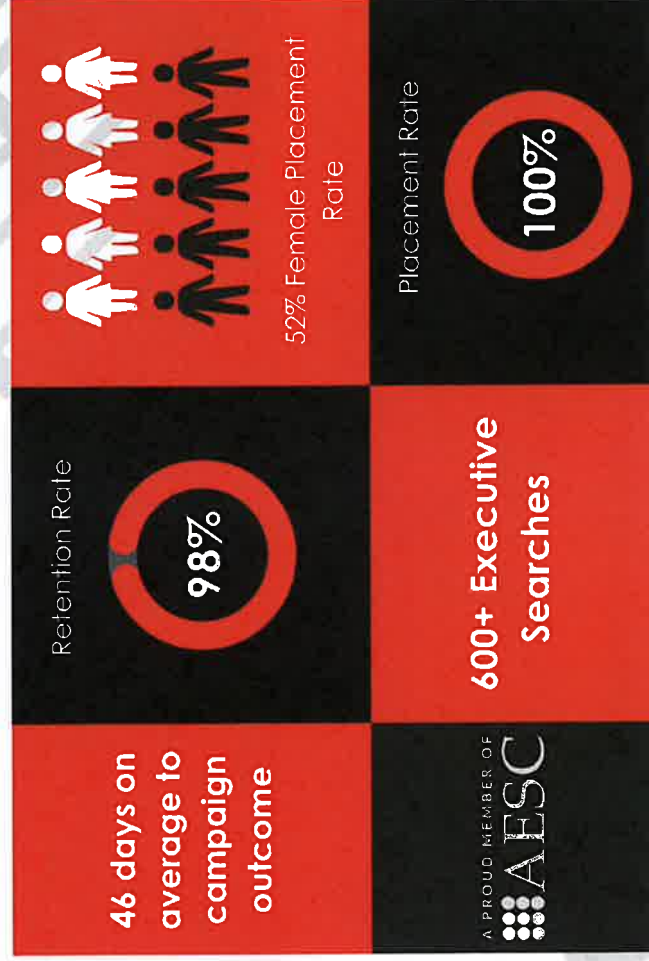
- Access difficult-to-reach candidates at the top of their game** (Icon: Key)
- Gain the professionalism, trust and confidentiality only an outside trusted advisor can provide** (Icon: Handshake)
- Ensure objectivity, based on the experience of many searches across industries, markets and roles** (Icon: Mailbox)
- Find and attract diverse candidates with highly marketable skills** (Icon: People with arrows)
- Leverage deep industry, market and functional expertise** (Icon: Gears)
- Assess candidates to identify the right talent** (Icon: Magnifying glass)
- Plan for succession, assessing internal talent and mapping the external marketplace** (Icon: Location pin)
- Reduce the risk of the wrong hire** (Icon: Arrow pointing to a target)

AEESC's Global Guide to Choosing an Executive Search Firm

# UNDERWOOD EXECUTIVE

## Our Commitment to Results

Our relationship, first philosophy delivers a 100% placement rate and 98% retention rate (executives retained 12 months or longer after placement). We also demonstrate a strong commitment to gender diversity, with 52% of our executive and non-executive placements being female in the past 12 months. This focus is also demonstrated by including cultural diversity with every search we undertake.



Executive Search Proposal | Southern Mallee District Council | Chief Executive Officer | January 2023



### Candidate Management

Underwood Executive has a strong commitment to candidate care, where we operate a responsive approach to ensure that all candidates have a positive customer experience during their interaction with our process, brand and consulting team.

Our intention is to always help each candidate present themselves in the best possible light, as such we ensure that at every stage in the process, we are transparent, allowing them to understand how their experience and competencies are aligned to the brief, the proposed timeframes of the process as well as managing their expectations.

At the end of the process, we also offer feedback to candidates. This can include discussing their relative strengths and areas for improvement and providing them with suggestions for future personal development and career opportunities.

At Underwood Executive, we believe that all candidates are potential clients, and we treat them with the same amount of respect and consideration. In addition, as an AESC member we are committed to the AESC Candidate Bill of Rights that dictate our commitment to quality standards and upholding the promise to candidates of full disclosure, exclusivity, confidentiality, communication and professionalism.



Executive Search Proposal | Southern Water District Council | Chief Executive Officer | January 2023



### Methodology and Timeline

Underwood Executive's approach to search is outlined below in six stages. We understand that each search process will have differing prerequisites regarding timing and fit. Typically, an executive search campaign can take between eight and twelve weeks and we can offer a tailored timeline to best suit your requirements. Please note that factors such as client and candidate availability can alter this timeframe. From commencement to contract, we will have regular and open communication throughout the process, so you are always aware of what stage we are up to and next steps.

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6
<b>SEARCH STRATEGY</b> Job brief meeting Analysis of current situation Understand strategy, culture, vision & values Review position description Agreement on key criteria, competencies & leadership style Target industries & companies discussed Development of executive briefing document	<b>TALENT IDENTIFICATION &amp; RESEARCH</b> Research conducted to identify & analyse the candidate market & target industries Presentation of market map & long list of potential talent Announcement of vacancy through on-line & social media (if required) Approaching talent & enticing them to opportunity Initial assessment of candidate suitability & motivation	<b>TALENT ASSESSMENT</b> Interview & assessment of candidates Shortlist presentation meeting Agreement on candidates progressing to panel interviews	<b>SELECTION / PANEL INTERVIEWS</b> Hosting panel interviews at our boardroom including preparing interview questions & panel guides Debrief & advise next steps Feedback to unsuccessful candidates Discussion of remuneration & notice period	<b>VALIDATION CHECKS</b> Psychometric assessment (optional) Conduct formal reference checking on preferred candidate Reference reports submitted, review with client Check & verify academic qualifications claimed by the candidate Candidate management including determining level of interest / counter-offer management	<b>OFFER MANAGEMENT &amp; CAMPAIGN CLOSE</b> Make verbal offer of employment Coordinate signing of written employment offer & contract Management of resignation process & confirmation of start date Debrief with client regarding process & feedback Follow up management with candidate & client
<b>Time Frame</b> 1-2 weeks	2-3 weeks	3-4 weeks	5-6 weeks	7-8 weeks	8-9 weeks

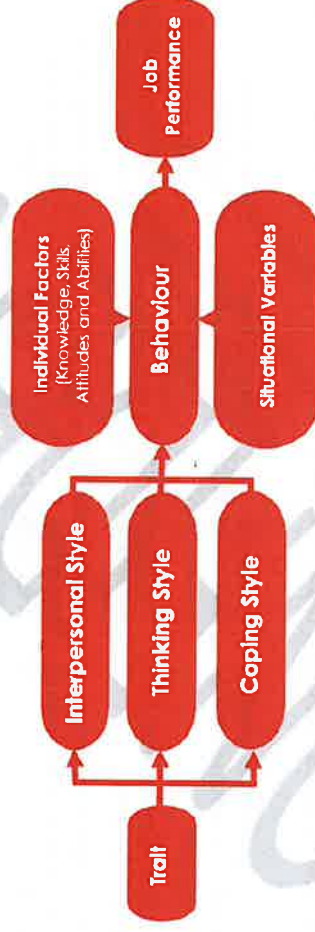
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**Psychometric Assessment**

As part of the Underwood Executive search methodology, clients can nominate to have their preferred candidates undergo psychometric assessment. Our high-quality psychometric assessments provide objective, fair, accurate and reliable data which can predict a candidate's potential and likely job performance. Psychometric assessments allow us to explore a variety of behaviours and abilities of the preferred candidate. An accurate means of ascertaining where perceived behaviours may be originating from (personality traits, values, abilities) and how coachable or otherwise an individual may be as a result.

Assessment is completed in-house by an accredited consultant in Genesys (Psytech), providing you with an extensive and cost-effective range of tests and assessments. Our accredited consultant will have a conversation with you explaining the psychometric assessment(s). We utilise behavioural data to conduct comprehensive reference checking, ensuring all areas for development are identified and investigated. Undertaking this psychometric assessment prior to engagement can provide further insight to a candidate's suitability for a role.

The assessment framework comprises a range of competency groups that, through extensive research, have been found to be important areas influencing individual and organisational performance.



## Our Consulting Team

Our consulting team consists of Nicole Underwood, Managing Director, Senior Associates; Julie Bennett and Chloe Juniper, Madison Scott, Team Assistant and Olivia Louw, Executive Assistant and Office Manager. Our team is available immediately to commence this search and selection campaign.



**Nicole Underwood** | Founder and Managing Director

Nicole Underwood advises Australia's leading organisations in their search for C-suite, leadership and hard to find executive talent. Based in Adelaide, she is the founding Managing Director of award-winning executive search firm, Underwood Executive.

Established in 2011, and a 20-year track record in the industry, Nicole has a holistic approach to talent management. It's her fundamental belief that the essential ingredients for any business to successfully grow and flourish, is sourcing, selecting, and retaining the highest performing talent. She knows that with great people, businesses thrive. Her passion is consulting with other organisations on their talent acquisition strategy and providing a high-touch personalised service where she leverages her C-suite network and expertise to give her client's a competitive advantage through their people.

Nicole has led Underwood Executive through 10 years of numerous achievements including winning awards as Australia's Executive Recruiter of the Year, voted by over 1,400 HR practitioners Australia wide. Underwood Executive has also been named in Linked in's top 25 most socially engaged recruitment firms in Asia Pacific, being the only South Australian consultancy listed and being chosen from over 60,000 consultancies. With an individual social media following of over 1,000 professionals (54% outside of Adelaide and 20% globally), Nicole is ranked in the top 1% of the industry as a Thought Leader, demonstrating an established personal brand and reputation.

Nicole has a Bachelor of Management from the University of South Australia, is a fellow of the Recruitment Consulting Services Association (RCSA), a board member of the Professional Practice Council, RCSA, as well as an Executive Mentor at the University of South Australia. She's been a dual finalist in the prestigious Telstra Business Women awards, placed over 1,000 executives in their career, is a leading expert on social media across search and talent acquisition, as well as a keynote speaker on entrepreneurship, leadership, contemporary recruitment and building high performance cultures.





**Julie Bennett** | Senior Associate

Julie Bennett provides strategic search and talent advice to support CEOs, Boards, and senior executives. Based in Adelaide, Julie is a Senior Associate with Underwood Executive managing key client relationships across not-for-profit, aged care, utilities, higher education, government, and ASX-listed companies. Julie's extensive talent acquisition career spans over 20 years in Adelaide and the US giving her expertise across multiple industries, sectors and disciplines, including 5 years with the University of South Australia in their People, Talent and Culture business unit.

Throughout her career, Julie has developed her skills across talent attraction and enticement, research, market mapping as well as headhunting and retaining talent, that is aligned to the values and behaviours of the organisation. Julie has placed executives including Chief Executive Officers, Chief Operating Officers, Chief Financial Officers, HR Directors, Operations Managers, General Managers, Sales Managers, Marketing Managers, Business Development Managers as well as HealthCare Professionals, Academics, Professors and Researchers.

With an individual global network of over 10,000 executives, she is responsible for the account management of our key clients, sourcing C-suite, leadership and hard to find roles and utilising our executive search technology and network to entice and engage executive talent.



**Chloe Juniper** | Senior Associate

Chloe Juniper provides clients with talent strategies to drive high performance. She helps leading organisations hire the right people by gaining them access to the total candidate market through extensive research, market mapping and executive search principles. Chloe's 15 year career in talent acquisition spans both internal recruitment roles and consulting, including the higher education sector with the University of South Australia. During her tenure, Chloe led the talent acquisition team and was responsible for all executive recruitment across the University including Professors, Academics, Researchers and corporate roles across IT, Finance, HR, Marketing, Procurement and Operations.

Based in Adelaide, Chloe is a Senior Associate with Underwood Executive and has a proven track record in identifying and managing high profile executive searches and mid-level leadership recruitment for public, private sector, government, higher education and not-for-profit organisations. Consulting across end-to-end executive search campaigns, Chloe is qualified in behavioural based interviewing and Genesys Psychometric Assessment, to assist clients in the selection and retention of executive talent, helping to determine the best fit when selecting key executives.

A graduate from Flinders University with a Major in Psychology, Chloe is a trusted advisor, providing her insight, assessment, and expertise to ensure the most effective search and selection for her clients.

**UNDERWOOD**  
EXECUTIVE



**Madison Scott** | Team Assistant

Madison Scott provides the point of contact between our clients and our consulting team. Based in Adelaide and as our Team Assistant, Madison leads administration of the Underwood Executive office. Madison also develops the executive briefing documents to entice talent and present you EVP. A self-driven and ambitious professional, Madison is the go-to person in our team to ensure that timeframes are managed, meetings are coordinated, and optimal results are delivered in an efficient and effective manner.

Madison has recently completed a Bachelor of Business (Human Resource Management) and a Bachelor of Tourism and Event Management from Flinders University.



**Olivia Louw** | Executive Assistant | Office Manager

Olivia Louw is our Executive Assistant and Office Manager, and she has over 10 years' experience across project management, administration, optimising productivity, and stakeholder engagement. Leading the internal operations, finance and administration of the Underwood Executive office, Olivia has extensive skills across data management, IT, CRM, process improvement, customer experience and compliance.

A highly organised and customer focused professional, Olivia coordinates our project deadlines, liaises with clients and candidates and manages our on-line brand and social media.

With a Bachelor of Health Science (Public Health Promotion) from the University of Adelaide and Certificate IV in Journalism.



### Referees

We are proud to provide referees who will attest to our service and executive search capability.

- **Paul Reynolds**, Chair, CCI Group Purchasing
- **Andrew Ellis**, Chief Executive, Lighthouse Disability
- **Carlos Buzzetti**, General Manager, Urban Planning & Environment, City of Norwood, Payneham & St Peters
- **Chris Stewart**, Chief Executive Officer, Helping Hand
- **Steph Roberts**, Group People Culture & Performance Manager, Maggie Beer (Previously City of Marion)

Referee contact details are provided on request.



**Professional Fees**

Our standard executive search fees are equivalent to 20% of the appointee's total full-time equivalent annual remuneration package. The package includes salary, allowance, estimated or guaranteed incentive bonus, sign-on bonus and superannuation contributions.

As a new local government client, we will offer two options for your consideration, including a traditional on-line advertising campaign, as well as a proactive search campaign to including market mapping and headhunting.

**Option A:**

Our executive search method to include online advertising and our existing Underwood Executive Talent Community.

Our professional fee is a flat fee of \$21,890 + GST, invoiced at various stages of the search campaign, including:

- 1. Engagement of Underwood Executive (\$8,200 + GST)
- 2. Shortlist of Candidates (\$8,200 + GST)
- 3. Verification Checks / Offer of Employment (\$5,490 + GST)

**Option B:**

Our executive search methodology to include a national search campaign, including market mapping and headhunting.

Our professional fee is a flat fee of \$28,890 + GST, invoiced at various stages of the search campaign, including:

- 1. Engagement of Underwood Executive (\$8,000 + GST)
- 2. Market Map Presentation (\$8,200 + GST)
- 3. Shortlist of Candidates (\$7,200 + GST)
- 4. Verification Checks / Offer of Employment (\$5,490 + GST)

**Additional fees:**  
Digital media \$1,200 + GST

**Psychometric Assessments (per assessment):**

15FQ+ (personality) & reasoning (verbal, numerical, abstract) \$1,200 + GST

15FQ+ (personality) \$800 + GST

Underwood Executive will recommend the most relevant, appropriate and effective advertising strategy.

Digital media fees include internet advertising and search technology utilisation, which may include LinkedIn, Underwood Executive website and other relevant sites. There may be times when additional costs will need to be incurred with your prior approval including pre-employment medicals, psychometric assessment travel and accommodation costs. These costs are excluded in our professional fees and will be agreed with you in advance, prior to invoicing.





CONFIDENTIAL

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**17 CONFIDENTIAL ITEMS****17.1 CEO RECRUITMENT****RECOMMENDATION**

That having considered agenda Item 17.1 in confidence under section 90 (2) and (3) (k) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2024, as to if this order is to continue in operation.

**MOVED COUNCILLOR NEVILLE PFEIFFER  
SECONDED COUNCILLOR RON VALENTINE**

That having considered agenda Item 17.1 in confidence under section 90 (2) and (3) (k) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2024, as to if this order is to continue in operation.

**CARRIED.**

