

Decision Report Item Number 5.1

CEO Recruitment Process – RFQ Submissions

Report Date: 9 October 2024
Reporting Officer: Governance Officer, Yazmin King
Responsible Manager: Chief Executive Officer, Andrew MacDonald
Previous Reference: Nil.

Report Purpose

The purpose of this report is for Council to review submissions provided and determine a suitably qualified recruitment company to assist in the recruitment for the position of Chief Executive Officer for the Town of Walkerville.

Confidentiality Recommendation (Public)

Pursuant to section 90(2) and 90(3)(k)

Pursuant to section 90(2) of the Local Government Act 1999 (the Act) the Council orders that all members of the public, except the Chief Executive Officer, Andrew MacDonald and Governance Officer, Yazmin King be excluded from attendance at the meeting for Agenda Item 5.1 CEO Recruitment Process – RFQ Submissions.

The Council is satisfied that pursuant to section 90(3)(k) of the Act, the information be received, discussed and considered in confidence as the information in relation to this agenda item contains tender details for the provision of services being the recruitment of the Chief Executive Officer position for the Town of Walkerville.

Accordingly, on this basis, the Council is satisfied that the principle that meetings of the Council should be conducted in a place open to the public has been outweighed by the need to keep the information or matter confidential.

Officer Recommendation (Confidential)

That Council engage McArthur Recruitment as the qualified recruitment company to assist with the recruitment process for the position of Chief Executive Officer of the Town of Walkerville.

Background

On 30 September 2024 the current CEO for the Town of Walkerville, Andrew MacDonald, tendered his resignation to the Mayor. As such, Andrew wrote to three (3) specialised and suitably qualified recruitment companies requesting a submission for quote and associated proposal outlining their firm's experience, methodology, fee structure for this engagement. The deadline for these submissions were 11 October 2024, but administration had requested that submissions be received as soon as possible to help expedite the process.

At its meeting on 8 October 2024, the CEO Performance Review Committee reviewed these submissions and resolved the following in confidence:

CEO009/10/24

Moved: Cr Rypp

Seconded: Cr Trotter

That the CEO Performance Review Committee (in their capacity as the CEO Selection Panel) recommend to Council that McArthur Recruitment be engaged as the qualified recruitment company to assist with the recruitment process for the position of Chief Executive Officer of the Town of Walkerville.

CARRIED

Discussion

Pursuant to Chapter 7, Part 1 of the *Local Government Act 1999* (the Act) a Council must employ a Chief Executive Officer, to primarily, and among other things prescribed by the Act, oversee the day-to-day operations and affairs of the Council and to ensure that all policies and lawful decisions of Council are implemented in a timely and efficient manner.

If a vacancy occurs in the Office of the Chief Executive Officer the provisions of the Act require that a Council take reasonable steps to fill the vacancy. It should be noted that while the Act is silent on a required or stipulated timeframe to fill the position other legislative provisions require that the position be filled as soon as is reasonably practicable.

Mandatory Procedural Steps

In accordance with the Act, for the purpose of filling said vacancy, the Council must undertake the following mandatory steps:

1. Appoint a selection panel to make recommendations to Council pertaining to the specified process of recruitment.
2. Ensure **either or both** of the following processes are followed as part of the recruitment:
 - a. appoints at least one (1) person who is not an Elected Member or employee of the Council to the selection panel;
 - b. obtain and consider the advice of a qualified independent person on the assessment of applications and recommendations on the appointment.
3. Invite applicants to apply for the position of Chief Executive Officer by advertising on a website as determined by the Council, and/or take any other appropriate action or steps.
4. That the CEO Recruitment and Selection Panel assess any applications received for the position, and to recommend to Council either the:
 - appointment of a suitable candidate to the position of Chief Executive Officer;
 - re-advertisement of the position if all candidates are deemed to be unsuitable;
 - or any other additional steps (if necessary) the panel deems appropriate.

This process may change with the adoption of the Committees revised Terms of Reference and as such will be communicated to the Committee accordingly.

Financial Implications

Based on the attached recruitment services fees, the average cost of recruitment is approximately \$19,000. Given this cost, a budget variation may need to be undertaken by Council at the appropriate time.

Risk Implications

A risk associated with the Committee's decision not to recommend a suitable recruitment company is a prolonged recruitment process. Without a designated company, the timeline for filling the position could be significantly extended, hindering progress on the recruitment.

If the Committee opts to manage the recruitment process internally with the support of an independent consultant, it is essential to consider the potential drawbacks of this approach. Such drawbacks include a lack of specialised expertise in recruitment at this level and increased administrative burden on staff.

Attachments

Attachment A	McArthur Recruitment RFQ Submission
Attachment B	Perks People Solutions RFQ Submission
Attachment C	Hender Consulting RFQ Submission

Confidentiality Recommendation (Public)Pursuant to section 91(7)

That having considered Agenda Item 5.1 CEO Recruitment Process – RFQ Submissions in confidence under section 90(2) & 90(3)(k) of the Act, the Council, pursuant to section 91(7) of that Act orders that the report and attachments to this Agenda Item be retained in confidence until the conclusion of the recruitment process, and the minutes be retained in confidence until execution of contract and that pursuant to section 91(9)(c) of the Act the Council delegates to the Chief Executive Officer power to review and revoke this Order.

Request for Quote

Recruitment of Chief Executive Officer

October 2024

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Executive Summary



Name of organisation: M°Arthur (SA) Pty Ltd
 Lead contact: Steve Nolis – Managing Director (SA)
 Office: 08 8100 7000
 Mobile: [REDACTED]
 Email: [REDACTED]

Leading the Search and Selection Campaign for your new Chief Executive Officer, M°Arthur offers the Town of Walkerville a unique combination of experience, national reach, and dedicated collaboration from our recruitment consultants to surpass your role requirements. Proudly South Australian, established in 1969 in Adelaide, and now with offices across Australia, our status as a specialist recruitment provider to the Local Government sector is evidenced through the significant number of Local Government appointments we make each year.

Our consultants in South Australia and across Australia have significant experience working with metropolitan, regional and rural Councils. We take the time to get to know individual Councils and attend numerous conferences and events which has assisted us to understand the nuances of Local Government. We are best placed to assist Council to seek talented individuals who will continue to build on the efforts undertaken to date and the significant achievements made in your journey towards becoming a modern, flexible, and sustainable organisation, that provides quality services to your region and the community.

To ensure we obtain best fit applicants for this position, we propose to specifically tailor our process to effectively recruit the most appropriate candidate. Our recruitment methods outlined within our proposal, behavioural-based questioning, screening and assessment methodologies will be adapted to ensure your specific requirements for this critically important appointment will be delivered upon.

Steve Nolis – Managing Director (SA), will be appointed as your primary point of contact and will be responsible for leading and coordinating all aspects of this campaign. Steve will be supported by an experienced team that includes recruitment consultants and administrative support services.

We stand proudly by the quality of our work and the established relationships we maintain within the Local Government sector. We look forward to working alongside the Town of Walkerville for the recruitment of your new Chief Executive Officer.

1. M^cArthur's Capability



M^cArthur has over 55 years' experience recruiting for public sector organisations and is the **only Local Government specialist recruiting firm with a national network of consultants**. We have over 250 staff in five states to draw on talent for this position.

1.1 Quality Appointments

Based on our long-standing commitment to Local Government and confidence in our ability to source only the best talent in the market we offer a **12-month replacement guarantee period** on the success of your new Chief Executive Officer.

1.2 Delivery of Service

The recruitment process for these roles will be delivered locally and be supported by a national team of Senior Executive Recruitment Consultants and our professional administration staff.

1.3 Industry Networks

We are the **only recruitment firm with Principal Sponsor status** for **ALGA** (Australian Local Government Association) and also **Local Government Professionals** nationally. We are also sponsors of **LGASA, Local Government Professional South Australia, SA based CEO forums and Regional Local Government bodies** which provides us with credible networks and an unrivalled commitment to the sector.

1.4 Psychometric Profiling

We offer tailored psychometric profiles that measure shortlisted candidates against criteria set by the Town of Walkerville, including matching your organisational values. (Please See **Appendix One**).

1.5 National Network

M^cArthur is Australia's only **genuine national recruiter** to the Local Government sector. Our integrated national candidate database ensures all our clients have direct access to the best talent available. This national network allows M^cArthur to critically assess and authenticate candidates across Australia.

1.6 Diversity & Inclusion

We are cognisant of our obligation to comply with the Equal Opportunity Act 2010 in recruitment and will ensure that all suitable candidates feel empowered to apply for the vacancy, and confident they will receive equal and equitable consideration. M^cArthur is committed to providing a balanced shortlist to ensure you can appoint the right candidates for the roles. M^cArthur ensures its employees participate in Diversity and Inclusion training (RCSA) and adheres to M^cArthur's Diversity and Inclusion Policy P.OPS.005. Please see **Appendix Two**.

1.7 Quality Management

M^cArthur is committed to delivering quality services and is registered and operates a Quality Management System which complies with the ISO 9001:2015 – Certificate Number – QEC4326. Please see **Appendix Three**.

1.8 Environmental Management

M^cArthur has a strong commitment to environmental best practice (refer to the Environment Management Standard ISO 14001) and the prevention of office management and general operations. Through a process of continual improvement, we aim to be both efficient and effective in environmental practice. Please see **Appendix Four**.

M^cArthur contributes to the achievement of sustainability and the decrease in greenhouse gas emissions through a philosophy of 'rethink, reduce, reuse, repair, recycle'. M^cArthur takes the necessary action to:

- Monitoring and maintaining air-conditioning temperature at set summer and winter levels.
- Monitoring electricity use and reducing energy use by turning lights, computers and non-essentials off at night and during times of non-use.
- Reducing and limiting travel demand through flexible work arrangements and the use of tele and video conferencing facilities.
- Ensure that M^cArthur employees consider our environmental responsibility as a factor when making purchasing decisions.
- Limiting employer provided staff car park facilities to encourage staff to use public transport options.
- Providing bike storage, shower, change and locker facilities for staff who cycle or walk to work.
- Monitoring water use by installing water efficient fixtures.
- Recycling office paper, toner cartridges, batteries and mobile phones.
- Sorting and recycling kitchen waste.
- Using energy efficient fluorescent lighting and by utilising energy efficient office equipment; paperless fax facilities and electronic communication of documents and communications.

1.9 Relevant Recruitment Consulting Experience

With our extensive network across Australia, our database is populated with high quality candidates that cover all job families within Local Government, corporate and Not-For-Profit sectors. It is this access and knowledge of candidates open to other opportunities that sets M^cArthur apart from other state-only based and non-specialist firms.



2. Your Recruitment Lead



McArthur proposes to provide the Town of Walkerville with a primary point of contact, **Steve Nolis – Managing Director (SA)**, who will be responsible for the recruitment campaign in its entirety. The recruitment management model we propose for Council is a centralised business model with Steve being supported by **Rebecca Hunt, General Manager Recruitment & HR Consulting** and **Tamara Chambers Senior Associate Executive Search** as well as a network that includes recruitment consultants and administrative support staff nationally.

Steve Nolis | Managing Director SA/WA



No. years' experience:
20+

Qualifications and Affiliations:

- MBA
- BICIS
- MAICD

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

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

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

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

Rebecca Hunt | General Manager Recruitment & HR Consulting



No. years' experience:
15+

Qualifications and Affiliations:

- BA (Hons)
- MAHRI

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

- Psychometric Testing
- Recruitment
- Selection Criteria Development
- Position Description
- Team Profiling
- KPI Setting
- Contract Management
- Performance Management
- Organisational Reviews

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

Tamara Chambers | Senior Associate Executive Search



No. years' experience:
12+

Tamara Chambers is a Senior Executive with over 12 years of recruitment experience as a consultant and business partner.

She has worked for global firm Korn Ferry where she was pivotal in assisting local and national clients with their organizational structures and recruitment needs. Tamara has overseen singular Executive appointments through to bulk recruitment/assessment centre assignments.

She offers exceptional business acumen, high end communication/transparency and a personalised approach to ensure delivery of an effective and tailored recruitment solution.

Given Tamara has worked across a wide range of industry and sectors, her connections and networks are considered significant, ensuring that she has access to a diverse and talented pool of candidates.

Tamara prides herself on getting to know her clients and their workplace culture to ensure a purpose fit appointment that will add great value to their organisation.

3. The Recruitment Campaign Process



3.1 Recruitment Campaign Strategy

Although McArthur has successfully undertaken hundreds of previous appointments, we recognise that each appointment is unique, and we will customise a robust process based on the governance framework portrayed in **Figure 1** that works for the Town of Walkerville and your intended timeframe.

Our Executive Search process has been designed (and we propose to specifically tailor for you) in consultation with our Local Government clients to ensure our approach aligns with the principles and legislative requirements.



Figure 1 McArthur's recruitment campaign governance framework

3.2 Process – Scope

3.2.1 Executive Recruitment Panel Briefing

We propose to conduct an Executive Recruitment Panel Briefing at the beginning of this process.

This workshop is designed to achieve three outcomes. Firstly, it allows us to listen to you and build a very clear picture of the attributes and knowledge you are seeking in the profile of your candidate, secondly, it allows us to discuss and agree on the timelines and recruitment process in a step-by-step format and lastly, it provides an opportunity to discuss the Panel's responsibilities during the process.

- Review and finalisation of the Position Description and Key Selection Criteria.
- Agree an appropriate remuneration package (including receiving tailored advice from M^cArthur's complimentary Remuneration Benchmarking Report).
- Identify key challenges and opportunities.
- Confirmation of competencies, attributes and success factors.
- Step-through of all stages of the selection process.
- Explanation of our search tools, mapping markets, advertising campaign and Candidate Information Pack.
- Reporting and communications.
- Psychometric appraisals and profiling.
- Review of Panel interview structure.
- Reference/background/qualification checking.

3.3 Process – Source

The key to candidate search is knowing the market and the best applicants to directly approach. Your candidates for this position will be discreetly sourced via a range of search tools and methods that incorporate:

- Advertising the role on:
 - SEEK
 - LinkedIn
 - Industry Websites
 - Australian Local Government Job Directory
 - M^cArthur Job Board
 - The Town of Walkerville Website
- National M^cArthur data base search.
- Targeted social media advertising
- Advertising through relevant industry bodies, LGA, the Town of Walkerville
- Sharing of the role through our LinkedIn network of over 30,000 followers.
- Asking all of our consultants and staff nationally (over 200 staff) to share the role with their followers across multiple social media platforms.
- Featuring the Town of Walkerville as an employer of choice (short video and link job opportunities to it) – share across multiple social media platforms including Instagram and TikTok.
- Undertake a search through our exclusive LinkedIn recruiter licence – a private forum providing access to candidates that match the job descriptions who are passively seeking new opportunities.
- Search exercise – collaborating with our interstate consultants and networking with contacts from industry related sectors.

3.3.1 Present the Opportunity

Search is essentially a process of timely assessment and commercial-in-confidence judgement calls around suitability, fit and availability. It is this process that distinguishes a traditional recruitment process, and a recruitment company, into a seasoned and respected search consultancy. We will work with Council to develop a detailed Candidate Information Pack that is made available to all interested potential applicants. The pack contains information about the process, key dates/timelines, the Position Description, Key Selection Criteria, Critical Success Factors, About Council/Operations, and About Living and Working in the Region.

3.3.2 Advertising

M^cArthur adopts a flexible approach to advertising, tailored to each client's preferences and budget. For a campaign of this scale, we would work with you to develop a national campaign to attract a broad range of applicants.

We will adopt a flexible approach to advertising tailored to each position based on Council's preference and budget. While we use the traditional search methods, we are increasing the use of industry websites and social networking sites such as LinkedIn to attract the attention of passive job seekers.

Our sourcing strategies for attracting, managing, and retaining our candidate tools include the following.



Job boards



Networks and
affiliations



Industry association
websites



Social media



LinkedIn Recruiter

Online Advertising – Job Boards

M^cArthur utilises job boards including Seek and LinkedIn, as well as advertising all listed vacancies on our own website (www.mcarthur.com.au). However, with job boards offering lower-than-traditional fill rates in the evolving candidate market, we believe it is important to offer Council access to a breadth and diversity of sourcing channels.

Networks and Affiliations

M^cArthur have established wide-reaching networks in the business community that support candidate sourcing activities.

Within Local Government, M^cArthur is the only recruitment firm with Principal Sponsor status for the ALGA, LGPro, LGASA, LGMA, LGAQ, LGANT, AHRI and RCSA, providing us with vast networks and demonstrating our unrivalled commitment to the sector.

Industry Association Websites

Particularly within technical disciplines, M^cArthur is a consistent advocate for, and user of, industry association websites. We continually advertise for technical staff, both labour hire and permanent, on a range of technical association websites.

LinkedIn Recruiter

Our consultants have unparalleled access to supreme talent with LinkedIn Recruiter. This exclusive recruiting solution enables our consultants to accurately identify and reach passive candidates through direct search and inbox facilities which permit us to email candidates about job opportunities.

Additionally, built-in collaboration tools enable our consultants to share client requirements and collaborate more effectively to identify and share suitable candidates even when they are not in the same office location.

Engaging Interest and Promoting the Opportunity

Additionally (for an at cost fee), M^cArthur offers Council the ability to create online video marketing content, which allows you to promote the opportunity and what the region offers potential applicants looking to relocate.

Please click on the link to view a recent video of Mayor Peter Flannery from City of Moreton Bay. This video has been warmly received by candidates who welcomed the authenticity of the message:

[Moreton Bay CEO Recruitment - YouTube](#)

Alternatively, we can insert your own promotional video into online advertising and Candidate Information Packs. We have found that candidates, especially those from other states and territories value the chance to see what the region offers while contemplating relocation options.

3.4 Process – Screen

After the closing date for applications, a Matrix Report of all applications received will be presented to Council's representative with commentary for consideration of a longlist to be invited for first round behavioural interviews with M^cArthur's recruitment consultant.

A professional assessment of suitability with an agreed range of candidates for the position will be established through the interviews reflecting on a candidate's past performance. Our consultant will conduct face-to-face interviews and develop standardised, objective assessments of the qualifications, experience and personal/professional qualities of those interviewed. These will be measured against an extensive set of selection criteria that will incorporate Council's position requirements and organisational fit.

Full copies of the longlisted candidate's CV's, Selection Criteria response, our evaluation notes and recommendations will be included in our report provided to you prior to the shortlisting process.

Together, we will then collaborate to discuss shortlist recommendations and settle on which candidates will be invited to interview with Council's Panel representatives. At this stage, we will also provide support to candidates by outlining timeframes, explaining the selection process and providing advice on interview preparation and performance.

3.5 Process – Select

We will undertake all coordination and support for the interview process including:

- Providing advice and support to Council's interviewers including preparation of interview questions.
- Developing and providing all printed materials for Council and shortlisted candidates.
- Providing detailed interview schedules for Council and coordinate interview schedules for candidates.
- Arranging travel for candidates, if required.
- Conducting psychometric profiling if requested. Refer to **Appendix One** for more details.
- Adhering to timeframes and fixed deadlines as defined by our recruitment campaign process and Council's requirements.
- Conducting quality reference checking.
- Assisting Council with remuneration negotiation if required.
- Notifying all unsuccessful candidates.
- Final selection reports at the conclusion of each process.

3.6 Indicative Timeline for Delivery

McArthur can work within the Town of Walkerville's prescribed timeline.

The following timeline is indicative of the timeline that will be tailored to your needs.

Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Panel workshop with McArthur to establish the criteria of the role	◆							
Prepare and go live with advertising campaign	◆	◆						
Search campaign begins, including targeted head hunting		◆	◆					
Advertising closes, and a full long list is provided to the Panel				◆	◆			
Meeting with the Panel to agree on shortlist of candidates to be interviewed						◆		
Formal Panel Interviews with Council to take place and reference checking							◆	
Finalise offer and negotiation with preferred candidate								◆

4. Fee Proposal



Our experience has shown that our clients prefer to have a fixed fee quoted so they know accurately, at the outset, the extent of the charges involved. This certainty also ensures we are focused on delivering best value for the Town of Walkerville.

4.1 Fees Payable for Recruitment Services

Description	Fee, excluding GST
Chief Executive Officer Inclusive of all online advertising and Psychometric testing of preferred candidate 15FQ+ (Appendix One).	\$12,000

4.1.1 Exclusions

- Print media advertising (if required, M^cArthur will quote a discounted price at cost)

4.2 Schedule of Milestone Payments

30% – Due at the time M^cArthur is retained for the specific assignment

40% – Due on acceptance of short-listed candidates

30% – Due on candidate acceptance of the offer of employment

4.3 Commitment to Service Guarantee

McArthur offers a replacement guarantee of 12 months for the Chief Executive Officer position. Under this agreement, we undertake to make a suitable replacement if the appointed candidate, for any reason, leaves the position within the guaranteed period from appointment, without further charge other than advertising expenses that may be incurred (subject to your approval) in the replacement process. McArthur's free replacement is subject to all invoices being paid in full.

4.4 Conflict of Interest

McArthur has identified no conflict of interest in acceptance of this assignment, if successful.

The contents of this proposal remain valid for a period of 90 days after submission date.

5. Referees



We welcome you to contact our referees to discuss recruitment services we've provided previously.

Organisation	Name	Phone Contact
District Council of Kimba - Mayor LGA SA - President	Dean Johnson	██████████
Adelaide Hills Region Waste Management Authority – Chair	Adrian Skull	██████████
District Council of Elliston - Mayor	Andrew McLeod	██████████

APPENDIX ONE - Psychometric Profiling

Psychometric profiling is conducted on all shortlisted candidates (if requested). M^cArthur consultants will manage this process and will work with the Panel to select an appropriate combination of assessments for the specific appointment.

15FQ+

The 15FQ+ measures the fundamental building blocks of personality. These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for your organisation.

For example, the 15FQ+ can identify people who:

- Crack under pressure
- Lack motivation and drive
- Create conflict and discord
- Are insubordinate and defiant
- Avoid decisions
- Are rule breakers
- Obstruct change
- Are careless and error prone
- Are cold and callous
- Are needy and dependent
- Are culturally insensitive
- Are hostile and suspicious
- Cope well with pressure
- Are self-starters
- Resolve disagreements
- Are team players
- Are decisive and action-orientated
- Are diligent and compliant
- Embrace change
- Are attentive to detail
- Are participative and engaging
- Are confident and self-assured
- Are culturally sensitive
- Are open and accepting

Having been completed by hundreds of thousands of people worldwide, the 15FQ+ is supported by an extensive evidence base attesting to its reliability, validity and culture fairness.

It provides an in-depth assessment of a person's strengths and development needs and is a powerful tool enabling you to select the right person for key position in your organisation.

APPENDIX TWO – Diversity and Inclusion Policy



Diversity and Inclusion Policy

Purpose

This policy outlines McArthur's commitment to providing a workplace that embraces workplace diversity and inclusion.

Scope

This policy applies to all operations and services that McArthur has direct responsibility and control over.

Responsibilities

The Chief People Officer (CPO) is responsible for:

- Ensuring the Policy is implemented fairly and consistently across McArthur
- Ensuring this Policy is communicated to Managing Directors, Senior Managers and Divisional Managers of McArthur
- Ensuring that adequate and effective risk management practices and controls have been implemented
- Making the final decision as to whether suppliers are used.

Directors and Managers are responsible for:

- Ensuring their employees follow McArthur Policies and Procedures, Code of Conduct and their Contract of Employment
- Setting local targets and ensuring each McArthur branch implements best practice and policy requirements on a local level
- Promptly reporting all instances of concerns to the CPO.

Employees are responsible for:

- Adhering to all McArthur Policies, Procedures and Code of Conduct
- Upholding McArthur values at all times
- Respecting individual differences and treat all people with dignity
- Contributing to the creation of an inclusive workplace environment that values and utilises the input of all people with diverse backgrounds, experiences and perspectives
- Being aware of their responsibilities under the P.HR.002 Bullying and Harassment Policy and how they relate to the principles of diversity and inclusion.



Definitions

Term	Definition
Diversity	Diversity includes characteristics such as age, ethnicity, culture, intellectual and/or physical ability, cultural background, sexual orientation, gender identity or intersex status. Diversity also refers to less visible aspects such as education, socioeconomic background, faith, marital status, family responsibilities, thinking styles, experience and work styles.
Employee	Any person employed by McArthur to work in a permanent, temporary, casual or contractual capacity.
Capability Framework	A program used by McArthur to understand the unique skills, behaviour, competencies and knowledge required at each employee level across the organisation. The Framework shapes recruitment, development, career planning and performance measurement.
Inclusion	Inclusion is the way an organisation's culture, values, workplaces and behaviours make a person feel valued, included and able to participate fully. It relates to a work environment where all people are treated fairly and respectfully, whilst respecting differences in people.

Policy

McArthur is committed to building an inclusive, culturally capable and diverse workforce that reflects the communities we serve.

This policy is supported by McArthur's values and the goal of creating an inclusive culture that promotes the performance and wellbeing of our employees irrespective of family responsibilities, marital status, age, disability, race, religion, political beliefs, culture, gender identity or sexuality.

McArthur is committed to eliminating unlawful discrimination, workplace bullying, sexual harassment and victimisation through modelling inclusive leadership, and promoting an inclusive and respectful workplace culture. This policy is supported by the P.HR.002 Bullying and Harassment Policy and P.HR.001 Equal Employment Opportunity Policy.

Principles

McArthur values diversity and inclusion as a key people management priority

Embracing a workplace culture of diversity and inclusion is not only the right thing to do - it enables employees to feel safe and valued which leads to greater employee engagement, satisfaction, innovation and productivity.



Our employees are able to participate fully and be the best they can be

We embrace the unique diversity, skills and qualities of our employees to assist us in developing a safe, equitable, culturally appropriate and inclusive working environment. We strive for excellence, for inclusive workplaces and to be an 'employer of choice' across Australia.

Our employees are treated fairly and with respect

We treat everyone fairly and equitably and we acknowledge our employees have a wealth of knowledge, skills and capabilities. We consistently demonstrate appropriate workplace behaviours. We listen, engage, and understand our employees and respond appropriately to their individual needs and changing circumstances.

We are all responsible for workplace diversity and inclusion

The building and modelling of positive, respectful and inclusive behaviour, and the valuing of diversity and diversity of opinions within our workforce, is vital to ensuring a constructive workplace culture. Workplace diversity and inclusion is everybody's responsibility and all employees should understand and be committed to the role they play.

We support a values led culture

McArthur is committed to living by our values. Our values: we care deeply, we are real, we connect, we are expert, we enjoy, guide and shape our actions. We look to each and every one of our employees to positively add to our culture and demonstrate their commitment to our values every day.

We are accountable and monitor and measure performance

Executives and Managing Directors are accountable for diversity and inclusion outcomes through the Capability Framework. Leaders will demonstrate commitment to achieving outcomes through promoting and reinforcing positive inclusive behaviours and through workplace diversity inclusion monitoring and reporting through internal audit programs.

Relevant Legislation

Australian Human Rights Commission Act 1986 (Cth)
Racial Discrimination Act 1975 (Cth)
Sex Discrimination Act 1984 (Cth)
Workplace Gender Equality Act 2012 (Cth)
Workplace Health and Safety Act 2011(Cth)
Age Discrimination Act 2004 (Cth)
Disability Discrimination Act 1992 (Cth)
Fair Work Act 2009 (Cth)
Discrimination Act 1991 (ACT)
Anti-Discrimination Act 1977 (NSW)
Anti-Discrimination Act 1996 (NT)
Anti-Discrimination Act 1991 (QLD)
Equal Opportunity Act 1984 (SA)
Anti-Discrimination Act 1998 (TAS)
Equal Opportunity Act 2010 (VIC)
Equal Opportunity Act 1984 (WA)

Request for Quote
Recruitment of Chief Executive Officer

APPENDIX THREE – Quality Management System Certification



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

McArthur

ABN 97 007 895 703

Trading as

McArthur (SA) Pty Ltd ABN 97 007 895 703 McArthur (Qld) Pty Ltd ABN 51 078 078 341	McArthur (NSW) Pty Ltd ABN 26 078 078 298 McArthur (Vic) Pty Ltd ABN 75 008 186 383
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Main Site: Level 12, 101 Grenfell Street, Adelaide, South Australia, 5000, Australia

See appendix for additional sites and additional site scopes

has been registered by INTERTEK SAI Global as conforming to the requirements of:

ISO 9001:2015

The management system is applicable to:

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

Certificate Number:
QEC4326

Initial Certification Date:
23 October 1995

Date of Certification Decision:
15 July 2024

Issuing Date:
16 July 2024

Valid Until:
23 July 2027




WWW.JAS-ANZ.ORG/REGISTER



Calin Moldoveanu
President, Business Assurance

SAI Global Certification Services Pty. Ltd.
Level 7, Suite 7.01
45 Clarence Street
Sydney NSW 2000
Australia



In the issuance of this certificate, INTERTEK SAI Global assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with INTERTEK SAI Global requirements for systems certification. Validity may be confirmed via email at certificate.validation@intertek.com or by scanning the code to the right with a smartphone. The certificate remains the property of INTERTEK SAI Global, to whom it must be returned upon request.



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APPENDIX FOUR – Environmental Management Policy



Environmental Management Policy

Introduction

McArthur is committed to integrating environmental sustainability into all aspects of our operations. We acknowledge our responsibility to minimise our environmental footprint and support the broader global effort to address climate change. This policy outlines our strategies for environmental management, ensuring compliance with relevant Australian climate legislation, and embedding sustainable practices into our business operations.

Purpose

This policy's purpose is to implement best practices for the disposal, reuse, and recycling of consumables and the management of energy and water usage within McArthur offices. It aims to guide our employees in making environmentally responsible decisions and fostering a culture of sustainability within our organisation.

Scope

This policy applies to all operations and assets of McArthur over which the business has direct responsibility and control. It includes guidelines to ensure that McArthur employees consider environmental responsibility as a factor when making purchasing decisions and executing day-to-day activities.

Responsibilities

CEO:

- Ensures the policy is implemented fairly and consistently across McArthur.
- Communicate the policy to Managing Directors, Senior Managers, and Divisional Managers.
- Oversees the implementation of effective risk management practices and controls.
- Makes final decisions on the use of suppliers.

Managers:

- Ensure employees follow McArthur Policies and Procedures, Code of Conduct, and their Contracts of Employment.
- Set local targets and ensure each McArthur branch implements best practice and policy requirements at a local level.
- Promptly report all instances of environmental concerns to the CEO.

Employees:

- Adhere to all McArthur Policies, Procedures, and Code of Conduct.
- Uphold McArthur Values at all times.

Policy Statement

McArthur's Environmental Management Policy aims to contribute towards effective environmental management through:

- Compliance with all relevant government policies and legislation, including the Climate Change Act 2022.
- Promotion of sustainable practices by:
 - Considering goods and services that can be manufactured, used, and disposed of in an environmentally responsible manner.
 - Preferring products with a high recycled content.



- Specifying items that can be recycled or reused.
- Assessing the energy usage and cost of operating equipment prior to purchase.
- Favouring suppliers committed to environmental improvement.
- Considering "whole life" costs and impacts when assessing equipment for purchase.

Action Plan

McArthur adopts the philosophy of 'rethink, reduce, reuse, repair, recycle' to:

- Identify and manage environmental risks and opportunities.
- Collaborate with employees, clients, suppliers, and other interested parties to refine work practices and operations to best practice standards.
- Incorporate best practice environmental management into core business plans and management practices.
- Regularly monitor and report on environmental performance.
- Minimise or eliminate negative environmental impacts and resource use while maximising positive environmental impact.
- Actively promote and encourage the adoption of ecologically sustainable work practices and operations within the organisation.

Practical Implementation

Our environmental management translates into practical, day-to-day behaviours, including:

- Switching off lighting, air-conditioning, computers, and office equipment after hours.
- Reusing office supplies such as paper, folders, and paperclips.
- Providing central and desk-side recycling bins for paper and other waste.
- Purchasing and using recycled paper and products where possible.
- Reducing office paper use through electronic files and double-sided printing.
- Utilising email and intranet facilities to communicate internal corporate information.
- Using data projectors at meetings instead of distributing hard copy documents.
- Limiting corporate travel through teleconferencing and online meetings where practicable.
- Collaborating with building managers and cleaners to ensure efficient maintenance of taps, toilets, and air-conditioning.
- Ensuring effective maintenance of office dishwashers, taps, appliances, and equipment.
- Encouraging the use of reusable crockery and cutlery over disposable products.
- Purchasing catering consumables in bulk to reduce waste.

Travel Management

- **Minimising Travel:** Limit corporate travel by using teleconferencing, videoconferencing, and other digital communication tools for meetings and training where possible.
- **Optimising Travel:** When travel is necessary, plan trips to minimise the frequency of travel and combine multiple meetings or site visits in a single trip where feasible.
- **Choosing Sustainable Transport:** Prioritise the use of public transport, carpooling, or eco-friendly vehicle options. For long-distance travel, consider alternatives to air travel when practical.



- **Encouraging Sustainable Behaviour:** Provide guidance to employees on sustainable travel options and encourage the use of bicycles, walking, or public transport for commuting to work.

Compliance

McArthur will comply with the following climate-related legislation as it pertains to our operations: Particularly the Climate Change Act which sets out a long-term framework for Australia's response to climate change, including emissions reduction targets and adaptation measures.

Review

This policy will be reviewed annually to ensure it remains current and relevant. Reviews will consider legislative changes, advancements in environmental management practices, and feedback from stakeholders.

Endorsement

This policy is endorsed by the CEO and senior management team of McArthur, reflecting our commitment to environmental sustainability and compliance with relevant legislation. This endorsement ensures that environmental management is integral to our corporate strategy and operational practices.

References

- Climate Change Act 2022
- ISO 14001:2015 Environmental Management Systems



Perks
People
Solutions

Town of Walkerville

Chief Executive Officer (CEO)

Recruitment & Executive Search Proposal

Statement of Understanding

We understand you are seeking an experienced recruitment partner to assist with the appointment of your Chief Executive Officer (CEO) for the Town of Walkerville.

Our team pride themselves on providing a business-partner approach to truly understand the requirements, objectives and the wider impact of the role for the Council.

With well-developed relationships within Local Government, a strong understanding of the challenges facing the sector and a commitment to results, Perks People Solutions (PPS) is well-placed to undertake this important recruitment campaign.

For this role, the PPS team will work together with the Town of Walkerville to find a suitable shortlist of candidates. The process will be lead by Director, Matt Hobby and supported by Talent Acquisition Specialist, Emilie Pallotta.

If our proposal is successful, we can commence recruitment of this role immediately and work to the Council's required timeframe.

Below is our quote for the provision of an end-to-end recruitment and search process to secure the most suitable candidate for your business.

Why Perks People Solutions

As a specialist provider of both HR and Recruitment Services to the Local Government sector, Perks People Solutions are proud of the impact that we have had on the sector and the communities that the Councils serve.

Our team have successfully recruited more than 100 executive/management roles in Local Government including facilitating the CEO recruitment process over 35 times for Councils across the metropolitan area and regional South Australia.

In addition to this our understanding of the Local Government sector stems from other services that we have delivered for Councils including;

- The facilitation of CEO Performance Reviews and Director/ General Manager Performance Reviews
- Acting as the Human Resources function for four Councils
- Delivery of Organisational Development projects including; Elected Member Workshops on Respectful Behaviours, Values and Behaviours Workshops, Employee Engagement Surveys, Workforce Reviews, Learning & Development programs, Performance Development programs and Gender Equity, Diversity & Inclusion strategies.

What Makes Us **Specialists?**

A genuine partnership approach to understand your needs and secure the best leader for your Council.

Trusted source of Executive candidates for Local Government with well-developed market knowledge.

Robust methodology and state of the art systems to support effective candidate and campaign management.

Customised marketing and promotional materials to help your opportunity stand out in a crowded job market.

Over 30 years combined experience in Executive recruitment, including a dedicated Executive Search Specialist that supports proactive head-hunting.



Our Methodology

Job Brief and Timeline

Full Assignment Brief & Review and Development of the Position Description

We will facilitate a meeting with the relevant CEO Selection Committee Panel to gain a strong understanding of the skills, behaviours, values and experience required by the ideal candidate. Our team will work with you to develop the key selection criteria which will be used in assessing candidate applications.

At this meeting, the Position Description and key selection criteria will be finalised and utilised to promote your job opportunity and form part of the assessment process for candidate applications.

Creation of Timeline

We will work with you to establish the recruitment timeline for key milestones in the campaign. Most campaigns typically take 12 weeks; however this can be expedited as needed to meet the needs of the Town of Walkerville.

Please note: timeframes may be subject to change due to outside influences such as Candidate and Selection Panel Committee availability.

Executive Search

Our Approach

Our Executive Search Specialist and your Consultant will map the candidate and client market and establish a list of possible targets. If the Town of Walkerville has proactively identified their own candidates, our team can approach them on your behalf and act as the intermediary between both parties.

PPS utilises the latest search tools and technology to identify active and passive candidates, and also has an extensive executive candidate network that can be accessed for referrals and recommendations.

Our approach for communicating with candidates involves phone, video conferencing and face-to-face meetings, always maintaining candidate confidentiality throughout the process.

See Appendix 1 – “Why Executive Search Works” for further information on our approach.

Candidate Attraction Strategy

Candidate Management & Sourcing

We use SEEK and LinkedIn to advertise the role plus other online Job Boards including Adzuna, Indeed and Jora. The role will also be showcased on the PPS website - <https://www.ppsconsulting.com.au/>

PPS will also highlight the opportunity as a separate post on the PPS LinkedIn page and will tag your business in this post it can be shared.

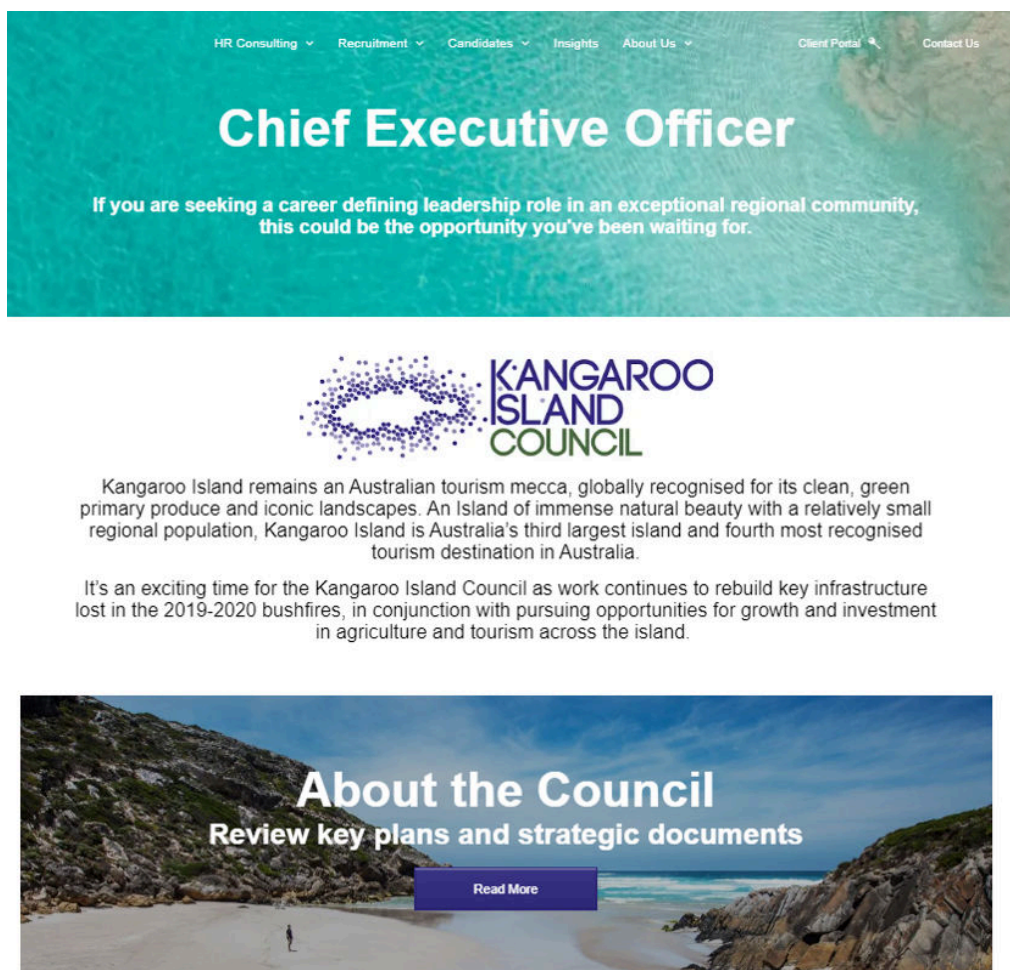
All formal applications will be managed by PPS' Candidate Management System and candidates will be regularly communicated with throughout the recruitment process.

Customised Website (Featured Site)

- Perks People Solutions will develop a custom website to showcase the Town of Walkerville and the role.

- The custom website also serves as an important marketing and branding resource for your Council and will help your opportunity stand out from others.
- We can also share relevant information with the Selection Panel regarding the number of website visitors, page views and downloads.

Below is an example for a customised website we created for Kangaroo Island Council CEO recruitment campaign.



Interviews, Candidate Checks & Offer Management

Presentation of Recommended Candidates

PPS will assess potential candidates' skills and experience against the agreed Key Selection Criteria and will recommend preferred candidate/s for panel interviews. All supporting material including summary reports and application details will be provided to ensure you can make a final decision.

Selection Interviews

PPS can develop the interview questions and/or a presentation topic to ensure that they align with the Job and Person Specification and the agreed Key Selection Criteria.

One of our experienced team members will facilitate the Selection Panel interviews, prepare the interview guides and host the interviews on our premises to ensure the confidentiality of all candidates.

Candidate Checks

PPS can perform background checks against the selected candidates, including:

- **National Police Check**

Perks People Solutions can initiate a Police Check if required (additional fee of \$59 per candidate applies)

- **Reference Checks**

PPS to undertake two Reference Checks for shortlisted candidates with summary reports provided

- **Social Media/Digital Footprint Assessment**

PPS will investigate and report on the shortlisted candidates Digital Footprint as any recommended candidates should have a clean, ethical and professional profile.

- **Saville Wave Assessment**

PPS can facilitate psychometric and aptitude testing using Saville Wave Assessment for selected candidates and produce summary reports and recommendations (additional fee of \$495 per candidate applies).

See Appendix 2 – “Benefits of Saville Assessment” for further information. [Click here to view a sample report](#)

Offer Management and Acceptance

PPS can manage the offer and acceptance process on your behalf. We'll assist in the creation of the letter of offer and drawing up an employment contract should it be required. Please note: this is an additional cost.

Summary of Key Meetings of the Selection Panel

The actions we will take in relation to the recruitment process along with the associated recommendations are listed below:

Action	Recommended Meeting Format
Job Brief Detailed specification for the role. This will include: • Organisation description • Organisation chart • Job description • Key performance indicators • Person specification • Conditions of employment (likely salary level and any contractual conditions)	Onsite at Council
Confirmation of Advertising and Marketing Strategy	Onsite at Council
Presentation of Longlist	Onsite at Council

Presentation of Shortlist	Onsite at Council
Panel Interviews	Onsite at Perks People Solutions or Council
Reference Checking & Psychometric Tests	Onsite at Council
Formal Presentations by Successful Candidate to Council	Onsite at Council

Relevant Experience

Senior Leadership roles that Perks People Solutions have recruited include:

Chief Executive Officer

Alexandrina Council

Chief Executive Officer

Clare and Gilbert Valleys

Chief Executive Officer

Town of Gawler

Interim Chief Executive Officer

City of Prospect

Chief Executive Officer

District Council of Cleve

Chief Executive Officer

Kangaroo Island Council

Chief Executive Officer

Aboriginal Health Council of SA Ltd

Director Assets and Environment

District Council of Yankalilla

Chief Executive Officer

Pika Wiya Health Service Aboriginal Corporation

Director Community Development

City of Port Adelaide Enfield

Chief Executive Officer

Glenelg Community Hospital

Director Corporate & Community Services

Port Augusta City Council

Chief Executive Officer

North Adelaide Football Club

Director Corporate Services

District Council of Yankalilla

General Manager - Corporate Services

Director Corporate Services

City of Playford Council

Clare and Gilbert Valleys Council

Director Community Development

Kangaroo Island Council

General Manager City and Community Growth

City of Mount Gambier

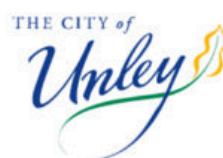
Chief Executive Officer

Music SA

General Manager – Infrastructure and Environment

Alexandrina Council

Our Local Government Partners:



Client Testimonials

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

Nigel Morris, Former CEO Alexandrina Council

Matt is always friendly, helpful, and helps you through the decision process remaining non-biased. Matt was great in talking the panel through the psychometric testing which was worthwhile doing as a part of the process. I would recruit with PPS again if provided the chance.

Simone, Manager People & Culture, District Council of Yankalilla

Matt Hobby was great to work with! It was an absolute pleasure. Highly recommend Matt.

Ritu Datta, Manager Organisational Development, City of Mount Gambier

Matt was very attentive and responsive

Karen Redman, Mayor, Town of Gawler

Further reviews can be found here: [Source Reviews](#)

Our Recruitment Specialists

Meet Your Consultant



Matthew Hobby

Director - Recruitment

Matthew has been an executive recruiter and business manager for over 23 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.

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.

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.

[LinkedIn](#)

[Sourcr Reviews](#)



Emilie Pallotta

Talent Acquisition Specialist

Emilie has extensive experience in overseeing the recruitment process and uses her strong interpersonal skills to connect and effectively build relationships with candidates and clients. Emilie focuses on sourcing, screening, interviewing, and developing candidate relationships, ensuring a thorough and efficient process that aligns with the client needs and organisational culture. Her attention to detail, ability to manage multiple tasks simultaneously, and commitment to delivering an outstanding candidate experience make her an asset in a fast-paced recruitment environment.

[LinkedIn](#)

Pricing and Schedule of Payment

The fee for the recruitment of this role with the Town of Walkerville has been calculated on a flat fee basis.

Any additional fees such as Police Checks and Psychometric/Aptitude testing will be agreed with the client prior to proceeding.

Please note that the Stage 1 and Stage 2 are non-refundable as per Clause 14 in our Terms of Business.

Guarantee Period

PPS guarantees the performance of the successful candidate for a period of 6 months from the date the candidate commences employment with the Town of Walkerville.

This fee will be invoiced at various stages of the consulting process outlined below:

Recruitment Fees	
Chief Executive Officer	▼ SUBTOTAL \$25,000.00 ✓ Selected
Description	Price
<i>all prices below exclude GST</i>	
Stage 1: Acceptance of Assignment	\$8,500.00
Stage 2: Acceptance of Shortlist	\$8,500.00
Stage 3: Acceptance of Offer	\$8,000.00

Other Costs

All prices below exclude GST



SUBTOTAL

\$1,850.00

✓ Selected

Description	Item	Quantity	Price
Seek Advertisements (Branded)	\$300.00	1 Advert	\$300.00
LinkedIn Advertisement (Branded)	\$300.00	1 Advert	\$300.00
The Australian Local Government Job Directory	\$750.00	1 Advert	\$750.00
Customised Website (Featured Site)	\$500.00	1 Microsite	\$500.00
Saville Wave \$495 + GST (per assessment) <i>Optional</i>	\$495.00	0 Assessments	\$0.00

Total

\$26,850.00

Do you accept this proposal?

We're looking forward to finding the best person for your Council.

By accepting this proposal you agree to our pricing structure as outlined above.

We will send through our detailed Terms of Business via DocuSign for acceptance.

Accept

NAME

EMAIL

ORGANIZATION (OPTIONAL)

SIGNATURE

DATE

Learn more about our range of HR and Recruitment services

Perks People Solutions enable you to create high-performing teams through pragmatic, contemporary and business-focused HR and recruitment solutions. We provide a comprehensive range of services to support businesses of any size, tailored to your specific needs.

Click below to learn more about our wide range of HR and Recruitment consulting services

[Visit Our Website](#)

For further information, please feel free to reach out

[Email Us](#)

Appendix 1:

Why Executive Search Works

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

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

To do this, PPS has the support of a dedicated Executive Search Specialist that specialises in candidate research and maintains a strong network of professional candidates.

The first stage of an Executive Search assignment involves analysing both the candidate and client market to generate a

"long list" of potential candidates who may be suitable and match the position requirements from a cultural, technical and leadership perspective.

Your Consultant and the Executive Search Specialist will then reach out to these Candidates to position the job opportunity and will meet with interested parties to assess their suitability. Once their interest is confirmed, a formal application is solicited from the Candidate to include on the shortlist.

Appendix 2:

Benefits of Saville Assessment

Saville Assessment apply the science of human behavioural psychology in the workplace to improve company's productivity and reduce the risk of poor-quality hires. Their portfolio of leading-edge assessments are designed based on extensive research into successful workplace performance and the critical relationship between motive, talent and workplace culture.

Saville Wave Professional Styles Questionnaire

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

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

The inclusion of Saville Assessment as part of your recruitment process is an important way to identify the best candidate for your Council and the reports provided will ensure their leader can set them up for success once they commence in the role.



4 October 2024

PRIVATE AND CONFIDENTIAL

Ms Yazmin King
Governance Officer
Town of Walkerville
66 Walkerville Terrace
Gilberton SA 5081

Via email: governance@walkerville.sa.gov.au

Dear Yazmin

Re: Chief Executive Officer Recruitment Services Proposal

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

Understanding

Our understanding is that the Town of Walkerville is seeking the assistance of an experienced consultancy to facilitate the search for and recruitment of a suitably qualified, high calibre candidate to take up the role of CEO following the announcement of the resignation of Andrew MacDonald. Having facilitated this exact process for multiple other CEO and senior appointments in the South Australian local government sector (and beyond), we feel extremely well positioned to assist you.

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

Our work as the Independent Committee Member for the CEO Review also gives us unique insight into the outgoing incumbent and state of play at the Town of Walkerville.

Hender points of difference

There are currently **114 organisations** in South Australia being led by a CEO recruited by Hender. These individuals guide small, medium and large entities across a diverse industry spectrum including local, state and federal government, education, health, aged care, disability, community services, charities, financial services, agriculture, wine, manufacturing, construction, employment services, retail, sport and recreation, transport, the arts, housing and industry associations. Furthermore, for over 20 of these entities, Hender Consulting was also the recruitment provider in the appointment of the successful **predecessor**, illustrating our long-term trusted relationship with these important and diverse organisations.



Further points of difference for Hender Consulting include:

1. **The experience and credibility of the consulting team.** Hender Consulting turned 31 earlier this year. A genuine point of difference is the experience and stability of our consulting team. The Consultants who manage our assignments have worked extensively on very high-profile executive appointments as outlined in the attached appendix. Andrew Reed, Justin Hinora and Bernie Dyer have significant experience in executive recruitment, and with Hender Consulting in particular, with almost 60 years combined service to the firm.
2. **Highly trusted, proudly South Australian brand.** Hender facilitates more CEO, C Suite and executive level appointments than any other SA based executive recruiter, with virtually all our work being won by competitive tender, repeat clients or via referral.
3. **Our deep experience across the local government sector.** We understand the challenges and opportunities facing the sector. Hender Consulting has been a continual partner to local government over the last two decades. In addition to recruitment assignments, we have regularly provided HR consulting advice and executive appraisal and remuneration services to the sector.
4. **Objective processes.** Hender Consulting does not cross subsidise its executive recruitment work with paid professional coaching or private assessment of candidates due to the obvious conflict of interest. Shortlisted candidates are recommended on merit alone.
5. **Transparency, independence, no organisational conflicts of interest.** Hender Consultants do not sit on any boards thereby maintaining a position of complete independence for any and all organisations with whom we work. Our process is comprehensive, transparent, rigorous, objective and independent. It is Hender policy to disclose every applicant and any potential applicant conflicts of interest to our clients.
6. **Our focus on candidate experience.** We are highly engaged in the positive representation of your brand and ensure responsiveness and respect for all candidates including unsuccessful and internal.
7. **Executive search and talent attraction.** The identification and attraction of candidates who are not active job-seekers forms a crucial part of the service we provide to our clients. Utilising our national networks as required, Hender Consulting is regularly engaged to fill positions requiring skills or expertise that are not readily available in South Australia.
8. **Extensive due diligence.** All of our Consultants are skilled interviewers trained to utilise behavioural questioning to assist in displaying the true strengths and limitations of candidates. Our process emphasises rigorous screening, interviewing and assessment. Under no circumstances will we compromise due diligence for haste in a process including comprehensive reference checking, verifying academic qualifications with the relevant institution and social media checks.
9. **Experience in managing the sensitivities surrounding high profile appointments.** We are skilled in managing confidentiality, communications and subtleties regarding public and media scrutiny.
10. Our depth and breadth of experience that allows us to **foresee, advise on and manage risks and communication strategies** appropriately.
11. **We stand by our record of successful appointments.** It is imperative that the appointee to any role is capable and fit-for-purpose. As your agent, Hender Consulting believes we should share this risk with you and will undertake the recruitment assignment again at no additional consulting fee if the appointment is terminated *due to unsatisfactory performance within 12 months from the date of appointment*. We have not had a replacement under guarantee at CEO level in the last two decades.
12. South Australia is one of the greatest places in which to live and work in the world. **We will champion the Town of Walkerville and this role on your behalf.**



Process Summary

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

- meet with the CEO Recruitment Panel to complete a comprehensive brief and establish the key selection criteria, executive search and advertising parameters;
- conduct a review of the position description for the role and assist in the preparation of a revamped position description ensuring it reflects contemporary executive responsibilities and can be effectively linked to strategic and performance objectives, if required;
- meet with other selected stakeholders, if required, to gather additional perspective on the professional sought;
- prepare carefully crafted advertisements and ensure they are placed in appropriate media;
- undertake targeted executive search activity and encourage suitable candidates to apply for the position;
- receive enquiries from potential applicants confidentially and courteously to protect candidates' privacy;
- provide regular updates to the Panel by means of recruitment reports summarising all applications and search activities and, if requested, provide full copies of all applications;
- assist in the interviewing and shortlisting process;
- prepare interview guides focusing on skill and behaviourally based lines of questioning;
- participate in Panel interviews and provide ongoing advice to the Panel;
- undertake due diligence on the preferred candidate including thorough reference checking, academic qualification checks, media checks and psychometric assessment (if requested psych will be administered independent to Hender Consulting);
- advise all unsuccessful candidates of the outcome of their application;
- provide assistance in the negotiation of offer details including remuneration and other benefits.

Detailed recruitment methodology

Client briefing

We will meet with the CEO Recruitment Panel to gain a full appreciation of your requirements. This meeting will confirm your expectations of us and enable agreement on the finer detail of the recruitment including essential and desired experience and leadership capabilities, process methodology and executive search and advertising strategies required to optimise applicant response.

This meeting is critical as it will enable the establishment of the key selection criteria which will form the basis of advertising, search, interviewing, psychometric profiling, reference checking and future performance appraisals. Further, it is an opportunity to discuss and share mutual insight and market factors, remuneration, diversity, equity and inclusion considerations and potential challenges and opportunities that may influence the process and outcome.

Candidate sourcing strategy

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

Included in our process will be:

- Sector research and candidate mapping.
- Extensive executive search through our professional networks, seeking out both sources of candidates and/or target candidates. Our executive search methods are primed to reach potential candidates locally and nationally.



- Analysing previous assignments in relevant fields. Our extensive IP allows us to accurately target candidates who are known to us and have the necessary skills portfolio.
- Contacting our broad network of LinkedIn connections to whom our regular advertising is visible and who regularly interact with our job posts.
- Targeted LinkedIn search utilising our Recruiter license to identify candidates who may be worthy of an approach.
- Dissemination via word of mouth through Hender and client networks.

Advertising strategy

Our advertising strategy is carefully formulated to support the changing nature of candidate job search behaviour. For a position of this importance and seniority we would propose the use of a multifaceted advertising strategy in order to fully promote the vacancy nationally while drawing the attention of prospective candidates from a diverse range of backgrounds.

Main avenues utilised include the following:

- Hender Group website – Our website attracts hundreds of visitors daily. We are proud of our 31-year strong reputation as one of Australia’s leading recruitment firms, at the forefront of candidates’ minds when looking for their next opportunity. Candidates based locally and outside of SA seeking roles predominantly in South Australia will be familiar with our Hender brand as the most prominent and well-established executive search and recruitment firm in SA;
- LinkedIn – We utilise this extensive network to share and promote opportunities which are often shared by our network to their broader connections reaching diverse sectors, disciplines and locations. Further, our LinkedIn Recruiter license enables us to specifically target any professional with a LinkedIn profile via InMail. We have continued to grow our network via this platform and now have extensive and relevant networks with whom to engage as a part of any recruitment/search process;
- SEEK – Across many years we have developed a strong understanding of specific job listings and key word optimisation to maximise reach to relevant target markets either via SEEK directly or through popular search engines, eg Google;
- InDaily – We have an *exclusive* arrangement with InDaily to promote positions we are recruiting in their Monday “Corporate Ladder” section;
- Prime position print advertising in relevant local or national media. In some circumstances print advertising remains relevant and can still be successful in attracting passive professionals who may not be actively searching online for a role. We would be happy to discuss the merits or otherwise of this option at the initial briefing meeting.

A targeted advertising strategy will ensure the position has broad visibility at national level. Careful wording of the advertisement, attractive display and precise placement are all important to ensure we get the best response possible from applicants. We take great care in both the composition of advertisements and their placement, as these steps are vital to the success of any assignment. We will encourage an immediate response from interested parties by publishing the Executive Consultants’ names and direct dial phone numbers on the advertisement. At executive level, applicants are naturally most concerned about confidentiality and the careful and sensitive handling of initial enquiries is an important component of a successful recruitment exercise. Feedback indicates our Hender brand is highly trusted in this regard by intending candidates.

Advertising costs are detailed later in this document.



Candidate management and experience

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

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

Please refer to the *Advice to applicants* section below for further details regarding unsuccessful candidates.

Applicant and search reports

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

Interviewing and shortlisting

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

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

Selection Panel interviews

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

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



Reference checking

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

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

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

Confirmation of qualifications

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

Psychometric testing and reporting

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

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

Negotiating offer and advice on remuneration package

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

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

Advice to applicants

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

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



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

Post placement follow up

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

Guarantee

For this recruitment we would offer a guarantee period of 12 months from the date of appointment of the candidate to undertake the recruitment assignment again at no additional consulting fee if the appointment is terminated *due to unsatisfactory performance*. It is imperative that the appointee to the role is widely regarded as eminently suitable and we believe that, as your agent, we should share this risk with you.

Expected timeframe

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

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

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

Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Meet or speak with the Panel to conduct brief						
Draft assignment specification and associated materials (including position description and selection criteria), draft and place advertisements						
Receive applications and undertake sourcing and search activity						
Undertake initial interviewing and screening of applications and develop short list of appropriate candidates						



Facilitate interviews of shortlisted candidates with the Panel, and assist with the assessment of the final candidates against selection criteria						
Reference checking and negotiate with the preferred candidate						
Offer made to candidate and candidate appointed						

Experience, Resources and Referees

A comprehensive listing of all senior appointments conducted by Hender Consulting is included in the attached *Team Profile and Portfolio*. Our extensive experience appointing leadership positions in the local government sector and more broadly in wide-ranging public, private and not-for-profit entities equips us very well to support this vital process for Council. We can, with clear evidence and track record, accurately claim to be the market leading CEO recruitment provider in South Australia.

In view of the importance and seniority of this appointment, the assignment would be project managed by General Manager, Andrew Reed with further support from the other experienced executive consultants and administration team members. The profile document attached also demonstrates the depth and diversity of the experience of all members of our executive consulting team.

Hender Consulting has worked with numerous local government organisations over many years. A selection of local government Chief Executive Officer appointments previously undertaken by Hender is listed below.

Adelaide City Council	Chief Executive Officer
Adelaide Hills Council	Chief Executive Officer
Alexandrina Council	Chief Executive Officer
Alice Springs Town Council	Chief Executive Officer
Berri Barmera Council	Chief Executive Officer
Barossa Council	Chief Executive Officer
City of Burnside	Chief Executive Officer
City of Holdfast Bay	Chief Executive Officer
City of Mitcham	Chief Executive Officer
City of Onkaparinga	Chief Executive Officer
City of Port Adelaide Enfield	Chief Executive Officer
City of Port Lincoln	Chief Executive Officer
City of Prospect	Chief Executive Officer
City of Salisbury	Chief Executive Officer
City of Tea Tree Gully	Chief Executive Officer
City of Unley	Chief Executive Officer
City of Victor Harbor	Chief Executive Officer
Copper Coast Council	Chief Executive Officer
City of Whyalla	Chief Executive Officer
District Council of Barunga West	Chief Executive Officer
District Council of Cleve	Chief Executive Officer
District Council of Coober Pedy	Chief Executive Officer
District Council of Elliston	Chief Executive Officer
District Council of Grant	Chief Executive Officer
District Council of Mallala	Chief Executive Officer
District Council of Streaky Bay	Chief Executive Officer
District Council of Tumby Bay	Chief Executive Officer



District Council of Yorke Peninsula	Chief Executive Officer
Light Regional Council	Chief Executive Officer
Naracoorte Lucindale Council	Chief Executive Officer
Northern Areas Council	Chief Executive Officer
Rural City of Murray Bridge	Chief Executive Officer
Tatiara District Council	Chief Executive Officer
The Coorong District Council	Chief Executive Officer
Town of Gawler	Chief Executive Officer
Town of Walkerville	Chief Executive Officer

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

It is important to note that our extensive experience recruiting CEOs is certainly not confined to local government. We would be delighted to provide a high number of Chair referees who can attest to our success recruiting CEOs (or equivalent executives) to lead entities in other sectors.

Our work with other Councils and associated public entities gives us a strong window into the significant challenges and opportunities facing local government organisations in the current climate. Further informed by our extensive work in CEO and second tier performance appraisals for the local government sector, we have a sound appreciation of the importance of the human synergistics required in the assessment of CEO behaviours towards the development of positive organisational culture for our client organisations. Our ongoing involvement with long term, successful and high performing placements in the sector is also testament to our capability and experience at this level.

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

Ros Talbot, Mayor, Copper Coast Council, mobile on request
 Deirdre Albrighton, Independent Advisor to Copper Coast Recruitment Panel, 0422 123 774
 Lucas Jones, former Deputy Mayor (now Councillor), City of Tea Tree Gully, phone 0425 411 618
 John Comrie, Independent Panel Member, Light Regional Council Chief Executive Recruitment, 0414 516 566
 Mayor Gillian Aldridge OAM, City of Salisbury, 0411 703 706
 Mayor Paul Simmons, Coorong District Council, 0427919222
 Mayor Bim Lange OAM, Barossa Council, 0499 500 350
 Mayor Leon Stephens, Port Pirie Regional Council, 0417 080 961

Please note that a number of the most successful *long serving* CEOs in the sector were recruited by Hender. Examples include Andrew Stuart from Mt Barker, Mark Withers from PAEC, John Harry from Salisbury, Paul Sutton from Charles Sturt and John Moyle ex Tea Tree Gully

Professional fee structure

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

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

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

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



Advertising options

Advertising costs are additional to the professional consulting fees outlined above. Online advertising costs are shown below.

Digital Advertising Only Bundle	One SEEK listing, one LinkedIn listing, one listing on InDaily and the Hender website	\$2,500 + GST
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As mentioned on page 4, print placements in The Advertiser and national papers such as The Australian Financial Review, Weekend Australian and any other relevant publications can be discussed in full at the initial briefing meeting at which time relevant costs can be provided.

Thank you for the opportunity to tender for this important appointment. Should you wish to discuss any aspects of this proposal, please do not hesitate to contact us. We hope to have the opportunity to partner with the Town of Walkerville.

Yours sincerely

Andrew Reed
General Manager

Direct line: [REDACTED]

Mobile: [REDACTED]

Email: [REDACTED]

Appendix: Hender Consulting Team Profile & Portfolio



INTEGRITY-ACCOUNTABILITY-AUTHENTICITY-CREDIBILITY-IMPARTIALITY-HUMILITY

henderconsulting.com.au | +61 8 8100 8827 | Level 5, 81 Flinders Street, Adelaide SA 5000

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
Executive Support
Manager



Tanya Di Paolo
Executive Assistant



Debra Robinson
Team Administrator



Marisa Hunt
Senior Consultant
Contract Division

Andrew Reed | [REDACTED] | [Linkedin](#)

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 | [REDACTED] | [Linkedin](#)

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 | [REDACTED] | [Linkedin](#)

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 | [REDACTED] | [Linkedin](#)

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 | | [Linkedin](#)

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 a team of 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 | | [Linkedin](#)

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

Leaders Institute of South Australia	Chief Executive Officer (current)
St George College	Principal (current)
MADEC Australia	Chief Executive Officer
Pulteney Grammar School	Principal
Australian Refugee Association	Chief Executive Officer
Tatachilla Lutheran College	Principal
Country Home Services	Chief Executive Officer
Signs Inc.	Chief Executive Officer
Care 24-7	Chief Executive Officer
GPEX Limited	Chief Executive
Bentleys SA/NT	Chief Executive Officer
St Columba College	Principal
Living Waters Lutheran College	Principal
Unity College	Principal
Copper Coast Council	Chief Executive Officer
Concordia College	Principal Concordia Campus
Australian Medical Association – South Australia	Chief Executive Officer
Nature Play SA	Chief Executive Officer
COTA SA	Chief Executive
Light Regional Council	Chief Executive Officer
Veterinary Surgeons Board of South Australia	Registrar
RSPCA SA	Chief Executive Officer
Maxima	Chief Executive Officer
Guildhouse	General Manager / CEO
Siblings Australia Inc	Chief Executive (GM)
Architectural Practice Board of SA	Registrar
Endeavour College	Principal
Basketball SA	Chief Executive Officer
Racing SA	Chief Executive Officer
The Bend Motorsport Park	Chief Executive Officer
Benson Radiology	Chief Executive Officer
MS Society of SA & NT Inc.	Chief Executive Officer
Australian Grape and Wine Inc.	Chief Executive
Adelaide Symphony Orchestra	Chief Executive
Can:Do Group	Chief Executive Officer

Association of Independent Schools of South Australia	Chief Executive
SHINE SA	Chief Executive Officer
Palliative Care SA	Executive Officer
Lutheran Education SA, NT & WA	Executive Director (CEO)
St Peter' Collegiate Girls' School	Principal
Annesley Junior School	Principal
Nature Foundation	Chief Executive Officer
Sportsmed SA	Chief Executive Officer
Carers and Disability Link Inc	Chief Executive Officer
Boandik Incorporated	Chief Executive Officer
North Eastern Community Hospital	Chief Executive Officer
Central Adelaide Waste and Recycling Authority	Chief Executive Officer
Saint Ignatius' College	Principal
City of Tea Tree Gully	Chief Executive Officer
Barossa Village	Chief Executive Officer
Bedford Group	Chief Executive
StudyAdelaide	Chief Executive
Habitat for Humanity	Executive Officer
Frisk	Chief Executive Officer
CCW Co-operative Limited	Chief Executive Officer
HomeStart Finance	Chief Executive Officer
LHI Retirement Services	Chief Executive Officer
Dr Jones & Partners	Chief Executive Officer
HILT CRC	Chief Executive Officer
Blackfriars Priory School	Principal
JusticeNet SA	Chief Executive
Almond Board of Australia	Chief Executive Officer
Adelaide PHN	Chief Executive Officer
Scouts SA	Chief Executive Officer
UnitingSA	Chief Executive Officer
Uniting Country SA	Chief Executive
Cohen Group	Chief Executive Officer
Courts Administration Authority	State Courts Administrator (Chief Executive)
Access 2 Place Housing	Chief Executive Officer
Construction Industry Training Board	Chief Executive
HomePlace Living Supports	Chief Executive Officer
Centacare Catholic Family Services	Director (CEO)
YourPlace Housing Ltd	Chief Executive Officer
Lighthouse Disability	Chief Executive Officer
Cochrane's	Chief Executive Officer
Department of Human Services	Chief Executive
Beaumont Tiles	Chief Executive Officer
Holiday Explorers	Executive Officer
Scouts SA	Chief Commissioner
Resthaven Incorporated	Chief Executive Officer
Credit Union SA	Chief Executive Officer
Fairmont Group	Chief Executive Officer
Estates Development Co. (1948) Pty Ltd	Chief Executive Officer
Coorong District Council	Chief Executive Officer
St Dominic's Priory College	Principal
St John Ambulance Australia SA	Chief Executive Officer
Pulteney Grammar School	Principal
Mitolo Wines	General Manager
Australian Dental Association SA	Chief Executive Officer
Teachers Registration Board of South Australia	Registrar (CEO)
St Mark's College	Head of College
St Ann's College	Principal (CEO)
Mellor 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 Barmerra 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
City of Prospect
City of Burnside
Eastern Eyre Health & Aged Care Inc
Royal South Australian Deaf Society Inc
Repatriation General Hospital
Naracoorte Lucindale Council
Austraining International Pty Ltd
Prince Alfred College
Port Adelaide Magpies
St Peter's College
ARA Jobs
Kelly & Co Lawyers
Eastwaste
District Council of Mt Barker
Aged Care & Community Services SA & NT
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
Chief Executive Officer
Chief Executive Officer
Chief Executive Officer
Chief Executive Officer
Chief Executive Officer
Chief Executive Officer
Chief Executive Officer
Principal
Chief Executive
Head (Principal)
Chief Executive
Chief Executive
Chief Executive
Chief Executive Officer
Chief Executive Officer
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)

Warrina Homes Inc.
Warrina Homes Inc.
National Pharmacies
Medic Alert Australia Foundation
Jones Radiology
Resthaven Incorporated
SA Health
Life Care
Life Care
Life Care
City of Salisbury
City of Salisbury
HAMB Systems
Resthaven Incorporated
Seymour College
City of Salisbury
City of Salisbury
Resthaven Incorporated
Playford College
Suneden Specialist School
ReturnToWorkSA
Nature Foundation
Resthaven Incorporated
Cornerstone College
St Peter's Collegiate Girls' School
The Creeks Pipeline Company Limited
Comfresh
Endeavour College
St Columba College
City of Salisbury
City of Salisbury
Kelly Tillage
Immanuel College
Australian Gas Infrastructure Group
Australian Gas Infrastructure Group
Australian Naval Infrastructure
Australian Naval Infrastructure
Australian Naval Infrastructure
Australian Naval Infrastructure
Australian Naval Infrastructure
Australian Naval Infrastructure
Aston Hills Golf Club
Good News Lutheran College
Good News Lutheran College
Aspen Pumps Asia Pacific
Pedare Christian College
City of Salisbury
Pulteney Grammar School

General Manager Residential Services (current)
Human Resources Manager (current)
Senior Manager People, Culture & Performance (current)
Manager Corporate and Member Services (current)
Chief Technology Officer (current)
Executive Manager Clinical Governance & Operational Excellence (current)
Manager Internal Audit – Statewide Clinical Support Services (current)
Sales and Service Development Manager (current)
Finance and Performance Manager (current)
People and Culture Manager (current)
Senior Recreation Planner (current)
Team Leader – Sport, Recreation and Events (current)
Chief Financial Officer (current)
Key ICT Leadership Role (current)
Head of McGregor College (current)
Team Leader – Sport, Recreation and Events (current)
Senior Recreation Planner (current)
Talent Acquisition and Workforce Planning Manager
Business Manager
Business Manager
Principal Advisor Enforcement
Conservation Land Manager
Community Wellness Manager
Head of People & Culture (current)
Director of Business
General Manager
Chief Financial Officer
Head of Senior School
Head of Junior School
Finance Systems Implementation Lead
Manager Sport and Recreation
Global Supply Chain Manager
Deputy Director of Boarding
Manager Treasury Operations and Compliance
Treasury Accountant
Senior Project Manager (current)
Project Director – Skills Academy
Data Governance and Information Security Manager
Office Manager
Commercial Director (current)
Legal Counsel
Human Resources Business Partner
General Manager
Head of Mambourin Campus
Head of Learning (P-12)
National Financial Controller
Head of Junior School
Audit and Risk Manager
Head of Mathematics

Rural Business Support	Business and Finance Manager
Dominant	General Manager – Sales
Maxima	Executive Manager – National Programs
Maxima	National Specialist – Disability Employment Services
Trinity College	Director of Business Operations and Administration
DPS Publishing Pty Ltd	General Manager – Digital & Print Media
Guide Dogs Association of SA & NT	General Manager, Beau's Pet Hotel
Ninti One	Project Manager
Australian Naval Infrastructure	General Manager Nuclear Safety
Aerotech	Senior Finance & Payroll Officer
St Columba College	Human Resources Advisor
Australian Gas Infrastructure Group	Head of Treasury Funding and Investor Relations
ReturnToWorkSA	Manager Human Resource Services
Heavy Automatics	Head of Finance and Administration
St Mark's Lutheran School	Business Manager
University of Adelaide	General Counsel
Endeavour College	Business Director
Health Partners	Chief Customer Officer
Polyaire Pty Ltd	National Human Resources Manager
Polyaire Pty Ltd	National Credit Manager
Motor Trade Association of SA/NT	Media and Communications Advisor
Trinity College	Director ICT Services
Villawood Properties	Development Manager
Motor Trade Association of SA/NT	People and Culture Advisor
Investigator College	Head of Junior School
Nature Foundation	Science and Knowledge Program Manager
Motor Trade Association of SA/NT	Financial Controller
Mount Barker District Council	Manager Property
Courts Administration Authority	Sheriff
St Ann's College	Dean
Australian Naval Infrastructure	Development & Environmental Approvals Manager
Oromax	Business Manager
St Columba College	Deputy Principal (R-12)
Fairmont Group	Finance Manager
Welding Industries of Australia	Senior Human Resources Advisor
Resthaven Incorporated	Executive Manager Residential Services
Mid Murray Council	Director Development & Community Services
Australian Gas Infrastructure Group	Head of Treasury Funding and Investor Relations
Clay & Mineral Sales	Accountant (current)
UnitingSA	Senior Manager – Residential Aged Care
Good News Lutheran College	Business Manager
SACE Board of South Australia	Director, People & Performance
Rural Doctors Workforce Agency	Manager Professional Development
St Peter's Collegiate Girls' School	Director of Marketing, Communications and Advancement
Rural Business Support	Business Manager
SACE Board of South Australia	Deputy Chief Executive
LLL Australia	Chief Operating Officer
Villawood Properties	Finance Manager
Agostino Group	Financial Controller
Lenswood Cold Stores Co-operative Society Limited	Financial Controller
Orora Limited	People and Culture Partner
ReturnToWorkSA	Human Resources Business Partner
Acler	Chief Financial Officer
Cochrane's	Chief Financial Officer
St Peter's Collegiate Girls' School	Head of Middle School
Ninti One	Quality & Systems Coordinator
City of Salisbury	Senior Manager Engineering Assets and Systems
City of Salisbury	Senior Manager Urban, Recreation and Natural Assets
The Barossa Council	Director Development and Community Services
Mount Barker District Council	Manager Projects and Capital Delivery
South Australian Country Fire Service	Director Learning and Development
South Australian Country Fire Service	Manager Learning and Development
Defence Housing Australia	Director Service Operations
City of Adelaide	General Manager, Adelaide Central Market Authority
ReturnToWorkSA	Program Design and Improvement Lead
ReturnToWorkSA	Manager Investigations and Regulatory Compliance
Adelaide Hills Council	Manager Financial Services
HAMB Systems	Head of Product, Portfolio and Platform
HenderCare	Chief Financial Officer
Mobo Group	IT Manager
Rural Doctors Workforce Agency	Locum Services Manager
Rural Doctors Workforce Agency	Communications Manager
Renewal SA	Senior People and Culture Business Partner
Renewal SA	Manager People and Culture Operations
St Peter's Collegiate Girls' School	Head of Junior School

SmartSat CRC	Commercial Director
Pedare Christian College	Head of Middle School
Pedare Christian College	Deputy Principal – Teaching & Learning
Mount Barker District Council	Manager People and Culture
Mount Barker District Council	Manager - Operations
Mount Barker District Council	Manager Assets
Department for Environment and Water	Director Water Licensing
Benson Radiology	Chief Financial Officer
Adelaide Symphony Orchestra	Director of Marketing
Adelaide Eye Surgeons	Practice Manager
Good News Lutheran College	Head of Campus (Principal)
Good News Lutheran College	Head of Learning ELC-12
Australian Naval Infrastructure	Financial Controller
Lifetime Support Authority	Expert Review Panel Members
Cohen Group	Centre General Manager – Burnside Village
St John's Grammar School	Business Director
Ninti One	Project Support Officer
Ninti One	Community Engagement & Capacity Building Coordinator
Autism SA	Business Operations Manager
Adelaide Development Company	Company Accountant
Australian Gas Infrastructure Group	Senior Regulatory Advisor
Adelaide Festival Corporation	Head of Finance and Corporate Services
Patties Foods	Senior Human Resources Advisor
Renewal SA	Director, People and Culture
Resthaven Incorporated	Senior Manager Residential Services
South Australia Police	Director Information Security
Elderton Wines Pty Ltd	Financial Controller
Levett Engineering	Quality Manager
Ninti One Ltd	General Manager Training
Taylors Wines Pty Ltd	Operations Manager
Department of the Premier and Cabinet	Director, Office for Autism
Department of the Premier and Cabinet	Principal Community Engagement Officer, Office for Autism
Guide Dogs Association of SA & NT	Fundraising Manager
Trinity College	Director of People and Culture
Fairmont Group	Senior Management Accountant
Credit Union SA	Chief Financial Officer
Australian Naval Infrastructure	Director Major Projects
Nature Foundation	Marketing & Communications Coordinator
Resthaven Incorporated	Executive Manager Community Services
City of Salisbury	Manager Strategic Procurement
Patties Foods	Manufacturing Manager
Australian Gas Infrastructure Group	Senior Compliance Advisor
Lucas Total Contract Solutions	Chief Financial Officer
Scouts SA	Head of Commercial
Barossa Village Inc	Home Care Manager
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
Maxima	Executive Manager Marketing & Communications
SAHMRI	Head of Finance
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
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
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 Naval Infrastructure	HR Business Partner
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
 Resthaven Incorporated
 SACE Board of South Australia
 SACE Board of South Australia
 Villawood Properties
 Serafino Wines
 ACH Group
 Australian Gas Infrastructure Group
 Attorney-General's Department
 Mount Barker District Council
 Blackfriars Priory School
 Blackfriars Priory School
 sportsmed SA
 Aerotech Group
 Police Health
 Australian Gas Infrastructure Group
 The Barossa Co-op
 Pilgrim Uniting Church
 Barossa Council
 Lighthouse Disability
 Resthaven Incorporated
 Burnside War Memorial Hospital
 DisAbility Living
 UnitingSA
 ReturnToWorkSA
 Eldercare Inc
 Marand Precision Engineering Pty Ltd
 Hunts Fuel
 sportsmed SA
 West Beach Parks
 City of Salisbury
 Dr Jones & Partners
 Resthaven Incorporated
 Bedford Group
 Police Health
 City of Salisbury
 Detmold Group
 Rivergum Group
 HenderCare
 Australian Naval Infrastructure
 Australian Naval Infrastructure
 sportsmed SA
 Kain Lawyers
 MADEC Australia
 Cavpower Pty Ltd
 Credit Union SA
 Beaumont Tiles
 Cavpower Pty Ltd
 City of Salisbury
 City of Salisbury
 Mount Barker District Council
 Metro Homes SA
 Rural Doctors Workforce Agency
 Rural Doctors Workforce Agency
 Rural Doctors Workforce Agency
 Rural Doctors Workforce Agency
 Better Medical
 Better Medical
 Johnston Grocke
 St Ann's College
 Better Medical
 Better Medical
 The University of Adelaide
 Polyaire Pty Ltd
 Maxima
 Estates Development Co. (1948) Pty Ltd
 Estates Development Co. (1948) Pty Ltd
 Maxima
 Maxima
 Credit Union SA
 Estates Development Co. (1948) Pty Ltd
 Bedford Group
 Bedford Group
 Department for Energy and Mining
 City of Salisbury

Manager Residential Services – Bellevue Heights
 Manager Work Health Safety and Injury Management
 Director, Education Services
 Faculty Manager
 Project Finance Manager
 Chief Winemaker
 Chief Financial Officer
 Senior Strategy Advisor
 Crown Solicitor
 Manager Financial Services
 Deputy Principal Secondary
 Head of Primary
 Director – People & Culture
 Finance Coordinator
 Financial Controller
 Head of Compliance
 HR Generalist
 Communications and Media Coordinator
 Manager Enterprise Technology and Innovation
 General Manager – Client Wellbeing
 Senior Manager People & Culture
 Director Finance and Corporate Services
 General Manager People and Culture
 Chief Financial Officer
 Executive Leader Regulation
 General Manager Residential Care
 General Manager
 Accountant
 Business Manager – Orthopaedic Practice
 General Manager Corporate Services
 Director Business Transformation
 General Manager People & Culture
 Senior Manager Residential Services
 General Manager Operations
 Brand and Communications Specialist
 General Manager City Development
 Chief Financial Officer
 General Manager – Homes
 ICT Manager
 Security Operations Manager
 Facilities Electrical Engineer
 Business Improvement Manager
 Finance Manager
 Chief Operations Officer – Labour Hire
 Chief Financial Officer
 Finance Manager
 National Manager – People & Culture
 Marketing Manager
 Manager Governance
 General Manager Community Development
 Manager Infrastructure Maintenance & Operations
 Land Development Manager
 Grants Program Manager
 Senior Recruitment Consultant
 Outreach Business Manager
 Director Outreach Programs
 Mergers and Acquisitions Manager
 Business and Data Analyst
 Corporate Services Manager
 Dean
 National Property and Procurement Manager
 General Counsel
 Chief Financial Officer
 Business Systems & Intelligence Manager
 General Manager, IT & Risk
 Property Manager
 Assistant Project Manager
 Chief Financial Officer
 National Manager Marketing Strategy
 Chief People & Strategy Officer
 Senior Finance Role
 Executive Manager People, Communications, Strategy & Quality
 Manager Business Analysis & Improvement
 Director, Information Management Strategy and Delivery
 Manager Strategic Development Projects

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 NBPU 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 – ICLT
PMB Defence	Human Resources Manager
Maxima	Manager Recruitment Services
Minda Incorporated	Senior Manager, Special Projects
360Private	Chief Operating / Financial Officer

Veterans SA
 Clarke Energy
 Community Business Bureau
 Essential Services Commission of South Australia
 Advanced Anaesthetics Adelaide
 HenderCare
 Mount Barker District Council
 Credit Union SA
 Ninti One
 Kain Lawyers
 Minda Incorporated
 Minda Incorporated
 Minda Incorporated
 Maxima
 STARplex at Trinity College
 Scouts SA
 Data Action
 Flinders University
 Flinders University
 Flinders University
 ZED Management Consulting
 Resthaven Incorporated
 Motor Trade Association of South Australia
 Motor Trade Association of South Australia
 Australian Naval Infrastructure
 Australian Naval Infrastructure
 Australian Gas Infrastructure Group
 Resthaven Incorporated
 Resthaven Incorporated
 HenderCare Foundation
 Ninti One
 Adelaide Symphony Orchestra
 Barossa Village Inc
 Essential Services Commission of South Australia
 The Co-op Heart of the Barossa
 ACH Group
 ACH Group
 City of Unley
 South Australian Housing Authority
 South Australian Housing Authority
 SEA Gas
 SEA Gas
 SEA Gas
 Flinders University
 SAHMRI
 Minda
 Ultra Electronics Australia
 Saint Ignatius' College
 Essential Services Commission of South Australia
 Essential Services Commission of South Australia
 Women's Safety Services SA
 Women's Safety Services SA
 Women's Safety Services SA
 Women's Safety Services SA
 Minda
 Camp Quality
 Department for Environment and Water
 Department for Environment and Water
 Ultra Electronics Australia
 La Casa Del Formaggio
 Stair Lock
 Resthaven Incorporated
 South Australian Tourism Commission
 Resthaven Incorporated
 Resthaven Incorporated
 Centennial Park
 Minda
 Sight For All
 Pedare Christian College
 Pearce & Co (Sweat)
 Ninti One
 Scouts SA
 Credit Union SA
 The Co-op Heart of the Barossa
 West Beach Parks

Director
 IT Support Analyst
 Marketing Business Consultant
 Senior Compliance and Investigations Officer
 Practice Manager
 People & Culture Manager
 Commercial Manager – Wastewater
 Performance Manager – Sales
 Business Development Manager
 General Manager – Corporate Services
 Executive Manager – Commercial Enterprises
 Senior Manager – Supported Independent Living
 Executive Manager – Customer Services
 National Business Leader
 General Manager STARplex
 Senior Finance Officer
 Head of Strategy & Portfolio Management
 Strategic Project Director
 Associate Director, Capital Development
 Principal Project Manager
 General Manager
 Senior Manager ICT
 General Manager – Member Solutions
 Manager Industry & Government Engagement
 Contracts Manager
 Safety, Compliance and Security Manager
 Senior Treasury Role
 Senior Manager Community Services
 Manager Residential Services – Resthaven Port Elliot
 Children Services Business Development Manager
 Project Officer – National Best Practice Unit, Tackling Indigenous Smoking
 Senior Manager, Development
 General Manager – Delivery
 Senior Economist
 Fresh Foodland Store Manager
 General Manager Customer Experience & Growth
 Chief Financial Officer
 Manager Development & Regulatory
 Executive Director, Customers & Services
 Director, Economic Development & Tourism
 Senior Project Manager (Electrical)
 Process Engineer
 Senior Facilities Manager
 Procurement Category Manager
 Chief Financial Officer
 Chief Financial Officer
 Commercial Manager
 People & Culture Manager
 Manager, Performance Analytics and Reporting
 Licensing and Compliance Officer
 General Manager Corporate Services
 People and Culture Advisor
 People and Culture Officer
 Wellbeing, Health and Safety Officer
 Corporate Secretary
 Partnerships Manager (SA)
 Director, Water Infrastructure and Operations
 Executive Director, Environment, Heritage and Sustainability
 People, Culture and Safety Manager
 Human Resources Manager
 Accountant
 Manager Resthaven Paradise and Eastern Community Services
 Sponsorship Manager
 Manager Residential Services – Craigmore
 Manager Residential Services – Mount Gambier
 ICT Officer
 Chief Operating Officer
 Marketing Manager
 Business Manager
 Head of PR
 Project Officer, Stronger Communities for Children
 Finance Business Partner
 New Manager Roles
 Merchandise Manager
 General Manager Corporate Services

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 (Sweat)	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)
Bellberry 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)
AnglicareSA 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 (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 Arid Lands
Department of Environment and Natural Resources	Manager Sustainable Landscapes SA Arid Lands
Land Management Corporation	Marketing Coordinator
Department of Environment and Natural Resources	Manager Business Support Eyre Peninsula
Department of Environment and Natural Resources	Manager Business Support Northern & Yorke
Amcor Glass Australasia	Project Manager
Adelaide Symphony Orchestra Pty Ltd	Marketer
Department of Environment and Natural Resources	Manager Protected Areas & Public Lands AW Region
Department of Environment and Natural Resources	Manager Community Engagement AW Region
Department of Environment and Natural Resources	Manager Business Support SAMDB
PIRSA	Olympic Dam Regulation Program Leader
PIRSA	Mining Regulation Program Leader
PIRSA	Principal Regulator - Extractive & Industrials
Royal District Nursing Service	Chief Financial Officer
Norman Waterhouse Lawyers	Financial Controller
Skycity Adelaide	Director of Finance
Adelaide Hills Council	Director Engineering
Land Management Corporation	Communications Advisor
Land Management Corporation	Contract & Procurement Advisor
St Peter's Woodlands	Coordinator, The Pines Early Learning & Care Centre

Legacy Club of Adelaide Inc	Welfare & Field Officer
Amcor Glass Australasia	Maintenance Coordinator
Royal Adelaide Golf Club	Course Superintendent
Walford Anglican School for Girls	Property Services Manager
University of Adelaide	School Manager
Blaxland Vineyards Limited	Winemaker
WorkCoverSA	Director, Financial Services
WorkCoverSA	Director, Agent Operations
Intec Consulting Group	Corporate Services Manager
University of Adelaide	Manager – Office of VP Services
City of Onkaparinga	Chief Financial Officer
ResourceCo Pty Ltd	HR Coordinator
City of Charles Sturt	General Manager, Asset Management Services
Seymour College Inc	Network Manager
EMA Consulting	Industrial Relations Consultant
SCF Group	Regional Sales Manager
Health Partners	General Manager, Optical & Provider Relations
Adsteel Brokers Pty Ltd	Branch Manager - Murray Bridge
City of Salisbury	Manager Economic Development
District Council of Mount Barker	Manager Water
University of South Australia	Senior Business Development Manager
Peter W Beck	National Sales Manager
Amcor Cartons	Production Planner
The Australian Centre for Social Innovation	Office Manager
Land Management Corporation	Marketing / Sales Coordinator
Land Management Corporation	Project Manager (Playford Alive)
WorkCoverSA	Senior OD Consultant
Barossa Community Store	Financial Controller
Coorong District Council	Corporate Services Manager
McGuigan Simeon Wines	Export Financial Controller
Adelaide City Council	Project Manager - Development
Adelaide City Council	Program Manager - Accessible City
Unibooks	Systems & Network Manager
Amcor Glass Australasia	Reliability Systems Engineer
Land Management Corporation	Procurement and Tendering Manager
The Adelaide Club	Evening Supervisor / Maitre d'
Southern Cross Care	Company Secretary
SA Water	Head of People & Change
District Council of Mount Barker	Manager, Urban & Strategic Planning
National Centre for Groundwater Research and Training	Strategic Development Manager
Amcor Cartons	Key Account Manager
Legacy Club of Adelaide Inc	Welfare Services Manager
Amcor Fibre Packaging	Human Resource Advisor
Ninti One Limited	Principal Research Leader - Remote Education
University of Adelaide	Workplace Relations Consultant
Real Estate Institute of SA	Commercial Manager
Kelly & Co Lawyers	Financial Controller
St Aloysius College	Business Director
Southern Cross Care	Executive Manager, Community Services
University of Adelaide	Divisional Change Manager
ECH Inc	Senior Human Resources Advisor
ECH Inc	Senior Management Accountant
APA Group	Senior Analyst
University of Adelaide	Manager, Workforce Recruitment & Retention
University of South Australia	Workplace Relations Consultant
Ninti One Limited	Senior Research Officer
Cobham Aviation Services	Manager, Decision Support
Amcor Glass Australasia	Project Manager
HPS Pharmacies	HR Manager
The Australian Centre for Social Innovation	Deputy CEO
South Australian Cricket Association	Catering Manager
South Australian Cricket Association	State Coach (2 times)
Adelaide Symphony Orchestra Pty Ltd	Publicist
Penrice Soda Holdings Limited	Procurement Manager
Penrice Soda Holdings Limited	Financial Controller
Southern Cross Care	Executive Director, Retirement Living
R & M Energy Systems	Financial Controller
Land Management Corporation	Chief Financial Officer
Ninti One Ltd	Political Scientist/Research Officer - Public Policy
Ninti One Ltd	Principal Research Leader - Aboriginal and Torres Strait
	Islander Tourism Product
	Principal Research Leader - Aboriginal and Torres Strait Islander
	Art Economies
	Principal Research Leader, Carbon Economies in Remote Australia
	Principal Research Leader Mobility and Labour Markets

Ninti One Ltd	General Manager, Research, Evaluation & Impact
EMA Consulting	Industrial Relations Consultant
WorkCover Corporation	Manager, Investigations & Recoveries
Department of the Premier & Cabinet	Director, Projects and Planning
Department of the Premier & Cabinet	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
 Adelaide Motors Pty Ltd
 REISA
 Muggletons Pty Ltd
 Rental Management Pty Ltd
 Coca-Cola Amatil (Aust) Pty Ltd
 Rental Management Pty Ltd
 National Pharmacies
 Prolift
 Land Management Corporation
 REISA
 Coca-Cola Amatil (Aust) Pty Ltd
 Adelaide Motors Pty Ltd
 Barossa Community Store
 Adelaide Motors
 HomeStart Finance
 HomeStart Finance
 Rural City of Murray Bridge
 Adelaide Motors
 San Remo
 Barossa Community Store

Project Manager/Senior Estimator
 Payroll/Finance Officer
 Legal Counsel
 General Manager
 Payroll Officer
 Commercial Manager
 Business Analyst
 Retail Manager
 Parts Supervisor
 GM - Land & Property Development
 Public Relations Manager
 Marketing Services Manager
 Finance and Administration Manager
 Department Store Manager
 Marketing Coordinator
 Manager - Lending Policy
 Business Analyst
 Infrastructure Engineer
 After Sales Manager
 Finance Manager
 Retail Manager

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

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
 Community Justice Services SA Ltd
 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
 Leaders Institute of South Australia
 Life Care

Lighthouse Disability
MedicAlert
Micro X Ltd
Minda Inc
Nature Foundation
Nature Play SA
North Eastern Community Hospital
Racing SA
Raising Literacy Australia
Resthaven Inc
Ronald McDonald House Charities South Australia
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