



City of  
Mount Gambier

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Mount Gambier SA 5290

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**I hereby give notice that a Council Meeting will be held on:**

**Date: Tuesday, 16 May 2023**

**Time: 6.00 p.m.**

**Location: Council Chamber  
Civic Centre  
10 Watson Terrace  
Mount Gambier**

# **CONFIDENTIAL AGENDA**

**Council Meeting  
16 May 2023**

**Sarah Philpott  
Chief Executive Officer  
12 May 2023**

21 March 2023

**PRIVATE & CONFIDENTIAL**

Ritu Datta  
Acting General Manager Corporate and Regulatory Services  
City of Mount Gambier  
Civic Centre  
10 Watson Terrace  
Mount Gambier SA 5290

Via email: [city@mountgambier.sa.gov.au](mailto:city@mountgambier.sa.gov.au)

Dear Ritu

**RE : INDEPENDENT REVIEW OF CHIEF EXECUTIVE OFFICER 2023**

**Understanding**

We understand that the City of Mount Gambier seeks to engage a suitably qualified and experienced consultancy to support the Chief Executive Officer Performance Review Committee in the 2023 performance review of the CEO. Thank you for the opportunity to submit our credentials and our methodology. We would be delighted to partner with Council to undertake this important work.

As a regular provider of CEO performance appraisal and remuneration advice to the local government sector and beyond, we are well experienced in this work and have a good understanding of the strategic challenges and opportunities facing both regional and metropolitan councils. We are able to provide a best practice process that ensures consistency with other similar appraisals, providing relevant and meaningful reporting of results while offering independent and objective advice.

**Consultancy Profile**

Formed over 30 years ago by Mark Hender, Hender Consulting is one of the largest locally owned HR consultancies in South Australia and has a particular focus on all three tiers of government, education, health and not for profit sectors, along with a diverse range of corporate entities. The organisation has provided performance and remuneration review, HR consulting and executive search and recruitment services for a significant number of public and private organisations. The firm offers clients a stable, long serving and highly experienced senior consulting team with significant experience partnering clients in the local, state and federal government domains and comparable industry sectors.

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SERVICES  
  
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The assignment would be co-managed by General Manager, Andrew Reed and Executive Consultant, Justin Hinora with further support from the other experienced executive consultants and administration team members. One of Andrew or Justin will be available to attend key meetings. Please refer to our attached *Team Profile and Portfolio* which demonstrates the depth and diversity of the experience of all members of our executive consulting team.

Please note we have no conflicts of interest in regard to this independent performance review.

#### **Past and Relevant Assignment Capability**

Please find below a list of Chief Executive Officer performance review and remuneration assignments for the local government sector undertaken by Hender Consulting (many of these have included engagement for multiple cycles or CEOs):

- Adelaide City Council
- Alice Springs Town Council
- Barossa Council
- City of Burnside
- City of Charles Sturt
- City of Holdfast Bay
- City of Marion
- City of Mitcham
- City of Mount Gambier
- City of Norwood, Payneham and St Peters
- City of Onkaparinga
- City of Port Adelaide Enfield
- City of Salisbury
- City of Sydney
- City of Tea Tree Gully
- City of Unley
- City of Victor Harbour
- Coorong District Council
- Corporation of the Town of Walkerville
- District Council of Grant
- District Council of Mallala
- District Council of Mount Barker
- District Council of Yankalilla
- East Waste Management Authority
- Local Government Association
- NAWMA
- Northern Areas Council
- Port Pirie Regional Council
- Regional Development Authority – Limestone Coast
- Regional Development Authority – Whyalla & Eyre Peninsula
- Regional Development Authority – Yorke and Mid North
- Rural City of Murray Bridge
- Town of Gawler
- Whyalla City Council





In addition to our work within the local government sector, CEO performance appraisals undertaken outside of the sector include:

- Maxima Group
- UnitingSA
- Wine Australia
- ACH Group
- Kooyonga Golf Club
- Scouts Australia (SA)
- Trinity College
- Prince Alfred College

#### **Performance Review Process Methodology**

We propose to perform the following service and are happy to further tailor the process based on your specific needs:

- meet with the CEO Performance Review Committee to discuss methodology and overview of the process for the CEO performance review, the organisational performance review and setting of KPIs;
- meet with the CEO to discuss and review her job specification to ensure reasonableness of objectives and KPIs being assessed;
- attend the CEO's presentation on performance against endorsed KPIs and participate in discussion and reflection
- consider past processes and identify, communicate and activate improvements accordingly;
- provide advice on the proposed survey questions for use in gathering feedback from Elected Members and Staff along with the CEO for self-assessment;
- develop/modify and distribute an online survey to the participants including communication to the recipients inviting them to participate, outlining the process and highlighting confidentiality, to encourage open and objective feedback regarding the CEO's performance;
- receive responses, monitor response rates, issue reminders and, once the survey responses have been received, organise direct discussion with respondents should further clarity be required on any feedback;
- review, analyse and de-identify feedback to relate findings in the context of the CEO's KPIs, organisational KPIs, and/or job specification and other leadership behaviours being assessed;
- facilitate a meeting with the CEO Performance Review Committee to present the report and findings and develop proposed recommendations for Council's discussion;
- deliver a final report so that the Committee can make formal recommendations to Council on the CEO's performance and position description;







- schedule a debrief feedback session with the CEO to discuss and provide debrief on the performance appraisal report, findings and performance feedback;
- in discussion with the Committee and the CEO, finalise KPIs for the following year;
- as we are highly experienced in executive remuneration, we will undertake an assessment of CEO remuneration packages across the local government sector and beyond, utilising various research points including recent recruitment placements, current sector remuneration data, other comparable roles within the sector and beyond and CPI movements. This will enable us to provide remuneration recommendations following the performance review process.

The above process methodology can be further tailored to support your desired process and timing.

We would work closely with the Committee to develop a survey specifically aligned to the CEO's current responsibilities and leadership competencies, behaviours and development needs (from position description, strategic plan, leadership frameworks, vision, values, etc).

#### **Assessment Tool Methodology**

In addition to capturing feedback from current Elected Members, we recommend also including feedback from the following:

- direct reports to the CEO and other members of the senior leadership team;
- the CEO, for self-assessment purposes.

Benefits of extending to a larger sample by inviting the senior leadership team to offer feedback include:

- improved sample size, increasing response rates and validity of feedback;
- higher sample size supports greater confidentiality and anonymity for respondents;
- provides a broader view of feedback for the Council prior to re-setting strategic performance objectives and reviewing the position description for the next performance cycle;
- provides the CEO with the opportunity for more inclusive and balanced feedback from both above and below her in the organisational chart;
- provides the ability to capture feedback on the CEO's leadership and operational management performance within the organisation, which otherwise may not be visible to Elected Members. This can also assist in determining priorities from both people and culture and operational leadership perspectives;
- provides participants with a greater understanding, familiarity and confidence in the appraisal process leading into future appraisal cycles.

It is recommended that feedback be captured utilising a series of customised survey questions designed specifically to assess performance against the CEO's management accountabilities, KPIs, strategic project priorities and leadership behaviours as follows:

*Section 1* – assesses against the CEO responsibilities (from position description)

*Section 2* – assesses against any specific KPIs for the relevant period

*Section 3* – assesses against key executive leadership behaviours expected

*Section 4* – a concise "stop, start, continue section" focussing on pragmatic outcomes





Section 3 incorporates questions to capture feedback against a suite of executive leadership behaviours and characteristics typically expected of senior executives in this type of role. These can easily be further tailored to align with your organisational values and leadership framework if desired. Respondents would be asked to provide feedback in both quantitative (applying a performance rating) and qualitative (providing contextual comments) forms.

Surveys can be simplified to seek one overall rating for each headline KPI, however asking respondents to rate *each individual sub component* (as is more often done in similar processes) provides a more thorough assessment. While this takes slightly longer for respondents to complete, it will allow us to provide more specific context and report in more detail regarding the highest and lowest rated areas of performance, therefore assisting the Council and the CEO to more clearly define key performance and development themes.

While respondents will generally be happy to complete and return surveys via the online mechanism, we will also offer our availability to receive feedback by confidential phone discussion if desired by any individuals.

#### Proposed Rating Scale

A six point rating scale is our recommended survey scale. This aligns with universally accepted and understood performance rating systems and is closely aligned to performance scales used for many other appraisals conducted by Hender across the sector, allowing for benchmark comparisons.

The scale includes an "Unable to Assess" rating for respondents who genuinely feel they are unable to make an accurate assessment on any particular criteria due to limited visibility, short time in role, etc. Any 'U' ratings are removed before averages are calculated.

U	1	2	3	4	5	6
Unable to assess	Serious concerns	Minor concerns	Satisfactory	Good	Very Good	Excellent

#### Reporting of Survey Results

The survey results and findings will be compiled into a detailed, comprehensive report that includes raw data, validity indicators, overall feedback percentages, participant group breakdown percentages, master average ratings, participant group average ratings, de-identified commentary across all segments of the survey and Hender's recommendations.

The report will be provided to the CEO Performance Review Committee and to the CEO when the Committee authorises.





### Referees

Mayor Bim Lange OAM, Barossa Council, phone [REDACTED]  
 Mayor Gillian Aldridge OAM, City of Salisbury, phone [REDACTED]  
 Lucas Jones, former Deputy Mayor (now Councillor), City of Tea Tree Gully, phone [REDACTED]  
 Mayor Leon Stephens, Port Pirie Regional Council, phone [REDACTED]  
 Gael Fraser, Chair, UnitingSA, phone [REDACTED]  
 John Schumann, Chair, Maxima Group, phone [REDACTED]

### Timing

We understand this process is to be conducted between April and June and will allocate resources appropriately to meet agreed milestones. A nominal timetable would be as follows:

Week 1	<ul style="list-style-type: none"> <li>• Discussion with the Committee to clarify and agree on process, requirements, tools, respondents and timeframes</li> <li>• Survey questions, distribution lists, supporting documents and communications prepared by Hender and finalised by the Committee (with visibility to CEO for comment)</li> </ul>
Week 2	<ul style="list-style-type: none"> <li>• Hender distributes surveys with communication to respondents via secure online survey process (allowing 2 weeks to complete)</li> <li>• Respondents start completing and returning surveys</li> </ul>
Week 3	<ul style="list-style-type: none"> <li>• Respondents complete and return responses</li> <li>• Hender issues reminders to those not yet received</li> <li>• Final responses returned to Hender by confidential email, by due date</li> </ul>
Week 4-5	<ul style="list-style-type: none"> <li>• Hender analyses, de-identifies and consolidates feedback and prepares draft report</li> <li>• Hender prepares draft remuneration review report</li> </ul>
Week 6	<ul style="list-style-type: none"> <li>• Hender provides and presents draft reports to the Committee</li> </ul>
Week 7	<ul style="list-style-type: none"> <li>• Final reports approved by the Committee</li> <li>• Hender schedules debrief feedback discussion/meeting with the CEO, to discuss performance appraisal results and provide feedback</li> <li>• Hender finalises feedback and associated actions with the Committee and CEO to support KPIs and development planning</li> </ul>



**Professional fees**

Our fees for conducting this performance and remuneration review process would be \$15,000 + GST and invoiced as follows:

- a commencement fee of \$5,000 after instructions for the assignment have been taken;
- a further fee of \$5,000 following completion of draft reports;
- a final fee of \$5,000 following completion of the final reports and recommendations and provision of feedback to the CEO Performance Review Committee and the incumbent CEO.

This full-service professional fee includes all consulting and support time. Disbursement charges such as travel and accommodation authorised by you will be invoiced at cost.

Thank you again for this opportunity to present our credentials and to submit our proposal for this important process. We can assure you of our timely, objective, independent and professional advisory services.

Please do not hesitate to contact me should you have any queries relating to our proposal.

Yours sincerely

Andrew Reed

**General Manager**

Direct line: (08) 8100 8836

Email: [andrew.reed@hender.com.au](mailto:andrew.reed@hender.com.au)

Attachments: *Team Profile & Portfolio*





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

Nature Play SA	Chief Executive Officer (current)
COTA SA	Chief Executive (current)
Light Regional Council	Chief Executive Officer (current)
Veterinary Surgeons Board of South Australia	Registrar (current)
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's 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

Hender Consulting | Team Profiles & Capability List

4



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 Olsson 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
Glenelg Golf Club	General Manager
Dairysafe	Chief Executive Officer
Arthritis SA	Chief Executive Officer
Berri 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
Glenelg 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	General Manager
Aboriginal Foundation of SA	Chief Executive
Australian Centre for Social Innovation	Chief Executive
GP Partners	Chief Executive Officer
Port Adelaide Football Club	Chief Operating Officer
Trees for Life	Chief Executive Officer
Civil Contractors Federation SA	Chief Executive Officer
Homestart Finance	Chief Executive Officer
Pedare College	Principal (3 times)
City of Holdfast Bay	Chief Executive
District Council of Cleve	Chief Executive Officer
Northern Adelaide and Medicare Local	Chief Executive Officer
District Council of Coober Pedy	Chief Executive Officer
Town of Walkerville	Chief Executive
City of Mitcham	Chief Executive
Royal Agricultural & Horticultural Society	Chief Operating Officer
Seniors Information Service	Chief Executive Officer
Stirling District Hospital	Chief Executive Officer
Adelaide Film Festival	Director / Chief Executive Officer
Unibooks	Chief Executive
Adelaide Festival Centre	Chief Executive
Northern Adelaide Manufacturing Industry Group	General Manager
Naval, Military & Naval Club of SA	General Manager
Hills Christian Community School	Principal
Bremerton Wines	Chief Executive
Special Olympics SA	State Manager
Pendelton Estate	General Manager
Royal District Nursing Service	Chief Executive
Real Estate Institute of SA	Chief Executive (2 times)
Town of Gawler	Chief Executive



Johnson Winter & Slattery	General Manager
Eynesbury College	Principal
St John's Grammar School	Principal
Scouts SA	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  
SA Harness Racing Authority  
SA Greyhound Racing Authority  
Adelaide Hills Council  
District Council of Naracoorte  
City of Happy Valley & Noarlunga (Onkaparinga)

Chief Executive Officer  
Chief Executive  
Chief Executive Officer  
Chief Executive Officer  
Chief Executive Officer  
Chief Executive Officer

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

Australian Institute of Business	Chief Financial Officer (current)
Patties Foods	Senior Human Resources Advisor (current)
Renewal SA	Director, People and Culture (current)
Resthaven Incorporated	Nurse Practitioner (current)
Resthaven Incorporated	Senior Manager Residential Services (current)
South Australia Police	Director Information Security (current)
Elderton Wines Pty Ltd	Financial Controller (current)
Levett Engineering	Quality Manager (current)
Ninti One Ltd	General Manager Training (current)
Taylor's Wines Pty Ltd	Operations Manager (current)
Department of the Premier and Cabinet	Director, Office for Autism (current)
Department of the Premier and Cabinet	Principal Community Engagement Officer, Office for Autism (current)
Guide Dogs Association of SA & NT	Fundraising Manager (current)
Trinity College	Director of People and Culture (current)
Faimont Group	Senior Management Accountant
The Australian Centre for Social Innovation Inc	Chief Operating Officer (current)
Guide Dogs SA/NT	Fundraising Manager (current)
HenderCare	General Manager Aged Care (current)
Credit Union SA	Chief Financial Officer (current)
Australian Naval Infrastructure	Director Major Projects (current)
Nature Foundation	Marketing & Communications Coordinator
Resthaven Incorporated	Executive Manager Community Services (current)
City of Salisbury	Manager Strategic Procurement (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
Scouts SA	Head of Commercial
Barossa Village Inc	Home Care Manager (current)
Unity College	Head of People, Culture & Community
Australian Gas Infrastructure Group	Workforce Analyst
Motor Trade Association of SA/NT	People and Culture Manager
ReturnToWorkSA	Customer Experience Lead
Minda Incorporated	Executive Director, Infrastructure and Services
Patties Foods Pty Ltd	Finance Operations Manager
Flinders University	General Counsel & University Secretary (current)
Maxima	Executive Manager Marketing & Communications
SAHMRI	Head of Finance
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
PIRSA	Cross Border Commissioner
Saint Ignatius' College	Head of Co-curricular
Australian Gas Infrastructure Group	Head of Group Tax
Lutheran Homes Group	Chief Financial Officer & Company Secretary
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
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
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	Facility 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
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	Accountant
sportsmed SA	Business Manager – Orthopaedic Practice
West Beach Parks	General Manager Corporate Services
City of Salisbury	Director Business Transformation
Dr Jones & Partners	General Manager People & Culture
Resthaven Incorporated	Senior Manager Residential Services
Bedford Group	General Manager Operations
Police Health	Brand and Communications Specialist
City of Salisbury	General Manager City Development
Detmold Group	Chief Financial Officer
Rivergum Group	General Manager – Homes
HenderCare	ICT Manager
Australian Naval Infrastructure	Security Operations Manager
Australian Naval Infrastructure	Facilities Electrical Engineer (current)
sportsmed SA	Business Improvement Manager
Kain Lawyers	Finance Manager
MADEC Australia	Chief Operations Officer – Labour Hire
Cavpower Pty Ltd	Chief Financial Officer
Credit Union SA	Finance Manager
Beaumont Tiles	National Manager – People & Culture
Cavpower Pty Ltd	Marketing Manager
City of Salisbury	Manager Governance
City of Salisbury	General Manager Community Development
Mount Barker District Council	Manager Infrastructure Maintenance & Operations
Metro Homes SA	Land Development Manager
Rural Doctors Workforce Agency	Grants Program Manager
Rural Doctors Workforce Agency	Senior Recruitment Consultant
Rural Doctors Workforce Agency	Outreach Business Manager
Rural Doctors Workforce Agency	Director Outreach Programs
Better Medical	Mergers and Acquisitions Manager
Better Medical	Business and Data Analyst
Johnston Grocke	Corporate Services Manager
St Ann's College	Dean
Better Medical	National Property and Procurement Manager
Better Medical	General Counsel
The University of Adelaide	Chief Financial Officer
Polyaire Pty Ltd	Business Systems & Intelligence Manager
Maxima	General Manager, IT & Risk
Estates Development Co. (1948) Pty Ltd	Property Manager
Estates Development Co. (1948) Pty Ltd	Assistant Project Manager
Maxima	Chief Financial Officer
Maxima	National Manager Marketing Strategy
Credit Union SA	Chief People & Strategy Officer
Estates Development Co. (1948) Pty Ltd	Senior Finance Role
Bedford Group	Executive Manager People, Communications, Strategy & Quality
Bedford Group	Manager Business Analysis & Improvement
Department for Energy and Mining	Director, Information Management Strategy and Delivery
City of Salisbury	Manager Strategic Development Projects
Lighthouse Disability	General Manager – Client Wellbeing
Lighthouse Disability	Manager People and Culture
Motor Trade Association of SA/NT	Automotive Training and Capability Manager
Motor Trade Association of SA/NT	Customer Services Manager
Motor Trade Association of SA/NT	General Manager, Automotive Skills Development



Australian Naval Infrastructure	Facilities Electrical Engineer
Pilgrim Uniting Church	Business Manager
Buddy Technologies Ltd	Financial Controller
Police Health	Product Manager
Concordia College	Manager – Administration Operations
Haircare Australia	General Manager – Sales & Marketing
A Noble & Son Ltd	Supply Chain Manager
Resthaven Incorporated	Senior People & Culture Manager
Ninti One	Program Manager NBP TIS
Hames Sharley	Chief Financial Officer
Legend Corporation	Electronic Design Engineer
ICS Service Solutions	General Manager Business Growth
Department for Environment and Water	Director, Communications and Engagement
South Australian Film Corporation	Chief Operating Officer
Office for Recreation, Sport and Racing	Director, Infrastructure and Planning
SmartSat CRC	Chief Research Officer
SmartSat CRC	Research Program Manager (two positions)
South Australian Housing Authority	Manager Affordable Housing
South Australian Housing Authority	Land Development Manager
South Australian Housing Authority	Executive Director, Customers and Services
South Australian Housing Authority	Director, Capital Programs
Dr Jones & Partners	Chief Financial Officer
Australian Naval Infrastructure	Project Manager Operations
Department of Human Services	Executive Director, Performance and People
Aerotech Group	Generalist
Qualia Wines	National Sales Manager
Motor Trade Association of South Australia	CRM Specialist
Pulteney Grammar School	Head of Senior School
Resthaven Incorporated	Executive Manager, Strategy & Governance
Good News Lutheran College	Head of Junior Years
Trinity College	Principal Trinity College Senior
Association of Independent Schools of South Australia	Head of Educational Services
Association of Independent Schools of South Australia	Specialist Policy & Compliance Consultant
HenderCare	Chief Financial Officer
Polyaire Pty Ltd	ICT Manager
Australian Naval Infrastructure	Precinct Maintenance Manager
Regional Development Australia Yorke and Mid North	Business and Strategy Manager
Kain Lawyers	Chief Operating Officer
City of Salisbury	Internal Auditor & Risk Coordinator
City of Salisbury	Manager, Strategic Procurement
SACE Board of South Australia	Chief Financial Officer
Landscape South Australia	General Manager – Landscape Board (multiple positions)
Pulse Anaesthetics	HR/Corporate Manager
ReturnToWorkSA	Chief Operating Officer – Insurance
MASTEC Australia	Financial Controller
Resthaven Incorporated	Executive Manager, People and Culture
Department for Environment and Water	General Manager, Cleland Wildlife Park
Good News Lutheran College	Deputy Principal – Academic
Good News Lutheran College	Head of People & Culture
Police Health	Product Manager
UniSA Ventures	Commercial Manager
HMPS Pty Ltd	Financial Controller
Craniofacial Australia	Corporate Manager
Tutti Arts	General Manager
Adelaide Symphony Orchestra	Manager, Donor Relations
The Barossa Co-op	Business Leader – Lifestyle Division
Pulteney Grammar School	Business Director
Investigator College	Business Manager
Mary MacKillop College	Deputy Principal
Australian Gas Infrastructure Group	Senior Tax Professional
Sportsmed SA	Perioperative Manager
Status	Operations Manager: Disability Employment Services
Status	Operations Manager: jobactive
Dr Jones & Partners	Key Senior Leadership Position
Department of Treasury and Finance	Director, Information and Technology
St Peter's Girls' School	Director – ICT
PMB Defence	Human Resources Manager
Maxima	Manager Recruitment Services
Minda Incorporated	Senior Manager, Special Projects
360Private	Chief Operating / Financial Officer
Veterans SA	Director
Clarke Energy	IT Support Analyst
Community Business Bureau	Marketing Business Consultant
Essential Services Commission of South Australia	Senior Compliance and Investigations Officer
Advanced Anaesthetics Adelaide	Practice Manager





HenderCare	People & Culture Manager
Mount Barker District Council	Commercial Manager – Wastewater
Credit Union SA	Performance Manager – Sales
Ninti One	Business Development Manager
Kain Lawyers	General Manager – Corporate Services
Minda Incorporated	Executive Manager – Commercial Enterprises
Minda Incorporated	Senior Manager – Supported Independent Living
Minda Incorporated	Executive Manager – Customer Services
Maxima	National Business Leader
STARplex at Trinity College	General Manager STARplex
Scouts SA	Senior Finance Officer
Data Action	Head of Strategy & Portfolio Management
Flinders University	Strategic Project Director
Flinders University	Associate Director, Capital Development
Flinders University	Principal Project Manager
ZED Management Consulting	General Manager
Resthaven Incorporated	Senior Manager ICT
Motor Trade Association of South Australia	General Manager – Member Solutions
Motor Trade Association of South Australia	Manager Industry & Government Engagement
Australian Naval Infrastructure	Contracts Manager
Australian Naval Infrastructure	Safety, Compliance and Security Manager
Australian Gas Infrastructure Group	Senior Treasury Role
Resthaven Incorporated	Senior Manager Community Services
Resthaven Incorporated	Manager Residential Services – Resthaven Port Elliot
HenderCare Foundation	Children Services Business Development Manager
Ninti One	Project Officer – National Best Practice Unit, Tackling Indigenous Smoking
Adelaide Symphony Orchestra	Senior Manager, Development
Barossa Village Inc	General Manager – Delivery
Essential Services Commission of South Australia	Senior Economist
The Co-op Heart of the Barossa	Fresh Foodland Store Manager
ACH Group	General Manager Customer Experience & Growth
ACH Group	Chief Financial Officer
City of Unley	Manager Development & Regulatory
South Australian Housing Authority	Executive Director, Customers & Services
South Australian Housing Authority	Director, Economic Development & Tourism
SEA Gas	Senior Project Manager (Electrical)
SEA Gas	Process Engineer
SEA Gas	Senior Facilities Manager
Flinders University	Procurement Category Manager
SAHMRI	Chief Financial Officer
Minda	Chief Financial Officer
Ultra Electronics Australia	Commercial Manager
Saint Ignatius' College	People & Culture Manager
Essential Services Commission of South Australia	Manager, Performance Analytics and Reporting
Essential Services Commission of South Australia	Licensing and Compliance Officer
Women's Safety Services SA	General Manager Corporate Services
Women's Safety Services SA	People and Culture Advisor
Women's Safety Services SA	People and Culture Officer
Women's Safety Services SA	Wellbeing, Health and Safety Officer
Minda	Corporate Secretary
Camp Quality	Partnerships Manager (SA)
Department for Environment and Water	Director, Water Infrastructure and Operations
Department for Environment and Water	Executive Director, Environment, Heritage and Sustainability
Ultra Electronics Australia	People, Culture and Safety Manager
La Casa Del Formaggio	Human Resources Manager
Stair Lock	Accountant
Resthaven Incorporated	Manager Resthaven Paradise and Eastern Community Services
South Australian Tourism Commission	Sponsorship Manager
Resthaven Incorporated	Manager Residential Services – Craigmore
Resthaven Incorporated	Manager Residential Services – Mount Gambier
Centennial Park	ICT Officer
Minda	Chief Operating Officer
Sight For All	Marketing Manager
Pedare Christian College	Business Manager
Pearce & Co (Sweat)	Head of PR
Ninti One	Project Officer, Stronger Communities for Children
Scouts SA	Finance Business Partner
Credit Union SA	New Manager Roles
The Co-op Heart of the Barossa	Merchandise Manager
West Beach Parks	General Manager Corporate Services
sonnen Australia	Program Manager
sonnen Australia	Senior Accountant
sonnen Australia	Procurement Manager
Wilderness School	Human Resources Manager
Latrobe Health Services	Chief Information Officer



Ninti One	Project Coordinator
Resthaven Incorporated	Senior Manager Community Services
SATAC	Corporate Services Manager
SEA Gas	Senior HSE Role
South Australian Housing Authority	Executive Director, People & Safety
Community Business Bureau	Business Consultant
Ninti One	Administration Officer
South Australian Tourism Commission	Contracts & Procurement Manager
South Australian Tourism Commission	General Manager, Commercial Sales
sonnen Australia	Sales Leader – Call Centre
Ninti One	PA to the Managing Director
The University of Adelaide	Manager, Strategic Procurement
Fertility SA	Clinic Practice Manager
ECH Inc.	Manager, People and Culture
Resthaven	Senior Manager Residential Services
Rural Doctors Workforce Agency	Outreach Regional Services Coordinator
City of Adelaide	Associate Director Public Realm
Ninti One	Finance & Administration Assistant
Elders Limited	Executive Assistant to the CEO
Glenelg Golf Club	Clubhouse Operations Manager
Hames Sharley	Chief People Officer
Glenelg Golf Club	Finance & Administration Manager
La Casa Del Formaggio	Chief Operating Officer
Resthaven Incorporated	Executive Manager Governance and Corporate Services
The Co-op Heart of the Barossa	Chief Financial Officer
Rural Doctors Workforce Agency	GP Support and Services Manager
Rural Doctors Workforce Agency	Recruitment Officer
SEA Gas	Systems Controller
Nobles	General Manager Sales and Customer Service
Essential Services Commission of South Australia	Manager Economics
sonnen Australia	IT Manager
sonnen Australia	Head of People & Culture
sonnen Australia	Head of Finance & Accounting
sonnen Australia	Manufacturing Manager
sonnen Australia	Manager – Call Centre
My Plan Manager	ICT Manager
Hames Sharley	Executive Assistant (multiple times)
Resthaven Incorporated	Executive Manager People & Culture
Benson Radiology	General Manager People & Culture
The Co-op Heart of the Barossa	Human Resources Manager
Ninti One	Business Development Coordinator
Clarke Energy	Regional Sales Manager WA/NT
Rural Doctors Workforce Agency	Workforce Support Services Manager
Ninti One	Senior Project Officer, National Best Practice Unit TIS
City of Salisbury	General Manager City Infrastructure
St Ignatius' College	Advancement Manager
Blackfriars Priory School	Deputy Principal (Secondary)
Adelaide Symphony Orchestra	Manager, People & Culture
Peregrine Corporation	Head of People
Flinders University	Principal Facilities Contracts Manager
Southern Cross Care	General Manager Human Resources
Nobles	General Manager People & Culture
Resthaven Incorporated	Manager Workforce Development
Ninti One	Support Officer, National Best Practice Unit TIS
City of Mitcham	General Manager
Glenunga International High School	Director of Studies (twice)
Access 2 Place	Quality Assurance Officer
Gapsted Wines	National Sales Manager
Ninti One	Project Officer – Stronger Communities for Children
Australian Naval Infrastructure	Senior Business Analyst
Mayne Pharma	Head of Manufacturing
RAA	Group Manager, Financial Services
Adelaide Symphony Orchestra	Senior Accountant
Bedford Group	Chief Operating Officer
Dentistry on Unley	Practice Manager
Seeley International	Digital Marketing Manager
AnglicareSA	Senior Treasury Analyst
Beyond Bank	Chief Information Officer
Ninti One	Project Manager – Stronger Communities for Children
Access 2 Place	Tenant Engagement Coordinator
Department for Education	Director, Primary Learners
Australian Rail Track Corporation	General Manager Financial Services
Department for Education	Executive Manager, International Business
Eldercare Inc	Consumer Engagement Coordinator
Eldercare Inc	Clinical Care Consultant





Eldercare Inc	General Manager, Residential Care
Taylor's Wines	Operations Manager
Discovery Parks	Financial Controller
Resthaven Incorporated	Manager Quality Systems
Uniting SA	Executive Manager – Community Services
Ninti One	Administration & Finance Assistant
Ninti One	Senior Project Manager - Social Development Focus
UnitingSA	Senior Manager – Residential Aged Care
Clelands Lawyers	Business Manager
Centacare Catholic Family Services	Manager, Human Resources
The Royal Institution of Australia	Corporate Services Manager
Ninti One	Finance & Payroll Officer
Thomson Geer Lawyers	Corporate Finance & Reporting Analyst
Clean Seas Seafood Limited	Management Accountant
Centennial Park	Manager Corporate Services
Crosby Dalwood	General Manager Corporate Services
Data Action	Chief Technology Officer
SEA Gas	Project Manager – Finance Systems
Discovery Parks	Senior Analyst
Nobles	Business Development Manager
Resthaven	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
Wine Australia	HR Manager
SEA Gas	Business Development Associate
University of South Australia	HR Manager
Animal Welfare League	General Manager, Corporate & Commercial Services
RSPCA SA	Planned Giving Specialist
Experience Australia Group	General Manager, Marketing
Experience Australia Group	General Manager, Risk & Compliance
Experience Australia Group	Executive Assistant / Office Coordinator
City of Salisbury	Manager, Community Planning & Vitality
Seeley International	Marketing Manager Residential
RSPCA (SA)	Commercial Development Manager
Calvary Retirement Communities	Regional Manager
Central Australian Aboriginal Congress	Organisational Capability Manager
Resthaven Inc	Senior Manager, Community Services
Police Health	General Manager, Marketing & Strategic Relationships
Genesee & Wyoming	Financial Controller
Indigenous Land Corporation	Director, People & Culture



Seeley International	Marketing Manager
City of Salisbury	Manager, Infrastructure Delivery
TAFE SA	Director Marketing
Cancer Council SA	Fundraising Manager
Scholle Packaging	HR Advisor
Longridge Group	Construction and Operations Manager
SA Health	Director, Procure to Pay
TAFE SA	Director, HR & Organisational Development
Tarac Technologies	Commercial Manager
Legal Services Commission	Chief Operating Officer
Legal Services Commission	Manager, Legal Practice
Tarac Technologies	Commercial Manager
Wilderness School	Registrar
Mount Barker District Council	Group Manager, Infrastructure
Loreto College	Business Manager
Adelaide Health Care	Business Manager
City of Tea Tree Gully	Manager, City Development
Renewal SA	Senior Finance Business Partner
Fleet Complete	National Sales Manager
Department of the Premier & Cabinet	Director, People & Culture
Adelaide Shores	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
Saturno 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 Principal
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	Business Director
Data Action	Executive Manager Delivery Applications
Cowell Clarke	Marketing & Communications Manager
St Peter's Woodlands Grammar School	Business Director
Hot Melt Packaging Systems	Financial Controller
University of Adelaide	Change Project Officer
City of West Torrens	Senior Accountant
Cowell Clarke Lawyers	Financial Controller
Guide Dogs SA	Chief Financial Officer
Mr Riggs Wine Company	Sales Manager
University of Adelaide	Faculty HR Project Manager
Wine Australia	Chief Financial Officer
St Jakobi Lutheran School	Business Director
University of Adelaide	Associate Director, Strategic Procurement
RSPCA (SA)	Fundraising & Development Manager
Adelaide Festival Corporation	Philanthropy Director
Cowell Clarke	Finance Manager
St Andrew's School	Business Director (2 times)
Renewal SA	Project Coordinator
Cowell Clarke	Marketing & Communications Coordinator
Renewal SA	Training & Employment Coordinator
SA Water	Senior Organisational Culture & Change Position
ElectraNet SA	Senior Manager Business Development
Lenswood Cold Stores	Financial Controller
Department of Planning, Transport & Infrastructure	Deputy CEO – Corporate Support
Adelaide Airport	Risk & Compliance Manager
SA Water	Senior Finance Manager
City of West Torrens	Work Health & Safety Officer
Minda Inc	Chief Financial Officer
Flinders Partners	Deputy Director
Department for Education and Child Development	Executive Director, Preschool and School Improvement
Department for Education and Child Development	Chief Education Officer (Deputy Chief Executive)
Belberry Limited	Education Manager
Waltja	HR Manager
RSPCA (SA)	Finance Manager
AnglicareSA	Chief Financial Officer
Credit Union SA Ltd	Contact Centre Manager
Schild Estate	Senior Accountant
Two Hands Wines	Senior Accountant
Spectrum Fire	Finance Manager
University of Adelaide	Communications Officer
Securatrak	Manager Customer Service
Renewal SA	Sustainability Manager - Tonsley Project
City of Playford	Chief Financial Officer
Rural City of Murray Bridge	General Manager – Corporate & Community
University of Adelaide	School Manager – PHCP
City of Playford	Manager Business Services
RSPCA (SA)	Executive Manager - People, Culture & Safety
Embertec	Senior Accountant
Renewal SA	Senior Community Planner
City of Salisbury	General Manager, City Development
HAMB Systems Limited	IT Service Delivery Manager
Credit Union SA Ltd	Senior Manager Finance
Ninti One Ltd	Senior Research Officer



SAGE Automation	Finance Manager
Securatrak	Customer Service Manager
University of Adelaide	Director, Partnerships & Projects
Energy & Water Ombudsman of SA	Business Services Manager
WorkCover SA	General Manager – Corporate Services
City of Tea Tree Gully	Chief Financial Officer
Lenswood Cold Stores Co-op Society Ltd	Sales Manager
Hostworks	Financial Controller
Adelaide Shores	General Manager - Sales & Marketing
SA Water	General Manager, Customer & Community Relations
DPTI	Director Customer Experience
Rentokil Initial	Sales Consultant - Indoor Plant Hire
Rentokil Initial	Sales Manager (multiple)
Anglicare SA	Finance Manager
Super SA	Project Manager, ICT & Business Strategy
Ninti One Ltd	General Manager, Business Development
Arena Stadium Management	Venue Manager, Adelaide Arena
The Barossa Co-op	Senior Retail Manager
Southern Cross Care	Care Managers
Flinders University	Enterprise Architect
Rocland Estate Wines	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
Amcor Cartons	Logistics Coordinator
Ausco Modular	Key Account Manager - Major Projects
Embertec	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
Saturno 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
Department of Environment and Natural Resources	Arid Lands
Land Management Corporation	Manager Sustainable Landscapes SA Arid Lands
Department of Environment and Natural Resources	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
EMA Consulting	Principal Research Leader - Aboriginal and Torres Strait Islander
WorkCover Corporation	Art Economies
Department of the Premier & Cabinet	Principal Research Leader, Carbon Economies in Remote Australia
Department of the Premier & Cabinet	Principal Research Leader Mobility and Labour Markets
	General Manager, Research, Evaluation & Impact
	Industrial Relations Consultant
	Manager, Investigations & Recoveries
	Director, Projects and Planning
	Director, Aboriginal Policy & Coordination



University of South Australia	Senior Workplace Relations Consultant
Amcor Glass Australasia	Manufacturing Manager
Wallmans Lawyers	Financial Controller
District Council of Mount Barker	GM Council Services
Penrice Soda Holdings Limited	Mine Manager
WorkCoverSA	Manager, Stakeholder Engagement
Aurecon Group	Principal Advisor
University of Adelaide	Manager, Human Resources Consulting
Ninti One Ltd / Centre for Remote Health	Research Project Manager
WorkCover Corporation	Manager, Compliance
Centre for Appropriate Technology	Corporate Communications Manager
Adelaide Benevolent Society	Chief Executive Officer
Barossa Village Inc.	General Manager, Residential Services
Ninti One Ltd	Communications Manager
Repromed	Financial Controller
Hender Consulting	Group Accountant
Coca Cola	SA Commercial Manager
ResourceCo Pty Ltd	Marketing Manager
Austraining International Pty Ltd	Regional Operations Manager
Amcor Glass Australasia	Human Resources Manager
St Peter's College	Manager, Business Services & Finance
Austral Bricks	Maintenance Manager
Ninti One Ltd	Stakeholder Manager
HAMB Systems Limited	IT Services Manager
Cutler Brands	Sales Representative
Amcor Glass Australasia	Management Accountant
Ausco Modular	Business Development Representative
Amcor Cartons	Logistics Coordinator
Adelaide Motors	Financial Controller
Pedare College	Business Director
ResourceCo Pty Ltd	Group Accountant
Port Adelaide Football Club	Chief Financial Officer
National Centre for Groundwater Research and Training	Industry Training Manager
Maggie Beer Products	Accountant
Amcor Cartons	Manufacturing Manager
Penrice Soda Holdings Limited	Key Account Manager
Alinta Energy	HR Generalist
Greenbird Technology	Senior Accountant
Hender Consulting	Senior Consultant
WorkCover Corporation	Senior Writer
WorkCover Corporation	Manager, Communications & Media
Adsteel Brokers Pty Ltd	Account Manager
Ausco Modular	Engineering & Design Manager
Austraining International Pty Ltd	ICT Manager
Austraining International Pty Ltd	Communications & Marketing Engagement Manager
Ninti One Ltd	Executive Officer
Department of the Premier & Cabinet	Government Architect - SA Integrated Design Commission
Motor Accident Commission	Corporate Communications Manager
R&M Energy Systems	Regional Manager
ECH Inc	Recruitment Manager
Amcor Glass Australasia	Quality Manager
Adelaide City Council	Program Manager, Accessible City
Amcor Glass Australasia	Production Scheduler/Procurement Officer
University of South Australia	Manager - Business Intelligence
University of South Australia	Deputy Director, Capital Development
St Peters College	Head of Senior School
TACSI	Office Services Manager
WorkCover Corporation	Senior OD/HR Professional
District Council of Mt Barker	Senior Project Manager
HAMB Systems	Financial Controller
Glenn Industries Pty Ltd	Commercial Manager
Ninti One Ltd	Senior Research Officer
Austral Bricks	Plant Manager
City of Holfast Bay	Manager, Assets and Environment
Adelaide Shores Development Project	Commercial Business Manager
Amcor Glass Australasia	Production Planning/Customer Service Officer
EMA Legal	Senior Lawyer
Rural City of Murray Bridge	Manager - Development Planning and Assessment
Rural City of Murray Bridge	Team Leader, Engineering
University Books (Unibooks)	Retail Operations Manager
University Books (Unibooks)	Systems & Network Manager
HAMB Systems Limited	General Manager Operations
Adelaide BMW	Marketing Coordinator
Ninti One Ltd	General Manager Operations
Amcor Glass Australasia	Industrial Chemist





Ausco Modular	South Australia Manager
Adelaide Shores Development Project	Reservation Manager
Australian Satellite Communications	IT Technical Specialist
Rural City of Murray Bridge	Executive Manager Sustainable Development
ECH Inc	Care Manager
ASC Pty Ltd	General Manager - Submarine Business Unit
South Australian Cricket Association	General Manager - Sales & Commercial
South Australian Cricket Association	Manager - Venue and Operations
ECH Inc	Director of Care
Amcor Glass Australasia	Senior Account Manager
Envestra Limited	Senior Business Analyst
Adelaide Symphony Orchestra Pty Ltd	Fundraising & Patron Services Coordinator
Grape & Wine Research & Development Corporation	General Manager Business & Strategy
Desert Knowledge CRC	National Project Director - Manager of Feral Camels Project
Peter W Beck	Human Resources Manager
Department of Education & Children's Services	Executive Director Policy
Land Management Corporation	Manager Environmental Services
SA Lotteries	Human Resources Manager
Amcor Glass Australasia	National Sales Manager
Amcor Cartons	Key Account Manager
Penrice Soda Holdings Limited	General Manager - Quarry and Mineral
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	Manager, Communications
SACE Board of South Australia	Manager Communications
City of Playford	Manager, Planning & Building
Office for Recreation and Sport	Communications Manager
Bremerton Wines	Key Account Manager
University of South Australia	Major Project Manager
Land Management Corporation	Marketing and Communications Manager - Playford North
Department of Water, Land and Biodiversity	Director People
Peter W Beck	Financial Controller
Adelaide Motors	New Car Sales Manager
ECH Inc	Projects Manager - Capital Works
Special Olympics SA	Sports Manager
Sarah Construction Pty Ltd	Senior Cost Planner
Land Management Corporation	Director, Communications, Community & Stakeholder Engagement
City of Whyalla	Technical Projects Manager
TIO	Head of Marketing & Customer Value Propositions
St Peters Woodlands Grammar School	Development, Marketing & Admissions Officer
Adelaide City Council	Executive Manager Strategic Communications & Marketing
Land Management Corporation	Procurement & Contract Officer
Southern Cross Care	Marketing & Branding Manager
Sage Automation	Senior Accountant
University of South Australia	Team Leader Management Accounting
District Council of Mt Barker	Engineering Roles
Town of Gawler	Director - Assets
Australian Vintage	Export Sales Operations Officer
SAALC	Director of Studies
Land Management Corporation	Project Manager - Community Relations
Land Management Corporation	Environmental Consultant
Adelaide Symphony Orchestra Pty Ltd	Fundraising and Development Role
City of Salisbury	Manager Economic Development
Sarah Group Holdings	Senior Accounting Officer
City of Playford	Civil Engineer - Land Development
Australian Satellite Communications	Solutions Consultant
Royal District Nursing Service	Group Manager - Commercial Enterprises
University of South Australia	Senior Accountant
Office of Recreation & Sport	Senior Projects Manager
Sarah Group Holdings	Commercial Manager AHD
City of Playford	Group Manager - Parks & Open Space
City of Playford	General Manager - Parks
Annesley College	Director of Development
Intec Consulting Group	Corporate Services Manager
ECH Inc	Human Resource Advisor
ECH Inc	Projects Manager - Capital Works
Medical Insurance Group Australia	Human Resource Manager
Barossa Community Store	Fashion Buying Manager
Barossa Community Store	Human Resource Manager
University of Adelaide	Manager of the Office of Corporate Resources
ECH Inc	Manager Quality Systems
Motor Accident Commission	Project Manager
Regis / RCA	Clinical Care Coordinator
Land Management Corporation	Manager - Business Services
Seymour College	Community Liaison Officer
Rural District Council of Murray Bridge	OHS&W Manager
City of Onkaparinga	Strategic Policy Planner



District Council of Mt Barker	General Manager Assets
Bremerton Vintners	General Manager / CEO
ECH Inc	Major Project Manager
Regis / RCA	Facilities Manager
Sarah Group Holdings	General Manager
City of Playford	Manager, Economic & Land Use Strategy
Ernst & Young	Facilities Manager
Land Management Corporation	Project Manager
Department of the Premier & Cabinet	Manager Strategic HR Projects
Seymour College	Network Manager
Jurlique International	Planner/Scheduler
Australian Vintage	Group Credit Manager
ECH Inc	Manager - Accommodation Services
ECH Inc	Facilities Manager(s)
The Coorong Council	Manager - Technical Services
Peter W Beck	Senior Accountant
Australian Satellite Communications	CISCO/VSAT Specialist
Australian Satellite Communications	Projects Manager
SkyCity Adelaide	Revenue Analyst
SkyCity Adelaide	Finance Analyst
Carfleet (EPAC)	Operations Manager
Special Olympics SA	State Manager - SA
Baker Young Stockbrokers Ltd	Equity Advisor(s)
Pendleton Estate	General Manager
Land Management Corporation	Manager, Employment Development Initiatives
City of Onkaparinga	Strategic Transport Role
Department of the Premier & Cabinet	Workplace, Safety & Wellbeing Manager
Land Management Corporation	Environmental Project Manager
Australian Broadcasting Corporation	Senior Accountant
Department of the Premier & Cabinet	General Managers
Land Management Corporation	Construction Manager
Adelaide Symphony Orchestra Pty Ltd	Marketing and Event Coordinator
Land Management Corporation	Manager - Precinct Redevelopment
The Coorong Council	Governance, Communications & Planning Officer
University of South Australia	Workplace Relations Specialist
University of South Australia	Manager - Business Intelligence
Land Management Corporation	Community Relations Officer
Royal District Nursing Service	Quality Coordinator
Royal District Nursing Service	Safety & Rehabilitation Coordinator
Royal District Nursing Service	Risk Manager
Next Byte	Stores Project Officer
Next Byte	Stock Officer
Next Byte	Stock Analyst
Next Byte	Apple Accounts Officer
Flinders Partners	Project Manager
Special Olympics SA	State Manager - SA
Land Management Corporation	Compliance Officer
Intec Consulting Group	Senior IT Consultant
Workskil Incorporated	Finance Manager
Australian Satellite Services	Projects Manager
Penrice Soda Holdings Limited	Financial Controller
City of Onkaparinga	Tourist Park Manager
Westminster School	Director of Information Services
South Australian Wine Industry Association	Business & Workplace Advisor
SAAB Systems	Director - Human Resources
Land Management Corporation	Project Manager - PAWR
Special Olympics SA	Event Manager
St Andrew's School	Admissions & Community Relations Coordinator
St Peter's College	Human Resources Manager
Workskil Incorporated	Senior Accountant
University of South Australia	Group Accounting Manager
Sky City Adelaide Casino	Human Resources Advisor
Wilderness School	Head of Junior School
Cavill Power Products Pty Ltd	Compliance/Risk Accountant
Jurlique International	Production Coordinator
McGuigan Simeon Wines	Corporate Accountant
Castle Plaza Shopping Centre	Retail Duty Manager
City of Onkaparinga	General Manager - City Services
City of Onkaparinga	General Manager - City Projects
City of Onkaparinga	Team Leader - Supply
Jurlique International	Planner/Scheduler
Department of the Premier & Cabinet	Project OD Consultant
Department of the Premier & Cabinet	Senior OD Consultant
City of Charles Sturt	Manager - Engineering & Construction
Land Management Corporation	Communications & Marketing Mgr



GWRDC	R&D Program Manager
Department of the Premier & Cabinet	Principal OD Consultant
Jurlique International	Payroll/HR Officer
Barossa Community Store	Financial Controller
Land Management Corporation	Manager, Environmental Services
Adelaide University Union	Marketing & Membership Manager
Adelaide Symphony Orchestra Pty Ltd	Marketing & Development Manager
Adelaide Symphony Orchestra Pty Ltd	Human Resources Manager
Medical Insurance Group Australia	Legal Manager Submarines
Ernst & Young	Proposal Manager
Cobham Flight Operations	IS Manager
Australian Satellite Services	Engineering Manager
Coorong District Council	Manager Development & Environmental Services
Australian Satellite Services	Senior Technical Sales
Johnson Winter & Slattery	General Manager
Mortgage Choice	Field Marketing Manager/Franchise Recruitment Manager
McGuigan Simeon Wines	Export Financial Controller
Cobham Flight Operations	Taxation Manager
The Makris Group of Companies	GM Development
Cobham Flight Operations	Financial Controller
Department of Employment & Workplace Relations	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	Engineering Manager
District Council of Mount Barker	Field Services Coordinator
City of Playford	Team Manager Information Services
Land Management Corporation	Manager - Project Delivery
Australian Satellite Services	Service Manager
Woodcroft College	Deputy Head
City of Playford	Manager - Finance
City of Playford	Civil Engineer
Envestra Limited	Business/Regulatory Analyst
Baker Young Stockbrokers Ltd	Business Development Manager
City of Playford	Manager - People Relations
Hyster South	Operations Manager
Brock Real Estate	Office Services Manager
City of Playford	GM - Parks and Open Space
Ernst & Young	Marketing Manager
Land Management Corporation	Environmental Project Manager
EIOSA	Investigations Officer
HAMB Systems	Technical Services Manager
National Jet Systems	Manager - Financial Accounting
Seymour College Inc	Accounts Receivable/Payroll Manager
The Makris Group of Companies	Leasing Manager
Grape & Wine Research & Development Corporation	Project Officer
Envestra Limited	Senior Accountant
Adelaide Football Club	Manager Innovation, Systems & Projects
The Makris Group of Companies	Property Manager
Land Management Corporation	Project Director-Edinburgh Parks
The Makris Group of Companies	Chief Property Manager
The Makris Group of Companies	Accounting Manager
The Makris Group of Companies	Accounting Systems Manager
SANFL	Sponsorship & Publications Manager
Godfrey Pembroke Financial Consultants	Senior Financial Consultant(s)
Home Cinema Studio	After Sales Manager
Land Management Corporation	Asset Manager
Pulteney Grammar School	Network Manager
The Cancer Council SA	Community Fundraising Manager
Adelaide Symphony Orchestra Pty Ltd	Director of Marketing & Development
McGuigan Simeon Wines	Financial Controller - Export
Seymour College Inc	Director of Information & Communication Technology
Barossa Community Store	Senior Accountant
Retravision D.A.D. Limited	General Manager Retail Operations
City of Marion	Manager Development Services
CarFleet	Company Accountant
Barossa Community Store	Human Resources Manager
Bremerton Vintners Pty Ltd	Sales Manager
Adelaide Motors Pty Ltd	Senior Accountant
Energy Industry Ombudsman SA	Investigations Officer
Rural City of Murray Bridge	Senior Human Resources Advisor
The Land Management Corporation	Manager Land Operations
Glenn Industries Pty Ltd	Operations Manager
Glenn Industries Pty Ltd	Project Manager/Senior Estimator
Adelaide Motors Pty Ltd	Payroll/Finance Officer
REISA	Legal Counsel
Mugletons Pty Ltd	General Manager
Rental Management Pty Ltd	Payroll Officer





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

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.

## BOARD RECRUITMENT

In addition to Hender Consulting's extensive **executive** appointment track record, an ever-growing service has been to run transparent and independent search processes for the appointment of **non-executive directors** (board members) and/or board sub-committee members. Our Consultants do not sit on boards personally so can facilitate these appointments without fear, favour or conflict.

Below is a list of clients for whom we have recruited board members over the past decade.

ACH Group  
 Adelaide Symphony Orchestra  
 Animal Welfare League of SA  
 Australian Grape and Wine Inc  
 Australian Medic Alert Foundation  
 Barossa Grape and Wine Association  
 Bio Innovation SA  
 Can:Do Group  
 Capital Prudential Pty Ltd  
 Centennial Park Cemetery Authority  
 CRC SAAFE  
 Credit Union SA Ltd  
 Data Action Pty Ltd  
 disability Living Inc  
 EBL Disability Services  
 ECH Inc  
 Eldercare Inc  
 Fertility SA  
 GPEX Limited  
 HAMB Systems Limited  
 Harness Racing SA  
 Helping Hand Aged Care  
 Housing Choices Australia  
 Intellectual Disability Accommodation Association Inc  
 Kudos Services  
 Life Care  
 Lighthouse Disability  
 Micro XLtd  
 Minda Inc  
 Nature Foundation  
 Nature Play SA  
 Rading SA  
 Raising Literacy Australia  
 Resthaven Inc  
 Siblings Australia Inc  
 South Australian Tertiary Admissions Centre  
 sportsmed SA  
 St John Ambulance Australia SA Inc  
 St Mark's College  
 St Peter's Collegiate Girls' School  
 Thoroughbred Racing SA  
 Uniting SA



Water Research Australia  
Wine Australia  
Women's and Children's Hospital Foundation

CONFIDENTIAL



Proposal to Provide

## **Chief Executive Officer Performance Review**

Presented to

**City of Mount Gambier**

**Commercial in confidence**



## Table of Contents

Executive Summary	Page 3
M <sup>c</sup> Arthur Profile	Page 4
Relationship Management & Service Delivery	Page 5
Relevant Experience	Page 6
Methodology	Page 7
Price	Page 9
Referees	Page 10
Attachment A - Consultant Profile	Page 12





## Executive Summary

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This submission is in response to your request for a proposal to conduct the Chief Executive Officer's (CEO) Performance Review for the City of Mount Gambier.

M<sup>c</sup>Arthur use the SALMAC<sup>®</sup> Performance Appraisal System. Salmac, developed specifically for Local Government, will integrate seamlessly with the City of Mount Gambier's current process framework and allow the construction of a comprehensive range of clear and practical performance criteria.

As required, M<sup>c</sup>Arthur will facilitate a general discussion to define position boundaries and objectives of the position which will be reviewed with the Performance Review Committee/Council for the CEO.

The relevant parties will have the opportunity to comment on the performance, via a single scale rated (as outlined in the Employment Contract and previous reviews) survey document. The facilitator will develop the survey documentation, provide an independent and confidential contact point, summarise these responses for Council and the CEO and assist with establish the final rating and comments.

A questionnaire will be sent electronically to all participants however, a hard copy of the questionnaire will be available or one to one telephone meeting, if required. In addition, the Consultant will be personally available to assist all respondents throughout the process.

Finally, our Consultant will submit the final report to Performance Review Committee/Council and CEO for review and will facilitate the feedback discussion with the CEO, if required.

This submission discusses the SALMAC<sup>®</sup> System, its benefits and costs and provides details of the relevant capabilities and experience of M<sup>c</sup>Arthur.

As a leading provider in Performance Management, M<sup>c</sup>Arthur Talent Team is delighted to submit our proposal and look forward to demonstrating how we would support Council in the CEO Performance Review. Should you have any enquiries with respect to our submission, please do not hesitate to

**Contact:** Rebecca Hunt, General Manager - Recruitment and HR Consulting - South Australia

**Telephone:** 08 8100 7000 **Email:** rebecca.hunt@mcArthur.com.au



## M<sup>c</sup>Arthur Profile

M<sup>c</sup>Arthur is a specialist provider of Executive Recruitment, temporary employment services and related human resource management consultancies to both the public and private sectors. Established in 1969, M<sup>c</sup>Arthur now boasts a 54 year history of success and commercial longevity. With offices in Adelaide, Brisbane, Canberra, Melbourne and Sydney, M<sup>c</sup>Arthur provides the following range of services to clients nationally:

- Executive Search and Selection
- Executive / Professional Staff Contracting
- Permanent Recruitment
- Temporary Staff Supply
- Outplacement
- Executive / Leadership Team Development
- **Management / Human Resource Consulting**
  - Performance reviews
  - Organisation reviews
  - Culture Surveys
  - Skills audit/analysis
  - Strategic and business planning
  - Psychological testing/appraisal
  - Human resource developments
  - Salary surveys and remuneration advice
  - Outsourced Generalist HR Service

Employing local recruitment professionals in each state, M<sup>c</sup>Arthur has developed a nationally consistent recruitment methodology which is controlled through Quality Assured procedures. M<sup>c</sup>Arthur directly employ more than 150 management, recruitment, and administration staff across Australia.

The M<sup>c</sup>Arthur commitment to excellence has resulted in the company enjoying a marketplace reputation for competence and professionalism. Our client portfolio numbers are in excess of 6,000 and include a wide variety of public and private sector organisations and a broad cross section of the sectors in which they operate. An impressive number of clients of M<sup>c</sup>Arthur represent relationships of fifteen years and more.

Initially, the principal thrust of the business was towards the development of dominance in temporary staffing services in specialist markets, whilst vigorously pursuing recruiting activities on behalf of clients. Today, M<sup>c</sup>Arthur continues with these core activities, but over the last 35 years, clients have benefited from the introduction of Human Resource Development services embracing Outsourced Generalist HR Services, Leadership Development, Performance Management, Organisation Reviews, Strategic Planning and Training Programs as well as general advice and support.



## Relationship Management & Service Delivery

With all clients we insist on providing a professional and quality assured approach to relationship management, as we believe that this is integral to fully understanding each other's:

- culture
- expectations
- operational environment
- strategic direction

Once we have gained an understanding of each of the above, we will work in partnership with the organisation to ensure that our service delivery is closely aligned to the organisation's business objectives, vision, values, and strategic directions. We believe that a true partnering arrangement is the most effective means of ensuring a responsive, constructive, and collaborative business relationship which enables our Consultants to work closely with all stakeholders throughout the entire process.

To ensure efficient, effective, and quality assured service delivery M<sup>c</sup>Arthur will manage our relationship through a structured team approach, which provides an initial point of contact for all services. Our team approach also ensures the constant availability of a Consultant to receive enquiries and requests.

We recognise the profile and significance of this Performance Review and the importance of the Chief Executive Officer's position in the achievement of the Council's vision, mission, and strategic objectives. Therefore, to ensure the quality of our service delivery through the Performance Review, M<sup>c</sup>Arthur has appointed a dedicated Consultant to guarantee a smooth process and successful completion of this review.

The Consultant appointed to this assignment will be Rebecca Hunt – **General Manager Recruitment and HR Consulting**.

Rebecca will manage and facilitate the Performance Review and support the Council and CEO through the process to a successful outcome. Rebecca is prepared and available to travel to Mount Gambier as many times as required during the process.

Her profile outlining her experience is contained in **Attachment A**.



## Relevant Experience

M<sup>c</sup>Arthur is extensively involved in facilitating performance reviews and assisting clients develop and implement structured performance management systems within their organisations.

Since its introduction in 1993, the Salmac<sup>®</sup> Performance Management System has enjoyed great success in Australian Councils, with over 100 Councils in Northern Territory, Queensland, New South Wales, Victoria, Tasmania, and South Australia utilising it to evaluate performance.

Recently we have been appointed to undertake performance reviews of Chief Executive Officers and Executive positions within the following Councils.

### Recent Salmac<sup>®</sup> Performance Reviews – Across Australia





## Methodology

The Salmac© approach to performance management provides a rigorous yet appropriate model for monitoring and measuring performance at this level. The model has been developed and successfully introduced into a large number of organisation's Australia-wide.

### Methodology - The M<sup>c</sup>Arthur Salmac© System

Specifically, the M<sup>c</sup>Arthur process involves the following steps:

#### 1. Creation of the documentation established for the review

We have found performance management to be most effective when two dimensions of performance are measured; the outcomes that need to be achieved; and the leadership behaviours we expect to be demonstrated while the agreed outcomes are met.

The first dimension covers the specific goals (outcomes) set for the period for which the Chief Executive Officer is the prime driver. These are typically big-ticket items reflected in the organisations Strategic and Business Plans or outcomes that must be achieved in dealing with major issues facing the Council at the time. These are the KPI's that were agreed following the CEO's previous performance review.

The second dimension which can be used as the only dimension without KPI's captures a set of leadership behaviours. These are Key Result Area's and are linked to the CEO Position Description and/or outlined in the CEO's Employment Agreement.

#### 2. Facilitating the Review of the Chief Executive Officer

Once the Council has decided who will be involved in the performance evaluation of the Chief Executive Officer, we will work closely with that group to prepare for, and facilitate, the performance review. Typically, this requires the following activities:

- The CEO can deliver a presentation / progress report to the participants prior to the review (optional).
- The Chief Executive Officer will provide a self-assessment against the agreed criteria using the agreed rating system.
- The Council Members and Direct Reports/Key Staff independently and individually rate the performance of the Chief Executive Officer in a questionnaire either, one on one, electronically or in hard copy.
- External Stakeholders can also provide feedback on their interactions with the CEO (optional).
- Following the above questionnaires, the qualified independent Consultant produces a draft Performance Review Report which captures the outcomes of the process. This report can also capture KPI's, goals or objectives recommended during the review for the next review period (if any are recommended), both from an organisational perspective as well as in terms of personal and professional development.
- The draft report is presented to the Performance Review Committee for review.
- The M<sup>c</sup>Arthur qualified independent Consultant will present the draft reports the Performance Review Committee for review prior to inviting the Chief Executive Officer to join the discussion.
- A final report is developed encompassing any feedback for the Performance Review Committee and distributed to Council.
- Once adopted the report becomes the official record of the review. (M<sup>c</sup>Arthur's experienced independent Consultant will attend the Council meeting to answer questions and provide advice regarding the performance review, remuneration or contract amendments).
- M<sup>c</sup>Arthur provides confidential advice and recommendations to Council on comparative benchmarked remuneration packages. A Benchmarked Remuneration Review Report is produced that ensures Council meets its contractual obligations and takes into consideration all the relevant factors.



### Consultant Commitment

To clarify the range of activities which are incorporated in our service delivery for the Salmac© Performance Management System, our commitment will involve working with the organisation and the Chief Executive Officer to:

- Use the provided set of relevant behavioural accountabilities that focus on those characteristics which an effective Chief Executive Officer will and should demonstrate.
- Use the provided agreed strategic targets for the period under review.
- With the organisation and the Chief Executive Officer, facilitate the actual review process.
- Produce a Summary Review Report which covers the outcomes of the review process.
- Produce a Benchmarked Remuneration Review Report.

### The benefits are clear:

- An independent, qualified, and experienced HR Consultant enables an impartial review to be conducted and reported on as per the new provisions in the Local Government Act.
- A year on year direct comparison on performance.
- A clear emphasis on continuous improvement.
- Openness in the system which encourages employee support.
- Improved ongoing relationships between all stakeholders.
- A basis for recognition and reward clearly established.
- Corrective actions for areas of identified concern.
- The ability to weight KPI, strategic objectives and/or participants to better define performance.
- High standards for future reviews.
- A fully documented process and sign off that establishes legality and official record.

The SALMAC© System delivers organisational effectiveness through strong and structured performance management.



## Price

The SALMAC© process establishes clear and specific outcomes for the CEO role and sets not only an appraisal framework but also a framework that supports the performance review. Salmac does this within the legal frameworks set by their Position Description, the Employment Agreement, and Council's Strategic direction. Further the Salmac process is supported by a professional Consultant, whose role is to support and guide the Council, ensure equity in the process, provide advice and assistance on performance improvement strategies.

	CEO Performance Review
Review Type	Chief Executive Officer Performance Review and Benchmarked Remuneration Review
Participants	Chief Executive Officer, Council Members and Direct Reports/Key Staff (External Stakeholders optional)
Review conduct	Emailed/posted questionnaire/telephone.
Agreement term	1 year
Fixed Fee excluding GST	\$4,250*

### \*Notes:

1. No hourly rate it is a fixed fee to complete the process
2. Fee structure is GST exclusive
3. Including as many trips to Council as required – no extra cost for time
4. Excluding travel expenses as dependent on number of trips (cost will change whether overnight stay required) – preapproval will be sought and will be at cost.

### Schedule of milestone payments

50% – Due at the time M<sup>c</sup>Arthur is retained for the specific assignment

50% – Due on acceptance of Final Report

Our proposed fees are valid for a period of three months from 16<sup>th</sup> March 2023.



## Referees

To establish M<sup>c</sup>Arthur's credibility, we recommend that you contact any of the following referees who will testify with respect to our capacity and capability in delivering the services required by Council.

Contact Name	Services Provided	Organisation	Telephone
Mayor Anne Monceaux	CEO Performance Review	City of Burnside	[REDACTED]
Mayor Dean Johnson	CEO Performance Review	District Council of Kimba	[REDACTED]
Mayor Mark Wasley	CEO Performance Review	Adelaide Plains Council	[REDACTED]

## Testimonials

*'We have had nothing but excellent outcomes when dealing with M<sup>c</sup>Arthur. The team especially Bec goes above and beyond to make things as easy and as smooth sailing as possible. From helping with recruitment of staff, to CEO performance reviews right through to simple advice is not only prompt but courteous. I highly recommend their services and have had no issue in promoting them whenever people ask for suggestions! The whole M<sup>c</sup>Arthur team should be everyone's first point of call when looking to recruit or review their CEO's performance!'*

**Mayor Travis Barber, District Council of Streaky Bay**

*'Adelaide Plains Council has utilised the services of M<sup>c</sup>Arthur for the past five (5) years for the purposes of both recruitment and performance appraisals. From my perspective, having worked closely with Rebecca in performance appraisal, I cannot emphasise enough her high level of professionalism, diligence and commitment that she possesses.'*

*M<sup>c</sup>Arthur is a large reason why the former District Council of Mallala, now Adelaide Plains Council (APC), has managed to rebuild and rebrand itself so successfully. Through the wonderful support and guidance of M<sup>c</sup>Arthur, APC has rebuilt an entirely new executive management team which has proven to be extremely stable and successful in what is a highly pressurised environment, as we grapple all the challenges of a growth Council with a relatively low-rate base.'*

*I would strongly recommend M<sup>c</sup>Arthur to anyone seeking to engage the services of a recruitment agency for the purposes of either recruitment or performance appraisal'.*

**James Miller, CEO, Adelaide Plains Council**

*The City of Tea Tree Gully's experiences with the work provided by M<sup>c</sup>Arthur has always been of excellent quality and within agreed timeframes. Recently, our Council engaged with M<sup>c</sup>Arthur (Rebecca Hunt) to undertake a benchmarking exercise. During the task, our objectives shifted slightly,*



and Rebecca was more than happy to accommodate our adjusted scope and still achieve the timelines we were after.

The quality of the report was sound, and the Rebecca was always responsive when we posed questions during the process.

M<sup>c</sup>Arthur have also been very timely with the provision of several psychometric and digital testing requests and bookings and the timelines achieved to suit our recruitment processes has been exceptional.

**Kirstin Dodson, Business Partner Organisational Development City of Tea Tree Gully**

We have engaged M<sup>c</sup>Arthur over the last three years, specifically with senior leader remuneration industry benchmarking data and with their LifeApp employee engagement platform.

During this time, I have found all I have dealt with responsive, customer focused, professional and flexible in their approach.

We highly value the professional relationship we have developed and the understanding our M<sup>c</sup>Arthur key contacts has gained and demonstrated of our business and needs, which has ensured the outcomes have hit the mark on all occasions.

I would have no hesitation in recommending M<sup>c</sup>Arthur to other businesses.

**Steph Roberts, Former People and Culture Manager, City of Marion**

The M<sup>c</sup>Arthur team have been our partner for HR consultancy and advice at the District Council of Karoonda East Murray for a number of years. During that time, they have assisted with numerous activities including executive and non-executive recruitment, conducting employee engagement studies, facilitating a HR system review and developing a HR Action Plan through to more operational HR activities such as assisting with the review and creation of Position Descriptions and Performance Development and Review processes.

The M<sup>c</sup>Arthur team has always been quick to assist and respond, have provided good timely advice and are always willing to help when needed. For an organisation our size, with no internal HR resourcing, M<sup>c</sup>Arthur has been our 'go to'. I am more than comfortable recommending the services of Rebecca and the team at M<sup>c</sup>Arthur for HR assistance and advice, their combined years of experience, knowledge and expertise in term help us to achieve good outcomes ourselves in this area.'

**Matthew Morgan former CEO District Council of Karoonda East Murray – CEO City of Port Lincoln**



## ATTACHMENT A CONSULTANT PROFILE



**Rebecca Hunt – BA Hons - MAHRI**

Prior to joining M<sup>c</sup>Arthur Rebecca was a People Consultant in a Big 4 Professional Services Firm, she has also worked in State Government and locally and interstate for a Global Commercial Firm.

Rebecca brings international knowledge with extensive experience in the UK and USA providing a unique depth of experience and more recently has been working locally with all levels of Government and commercial clients. Rebecca specialises in advising in Talent Management, Employee Relations, Performance Reviews, Cultural/Engagement, Remuneration and Structural Reviews, Psychometric Testing and Generalist Human Resources.

Since joining M<sup>c</sup>Arthur over 8 years ago, Rebecca has provided extensive HR Consulting expertise across the Local Government sector, servicing regional, rural, and metropolitan Councils.

Rebecca's astute business acumen, exceptional communication and 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.



CONFIDENTIAL







## PROPOSAL

CITY OF MOUNT GAMBIER

### INDEPENDENT REVIEW OF CHIEF EXECUTIVE OFFICER CONSULTANCY SERVICES



## PROPOSAL

Perks People Solutions is a leading provider of CEO performance review services across Local Government in South Australia, offering comprehensive and effective solutions to Local Councils of all sizes. Our team of qualified and experienced Human Resources (HR) professionals bring with them, a wealth of knowledge and expertise, ensuring that every review is tailored to the unique needs and goals of each client. With a focus on transparency, accountability, and clear communication, Perks People Solutions delivers results that are both legally compliant and impactful.

Our **Senior Consultant, Collette Ordish** is the primary Consultant delivering CEO Performance Review services across the Local Government sector, with support from the broader team within Perks People Solutions.

1.	Cecilia White Director  Perks People Solutions Pty Ltd
ABN	90 624 084 984
ACN	-
2. Contact Person	Collette Ordish Senior Consultant
3. Registered Address	Level 6, 81 Flinders Street Adelaide 5000
4. Postal Address	Level 6, 81 Flinders Street Adelaide 5000
5. Telephone	08 8273 9343
6. Email	cordish@perksp.com.au

### SIGNATURE

Dated this 31st day of March 2023.

\*Signature: 

Print name of person signing: Cecilia White

Title / Position of person signing: Director



## PRICE SCHEDULE

Assumptions and exclusions are detailed in the tables below:

No.	Assumptions
1	The Council will provide Perks People Solutions with any relevant documentation throughout the CEO Performance Review.
2	Fixed Price Fee includes all services contained within the Methodology Schedule (other than those specifically stated in the Exclusions table below)
4	Any travel costs directly associated with the services provided (such as accommodation, airfares, meals and incidents etc) will be on-charged to the Council

Anything not listed below is included in the fixed price fee quoted below.

No.	Exclusions
1	Travel Costs (including travel time)

Perks People Solutions would like to provide flexibility for our consulting services by offering two pricing options below:

- Option One: Total Fixed Price Fee

Description	Unit	Price (ex GST)	GST Component	Price (inc GST)
Fixed Price – CEO Performance Review Services (see assumptions and exclusions above)	1	\$12,000	\$1200	\$13,200
Primary Consultant delivering the services: Collette Ordish, Senior Consultant				

- Option Two: Engagement per activity:

Description	Unit	Price (ex GST)	GST Component	Price (inc GST)
Attendance at Meetings*	1 hour	\$275	\$27.50	\$302.50 (per hour)
*Any meeting attendance will be charged at the Consultant's hourly rate. Travel time will be charged in				



addition at a cost of \$150 per hour plus GST)				
<b>Primary Consultant delivering the services: Collette Ordish, Senior Consultant</b>				
Performance 360 Survey	1	\$2,500	\$250	\$2,750
KPI Setting – SMART Goals	1	\$1,500	\$150	\$1,650
Remuneration Review	1	\$1,500	\$150	\$1,650
Hourly rates for optional HR advice outside of the scope requirements:				Per Hour
Cecilia White	1 hour	\$375	\$37.50	\$412.50
Collette Ordish	1 hour	\$275	\$27.50	\$302.50
Alicia Del Corso	1 hour	\$120	\$12.00	\$132.00
Jemma Andretkze	1 hour	\$120	\$12.00	\$132.00

**Estimated Travel Costs:**

Description	Units	Price (ex GST)	Total (ex GST)
Flights (Return)	One way	\$250	\$500
Accommodation	1 night	\$175	\$175.00
Meals & Incidentals		\$110	\$110.00
<b>Total Estimated Travel Costs</b>			<b>\$785</b>

**COMPLIANCE WITH THE SPECIFICATIONS**

Areas of the specification or the proposed contract that you are unable to meet in the quotation documents.

Item	Reason
Timeframe	Collette Ordish will be overseas from <b>16 July to 20 August inclusive</b> and will be unable to provide any services during this period of time, however remuneration reporting can be commenced in early July and assistance can be provided by Alicia Del Corso (who has experience with remuneration benchmarking reporting)





	in Collette's absence (with the oversight of Cecilia White, Director Perks People Solutions).
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## METHODOLOGY AND ESTIMATED TIMEFRAMES

At Perks People Solutions, we recognise that each Council is unique and we pride ourselves on our tailored and flexible approach to the provision of our services. We will work with you to put together a specific schedule that fulfills your needs.

Specific activities that may be undertaken (methodology) and estimated timeframes for each are detailed within the table below:

ACTIVITIES	ESTIMATED TIMEFRAMES
Identify and align expectations of the review process	1 hour
Understand the historical perspective considering all relevant background information	2 hours
Meeting with CEO to discuss expectations of review and CEO's responsibilities within the process	1 hour
KPI Setting Process	Fixed Fee
Facilitate the Mid-Year Performance Update	6 – 7 hours
Facilitate a Performance 360 survey	Fixed Fee
Facilitate the Annual Review	5 hours
Produce Report based on Annual Review	5 hours
Review of Performance Review Process	1 hour
Remuneration Review / Salary Benchmarking	Fixed Fee




## REFERENCES



The table below provides details of relevant work (within the last 18 months) undertaken by Perks People Solutions and details of referees who can attest to that work.

Client	Location	Nature of Work	Date of Project	Referee (current phone number, contact name and email address)
District Council of Cleve	Cleve	CEO Performance Review	February 2023	Phil Cameron Mayor [REDACTED] [REDACTED]
Town of Gawler	Gawler	CEO Performance Review	2022/2023 Financial Year (current)	Henry Inat Chief Executive Officer [REDACTED] [REDACTED]
Port Pirie Regional Council	Port Pirie	Director Performance 360 Surveys	2022/2023 Financial Year (current)	Peter Ackland CEO [REDACTED] [REDACTED]





## CONSULTANT BIOGRAPHICAL PROFILES

Name	Role & Biographical Profile
<p data-bbox="309 474 469 501"><b>Collette Ordish</b></p> 	<p data-bbox="625 474 1046 501"><b>Senior HR Consultant (Primary Contact)</b></p> <p data-bbox="625 533 1369 743">Collette brings over 20 years of professional experience in business and human resources across Australia, with over 10 years served in strategic HR leadership positions. With experience in a diverse range of industries, including aged care, hospitality, health, and state &amp; local government, Collette is a results-focused, pragmatic, creative and strategic thinker who thrives on finding effective solutions to problems and identifying areas for opportunity.</p> <p data-bbox="625 775 1369 1093">Collette is passionate about organisational development and has a track record of the successful implementation of a number of organisational development activities throughout her career thus far, including workforce design, culture &amp; engagement strategies, leadership &amp; mentoring programs and talent management frameworks and programs. She has developed, implemented and facilitated a number of training solutions and is a qualified trainer and assessor. From leading her own teams, Collette has hands on experience in understanding the challenges that come with leadership and greatly enjoys coaching leaders in how to get the most from their people.</p> <p data-bbox="625 1124 1369 1191">Collette is experienced in facilitating performance review processes for senior Executives, particularly in the Local Government environment.</p> <p data-bbox="625 1223 1369 1326">As a champion for diversity and inclusion, Collette has experience in developing gender equity, diversity and inclusion strategy and initiatives and providing leadership to a reconciliation action plan.</p> <p data-bbox="625 1357 775 1384"><b>Qualifications</b></p> <ul data-bbox="724 1415 1369 1585" style="list-style-type: none"> <li>• Bachelor of Business &amp; Commerce (HR &amp; Business Law)</li> <li>• Certified Organisational Development Practitioner (AIHR)</li> <li>• Certificate IV Training &amp; Assessment</li> <li>• Certified Learning &amp; Development Specialist (AIHR)</li> <li>• Member of the Australian Human Resources Institute (AHRI)</li> </ul> <p data-bbox="625 1617 820 1644"><b>Areas of expertise</b></p> <ul data-bbox="724 1675 1085 1841" style="list-style-type: none"> <li>• Employee Engagement</li> <li>• Organisational Development</li> <li>• Employment &amp; Industrial Relations</li> <li>• Disciplinary &amp; Performance Matters</li> <li>• Award Interpretation</li> </ul>

	<ul style="list-style-type: none"> <li>• Policy Development</li> <li>• Facilitation of Executive performance reviews</li> <li>• Workplace Facilitation, Education &amp; Training</li> <li>• Gender Equity, Diversity &amp; Inclusion</li> </ul>
<b>Matt Hobby</b> 	<b>Director - Recruitment</b> <p>Matthew has been an executive recruiter and business manager for over 15 years, developing his skills both locally and internationally. He has a genuine interest in helping leaders navigate the future of work and assisting them to adapt to increase productivity and engagement.</p> <p>Over Matthew's career, he has worked on behalf of some of the world's leading brands and organisations and has an in-depth understanding of how to attract and retain the people who have a considerable impact on the business they lead.</p> <p>In addition to recruitment, Matthew has also delivered and managed HR Consulting Services for SME's and worked with the leadership of large organisations to better align people with their strategic plan and values.</p>
<b>Cecilia White</b> 	<b>Director</b> <p>With a background in legal practice, Cecilia has developed strong technical expertise in all matters relating to workplace law. As a Senior Associate in private practice for over 10 years, Cecilia held a diverse client base (including a large local government client base), and worked closely with organisation leaders to prevent and manage bullying and discrimination cases.</p> <p>Cecilia spent eight years as a Senior Management and Acting Commissioner at the SA Equal Opportunity Commission, where she was responsible for the Commission's training and education function and gained significant experience in assessing and managing complaints of discrimination.</p> <p>As a Director of Perks People Solutions, Pty Ltd, Cecilia continues to advise employers on a broad range of HR and workplace relations matters, with a specific interest in the link between diversity and high performing organisations. Cecilia is an experienced training facilitator and guest speaker and has over 15 years' experience developing and delivering training programs that support diversity, build the capacity of leaders and challenge attitudes.</p> <p>Cecilia strongly believes that prevention is better than cure and that education, early intervention and excellent communication are critical to creating respectful and high-performing organisations.</p> <b>Qualifications</b>



	<ul style="list-style-type: none"> <li>• Bachelor of Law</li> <li>• Bachelor of Arts</li> <li>• Graduate Diploma in Legal Practice</li> <li>• Nationally Accredited Mediator</li> <li>• Member of the Australian Human Resources Institute (AHRI)</li> <li>• Member of the Industrial Relations Society of SA</li> <li>• Member of the Law Society of SA</li> </ul> <p><b>Areas of expertise</b></p> <ul style="list-style-type: none"> <li>• Training and education</li> <li>• Employment and industrial relations</li> <li>• Awards, contracts and enterprise bargaining</li> <li>• Mediation</li> <li>• Policy development</li> <li>• Disciplinary and performance matters</li> <li>• Workers compensation</li> <li>• Equality and diversity</li> </ul>
<p><b>Alicia Del Corso</b></p> 	<p><b>HR Consultant</b></p> <p>Alicia graduated from a combined degree of Bachelor of Psychology (Counselling and Interpersonal Skills), Bachelor of Business (Human Resource Management) at the University of South Australia in 2022.</p> <p>Alicia has experience working in human resources within the manufacturing industry. She has an interest in organisational development and behavioural science, and how it applies to people and the workplace.</p>
<p><b>Jemma Andretzke</b></p> 	<p><b>HR Consultant</b></p> <p>Jemma is currently studying a combined Bachelor of Laws (Honours), Bachelor of Business (Human Resource Management) at the University of South Australia.</p> <p>Jemma is highly motivated and has a particular interest in all aspects of employment law, including policy development, contracts, performance and disciplinary matters, and Award interpretation.</p>

## INSURANCES

Details of insurance to provide cover for the services.

Insurance type	Policy no	Extent of cover		Expiry date	Name of insurer
		Per incident \$A	In aggregate \$A		
Public and products liability	PPL-004525-2022	\$20,000,000.00	\$20,000,000.00	30/06/2023	Prorisk
Professional indemnity (if applicable)	PIG-001695-2022	\$5,000,000	\$10,000,000	30/06/2023	Prorisk
Return to Work	29280606	-	-	30/06/2023	Return to WorkSA

