

Re: UPDATE - NSW Agent-General Final Shortlist - Round 2

From: Marianne Broadbent
:

To: Kristy Manton

Cc: Jenny West

Natalia Milicevic

Date: Mon, 14 Dec 2020 13:00:13+1100

Will check this evening with him. thanks M

Dr Marianne Broadbent
MANAGING PARTNER

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Level 5 / 175 Collins Street, Melbourne, VIC, 3000

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From: Kristy Manton

Date: Monday, 14 December 2020 at 11:52 am

To:

Cc: Jenny West

Natalia Milicevic

Subject: FW: UPDATE - NSW Agent-General Final Shortlist - Round 2

Hi Marianne

Can you please confirm if either of these dates work for a Paul, Mike discussion

Jenny Will you attend?

K

From: Zalie Harrison

Sent: Monday, 14 December 2020 11:50 AM

To: Jenny West

Cc: Tamara Desmond

Kristy Manton

Subject: RE: UPDATE - NSW Agent-General Final Shortlist - Round 2

Thanks Jenny,

Mike can do 7:45 AM for 15 minutes on either Tuesday December 22nd or Wednesday December 23rd

Once the date has been locked in and confirmed with the candidate can you please send through the complete hiring pack and contact details

Many thanks
Zalie

From: Jenny West
Sent: Friday, 11 December 2020 1:27 PM
To: Michael Pratt
Cc: Tamara Desmond
Zalie Harrison
Kristy Manton
Subject: Re: UPDATE NSW Agent General Final Shortlist - Round 2

Mike

Further to this email. Paul Webster is now the final preferred candidate. We have conducted reference checks and they are outstanding

Zalie - can you please let me know when Mike might have time for a quick phone call with Paul in the UK

Kristy - can you please go back to Marianne Broadbent with an update on next steps and the process

Many thanks

Jenny

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From: Jenny West
Sent: Monday, December 7, 2020 5:59:54 PM
To: Michael Pratt
Cc: Tamara Desmond
Kristy Manton
Subject: UPDATE - NSW Agent-General Final Shortlist - Round 2

Mike

As discussed, please find attached the final recommendation in regards to the NSW Agent General role in London.

I have interviewed Paul Webster who was very strong with deep Trade & Investment knowledge across both the UK and Europe.

The other candidate who has just come up as a potential candidate through connections is

He is wanting to stay in London and at the moment might have to relocate to Sydney with (Linked In profile attached) – strong investment background.

I will grab a quick 5 minutes this week to discuss next steps but wanted you to have full visibility of where we are at with this important role

Thanks Jenny

From: Marianne Broadbent
Sent: Wednesday, 2 December 2020 4:34 PM
To: Jenny West
Cc: Kristy Manton melinda.carbone

Subject: NSW Agent-General Final Shortlist - Round 2

Jenny

Greetings. As per our discussions in relation to 'Round 2' of the sourcing, research and interviewing for the Agent-General role we have attached the final Shortlist Recommendations. The key recommendation is that Paul Webster is the strongest candidate. He has a highly relevant background for the role, the right level of experience, a very good mix of commercial and government experience, and strong networks in the UK and Europe.

In coming to this conclusion re Paul Webster we note the following:

- We have completed extensive further sourcing and sourcing.
- We re-approached all potential candidates and virtually sources from Round 1 (including those who were non-responsive).
- We had a lot of very helpful input.
- We interviewed another five candidates who came well recommended. However they did not measure up to the criteria in the way that Paul does.
- Paul Webster was recommended by multiple sources as a highly relevant candidate.

We have maintained contact with Paul throughout the year to keep him in the candidate pool. He remains keen but will need a decision soon due to the nature of the business cycle and some major pending work in the UK.

Let's know if there is anything else we can do at this stage.

Regards Marianne B

Dr Marianne Broadbent
MANAGING PARTNER

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Level 5 / 175 Collins Street, Melbourne, VIC, 3000

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Next Steps - Following Interview tomorrow - Secretary Brief for UK Agent General

From: "jenny west"
To: Michael Pratt
Cc: Kristy Manton
Jo Blackwell
Tamara Desmond
Zalie Harrison

Date: Mon, 21 Dec 2020 08:55:17 +1100
Attachments: NGS_NSWTreasury_AgentGen_WebsterP_CV.pdf (389.45 kB); Webster- Interview notes.docx (21.98 kB)

Mike

Please find attached next steps if you decide to agree to proceed with Paul Webster tomorrow morning.

Objective: To provide a status update on the appointment of the NSW Agent General - UK, Europe and Israel

The Process: NSW Treasury engaged NGS Global to conduct Executive search for the NSW Agent General and the panel has now concluded the interview process and are recommending Mr Paul Webster for review and endorsement by yourself and the Treasurer.

Recommendations for the Treasurer:

1. **Note** the status of the NSW Agent General executive search;
2. **Advise** if the Treasurer, Premier and Deputy Premier request to speak to the preferred candidate Mr Webster, prior to his appointment going to Cabinet for approval.
3. **Advise** if you would like us to arrange a catch up with the Hon George Brandis QC, Australia's High Commissioner to the UK (following our meeting)
4. **Review and endorse** the appointment of Mr Paul Webster which will proceed to cabinet for final approval.

Recruitment of the UK Agent

As part of the NSW Global strategy and revamping of the NSW international network, the NSW Government announced the intended appointments of an Agent General based in London and five NSW Senior Trade & Investment Commissioners in Mumbai, New York, Shanghai, Singapore and Tokyo.

NGS Global was engaged by NSW Treasury to undertake the executive search for the Agent General role.

Recruitment process undertaken for the UK Agent General role:

- § External print advertising was placed in the Australian Financial Review on 13 December 2019 and the Financial Times on 12 December 2019. The advertisement was available online for both versions of the publications until 27 January 2020.
- § NGS Global provided Treasury with a short list of candidates recommended for interview.

§ A panel was convened to interview seven candidates (one candidate withdrew). The panel was led by Michael Pratt Secretary, Treasury with panel members Tim Reardon Secretary, Department of Premier and Cabinet, Kim Curtain Interim Deputy Secretary, NSW Treasury and the Hon Warwick Smith AO; Chairman, Australian Capital Equity Group Advisory Board, Chairman, ANZ (NSW & ACT), Chairman, Australia-China Council and Chairman, NSW Export and Investment Advisory Panel.

§ The panel conducted capability behavioural based interviews with a focus on the following areas:

- Extensive experience at a senior executive level in international business or across government and strong commercial acumen
- Deep understanding of how businesses make investment decisions, trade and investment facilitation and market awareness in the global economic environment
- Ability to represent an organisation with authority and credibility, including strong communication skills and an ability to engage and negotiate with diverse stakeholders
- Demonstrated strategic leadership and influencing experience with the ability to lead a culture of collaboration

Applicant recommended for endorsement by the Treasurer:

§ Following the interview process the panel recommends that the Treasurer endorse the appointment of Mr Paul Webster to the role of UK Agent General.

Attachment A - Mr Webster's CV

Attachment B - Interview Notes - Mr Paul Webster

§ Proposed Remuneration package of 250GBP + 20% STI. Package of 300 GBP.

§ A start date requires negotiation due to sensitivities in his current role.

Next steps

§ Executive clearances have now commenced for Mr Webster including referee checks, criminal record check and ASIC search.

§ Once Mr Websters' appointment is endorsed his appointment will need to be proposed to cabinet by the Premier, Deputy Premier and Treasurer.

§ In addition we will also need to have him meet with the Hon George Brandis QC, Australia's High Commissioner to the UK

Please reach out if you have any further questions

Jenny



Treasury

**Jenny West | Deputy Secretary
Trade
Global NSW**

52 Martin Place Sydney, NSW 2000 (Enter via 127 Phillip Street)
PO Box 5469, Sydney, NSW 2001

www.treasury.nsw.gov.au

j.west@treasury.nsw.gov.au

RE: Confidential - Paul Webster (follow up meetings)

From: Natalia Milicevic
To: Jenny West
Cc: Kristy Manton
Date: Thu, 24 Dec 2020 12:08:41 +1100

Jenny – Not a problem.

From: Jenny West
Sent: Thursday, 24 December 2020 12:05 PM
To: Natalia Milicevic
Cc: Kristy Manton
Subject: Confidential - Paul Webster (follow up meetings)

Natalia

In the new year I will need your help in pulling these meetings together for the potential Agent General role in London.

Please keep this to yourself.

Thanks Jenny

From: Danusia Cameron
Sent: Thursday, 24 December 2020 12:00 PM
To: Jenny West
Cc: Cathy Aston
Subject: RE: Paul Webster (follow up meetings)

Hi Jenny –

Thanks v much for checking, we had assumed your team would take the lead on these arrangements (and we were cc'd to stay informed) – but please let us know if need our assistance.

Thanks also for the time yesterday afternoon, I'm continuing to pull data / issues together, so the LT can have a deep and informed discussion to solve the briefs challenge early next year.

Cheers
Danusia



Treasury

Danusia Cameron
Director
Office of the Secretary

52 Martin Place, Sydney (enter via [127 Phillip Street](#))
GPO Box 5469, Sydney NSW 2001

[Treasury.nsw.gov.au](https://treasury.nsw.gov.au)

From: Jenny West
Sent: Thursday, 24 December 2020 11:42 AM
To: Danusia Cameron
Subject: Paul Webster (follow up meetings)

Danusia

Just checking on this one. Will you lead the appointments or do I need to set these up?

Thanks Jenny

From: Michael Pratt
Sent: Tuesday, 22 December 2020 9:50 AM
To: Jenny West
Cc: Cathy Aston

Danusia Cameron

Subject: Paul Webster

Hi Jenn,

Please now move ahead with Paul, great that he is still very keen.

After Christmas –

- 1st interview with Treasurer
- Then Premier and Deputy Premier separately in whatever order you can arrange, please ensure you advise DP that we have a strong candidate and are lining up for him to meet early new year.
- Early new year do letter from Premier to Foreign Minister for reestablishment of role
- Paul to meet G Brandis after above interviews

This may all take approx. 2-3 months so time not an issue given Paul's current commitments. And also High Commissioner comments about mid year announcement, let's see how all of this goes but we may well be into April before all this is done so perhaps he starts "quietly" with big announcement in July? Also Treasurer may want to be in London for the announcement so with CoVid etc who knows at this point.

Also can you start looking at rem, package etc

Cheers Mike

Michael Pratt AM | Secretary

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Treasury acknowledges the traditional owners of the lands of the Gadigal people of the Eora nation, and their continuing connection to land, water and community. We pay our respects to them and their cultures and to elders past, present and emerging.

RE: Next Steps - Following Interview tomorrow - Secretary Brief for UK Agent General

From: Michael Pratt
To: Jenny West
Cc: Zalie Harrison
Date: Mon, 28 Dec 2020 15:03:10 +1100

Thanks Jenny, next step brief to Treasurer and set up interview towards end of January on his return.
Cheers Mike

From: Jenny West
Sent: Monday, 21 December 2020 3:40 PM
To: Michael Pratt
Cc: Kristy Manton
Jo Blackwell
Tamara Desmond
Zalie Harrison

Subject: Next Steps - Following Interview tomorrow - Secretary Brief for UK Agent General

Mike

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Next steps

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- § In addition we will also need to have him meet with the Hon George Brandis QC, Australia's High Commissioner to the UK

Please reach out if you have any further questions

Jenny



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Cc: Natalia Milicevic
Date: Mon, 11 Jan 2021 15:27:10 +1100
Attachments: NGS_NSWTreasury_AgentGen_WebsterP_CV.pdf (389.45 kB); Webster- Interview notes.docx (21.98 kB)

Zalie

In terms of next steps for the Treasurer and Deputy Premier (as well as George Brandis the Australian Ambassador for the UK) we need to organise meetings for them to meet with our preferred candidate Paul Webster.

Is this something you should organise or are you happy for Natalia to organise with the respective Offices

Thanks Jenny

From: Jenny West
Sent: Monday, 21 December 2020 3:40 PM
To: Michael Pratt
Cc: Kristy Manton
Jo Blackwell
Tamara Desmond
Zalie Harrison

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Please reach out if you have any further questions

Jenny



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Jenny West | Deputy Secretary
Trade
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jenny.west@treasury.nsw.gov.au

Re: Update re Agent General approval process

From: Marianne Broadbent
To: Evelina Polura
Cc: Kristy Manton
Date: Thu, 14 Jan 2021 17:34:28 +1100

Thanks much Evelina, really appreciate the update. Yes I spoke with Paul after he spoke with Mike and he felt really good about that. Let's hope everything continues to progress.

All the best. Marianne B

Dr Marianne Broadbent
MANAGING PARTNER

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From: Evelina Polura
Date: Thursday, 14 January 2021 at 5:22 pm
To:
Cc: Kristy Manton
Subject: Update re Agent General approval process

Hi Marianne,

Happy new year and hope you had a nice break.

You are probably aware that Kristy is on leave until the end of January, so in her absence I just wanted to touch base and give you a very quick update regarding Paul Webster's recruitment and approval process.

We are currently arranging for the meetings with the Premier, Dep Premier and Treasurer ahead of the next cabinet meeting on 1st of Feb, so we can hopefully put his nomination up for Cabinet approval on that date. As we have already noted, after that there will probably be another 6 weeks or so of the process to go.

I know this timing will affect when Paul is able to give notice to his current employer, but at least the meeting with Mike went well and he gave Paul some certainty and made him aware of, and comfortable with, the timeframes involved.

I will be in touch again as soon as I have any updates or further progress to report.

Regards,

**Evelina Polura | HR Business Partner |
Human Resources**

52 Martin Place, Sydney (enter via 127 Phillip Street)
GPO Box 5469, Sydney NSW 2001



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[.nsw.gov.au](#)

From: Kristy Manton
Sent: Wednesday, 23 December 2020 3:19 PM
To: Evelina Polura
Subject: FW: Contacts over the holiday break

From: Marianne Broadbent
Sent: Wednesday, 23 December 2020 3:17 PM
To: Jenny West
Cc: Grant Nichol
Natalia Milicevic
Kristy Manton
Subject: Contacts over the holiday break

Jenny and Kristy and Natalia

Just a quick note to update you on a couple of things.

- A/G London Paul Webster – Paul was very pleased with the session with Mike P and Paul understands the time frame. I think hearing from Mike that he was the preferred candidate was great. Paul also share with Mike that he knows H.C. Brandies and also expects the people in the UK Govt who need to give the OK know Paul too. He understand the timeframe and is OK with that.
- I am on vacation from 24/12 and back on 14 Jan. My colleague Grant Nichol is working through from 4 January so please feel free to contact him (+61 409 864 4990), and if any issues just text me. Not planning to get caught in any bushfire areas this time, so the mobile should work.
- As you know, Melinda decided to take a career break and left us on Dec 18 after seven years. So after 14 Jan, Kristy or Natalia should just contact me direct re any arrangements. We expect to have Melinda's replacement starting 18 January.

Trust you are each able to have some sort of break over the holidays – know you have had a very demanding year. One of clients suggested that she would like to have a really boring year in 2021!

Regards Marianne B

Dr Marianne Broadbent
MANAGING PARTNER

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RE: Outstanding Info for the DP

From: Joseph Brayford
To: Zalie Harrison
Cc: Jenny West
Date: Mon, 25 Jan 2021 14:40:21 +1100

Wonderful – thank you Zalie

I will get some times for the Deputy Premier to meet Mr Webster. However, to assist, would the mornings be best for him? We do not want to offer times that would be unreasonable for Mr Webster.

Thanks
Joseph

From: Zalie Harrison
Sent: Monday, 25 January 2021 12:23 PM
To: Joseph Brayford
Cc: Jenny West
Subject: RE: Outstanding Info for the DP

Hi Joseph,

Lovely to hear from you, I hope this email finds you well?

Treasury engaged NGS Global to conduct Executive search for the NSW Agent General and the panel has now concluded the interview process and are recommending Mr Paul Webster for review and endorsement.

Please find attached:

- Resume of Paul Webster
- Job Description
- Interview Notes

I'm hoping to be able to narrow down more precise window of availability over the coming days but happy to be guided by yourself on the Deputy Premiers availability. The candidate, Mr Webster is UK based so hours are sometimes a bit tricky but Mr Webster is very accommodating.

Please let me know if there are any dates and times you would like me to explore with Mr Webster

Many thanks and kindest regards
Zalie



Treasury

Zalie Harrison | EA to Secretary
NSW Treasury

52 Martin Place, Sydney (enter via 127 Phillip Street)
GPO Box 5469, Sydney NSW 2001

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Unit 2, 38-44 Doody Street, Alexandria NSW 2015

From: Joseph Brayford
Sent: Monday, 25 January 2021 11:59 AM
To: Zalie Harrison
Cc: Jenny West
Subject: RE: Outstanding Info for the DP

Hi Zalie/Jenny

Can we please be provided time options for the proposed Agent-General meeting?

We are going to be very limited with the Deputy Premier's availability over the next few weeks – further, can we get resume's and supporting documents prior to landing a time?

Thanks

Joseph Brayford
Senior Policy Adviser
Office of The Hon. John Barilaro MP
Deputy Premier, and Minister for Regional New South Wales, Industry and Trade

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2.8 BILLION towards new regional rail fleet

From: Jenny West
Sent: Monday, 18 January 2021 2:43 PM
To: Zalie Harrison
Cc: Joseph Brayford
Subject: Outstanding Info for the DP

Zalie

Can you please schedule a time with Joseph for the Deputy Premier to meet with the proposed candidate for the UK Agent-General role.

Joseph – just so you are aware they will also be meeting with the Treasurer and Hon George Brandis. Zalie is arranging this for me directly due to the Confidentiality of the Candidate / Information and will come back to arrange a time.

Please be aware that none of my direct reports / team is aware of who the candidate is currently which is why I have not send anything through yet.

Thanks Jenny

From: Joseph Brayford
Sent: Friday, 15 January 2021 3:25 PM
To: Jenny West
Subject: Outstanding

Hi there

Apologies if this is a Friday memory dump, however, there are a few things on my mind, and your email earlier prompted me.

Can the below please be followed up:

- Details for the Vietnam appointment. I understand discussions took place between Treasury's media team and the Deputy Premier's. If Treasury prepared any supporting documents (for example a media release), I would like this sent over to me.
- Details for the Agent-General appointment - If a candidate has been identified, I would like their details.
- Timelines – the Deputy Premier approved the amended timelines (attached) and kept an eye on things. He was disappointed when Treasury brought the initial delay to his attention, and I fear slippage from the already delayed timeframes is occurring.
- PPE grants – Our media team informs me that an announcement is held up regarding these. Now is the opportune time to announce, therefore we need the bottleneck removed.
- (more of an FYI) Next week I will follow up on the Wine MoU.
- Industry Support Package – I returned a few amendments to Kylie and the team. I want to brief the Deputy Premier next week with a complete, costed, policy.

I think that is all for the time being.

Thanks

Joseph

Joseph Brayford
Senior Policy Adviser
Office of The Hon. John Barilaro MP
Deputy Premier, and Minister for Regional New South Wales, Industry and Trade

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RE: We've got an update on your HRC0008805

From: "kristy manton"
To: Simon Anderson
Date: Thu, 11 Feb 2021 16:36:01 +1100

From: Simon Anderson
Sent: Thursday, 11 February 2021 4:27 PM
To: Kristy Manton
Subject: FW: We've got an update on your HRC0008805

Hi Kristy

Couple of questions regarding the North Asia STIC

1 – Checks - Ken is onto the OPQ and its likely we will have the OPQ results back early next week. Just to confirm, do I need Ken to also organise the National Criminal Record Check? Media Check? Any other checks? I know we discussed (probably two times) so apologies for answering me again.

Ken will do Criminal records

Eva Keen will do media

The ASIC check etc are being done by Neville (ive sent you what I sent him last time 😊)

2 – Brief – I have put together the draft brief (attached). Can you let me know if you think this is hitting the mark or not? Also next steps on it? Do you have information I can slot into the highlighted yellow bits? Do I submit it as normal? Any guidance on that would be great.

3 – Overall next steps on the North Asia STIC – Where to from here? What do I need to be doing etc? Any advice would be awesome. Next step will be getting Mike to agree on rem (you may want to attac to be offered and then setting up meetings with the Treasurer, Prem and Dep Prem

Thanks

From: Evelina Polura
Sent: Thursday, 11 February 2021 2:46 PM
To: Simon Anderson
Subject: FW: We've got an update on your HRC0008805

Evelina Polura | HR Business Partner | Human Resources

52 Martin Place, Sydney (enter via 127 Phillip Street)
GPO Box 5469, Sydney NSW 2001



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From: Kristy Manton
Sent: Tuesday, 2 February 2021 2:14 PM
To: Ken Boots Evelina Polura

Subject: RE: We've got an update on your HRC0008805

Thanks Ken. Yep I have the media check sorted with the Comms team.. I will chase them up

K

From: Ken Boots
Sent: Tuesday, 2 February 2021 1:41 PM
To: Evelina Polura Kristy Manton

Subject: RE: We've got an update on your HRC0008805

Hi Evelina,

We have not yet received an outcome on the National Criminal Record Check as it has gone to manual checking which means it may take up to another 2-3 weeks before we receive the final report.

I have not been requested to undertake a media check, @Kristy (welcome back ☺), is this something you organise?

Cheers,
Ken



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Ken Boots | Talent Acquisition
Human Resources

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I work on and acknowledge the lands of the Gadigal people of the Eora nation and pay my respects to Elders past, present and emerging.

From: Evelina Polura
Sent: Tuesday, 2 February 2021 1:28 PM
To: Ken Boots Kristy Manton

Subject: RE: We've got an update on your HRC0008805

Hi Ken,

Can you please let me know whether we have received the police check results for Paul Webster, our UK Agent General candidate where we can access these if so?

Also was a media check conducted for him and if so have those results also come through?

Thanks,

Evelina

Evelina Polura | HR Business Partner | Human Resources

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GPO Box 5469, Sydney NSW 2001



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From: Ken Boots
Sent: Monday, 14 December 2020 9:57 AM
To: Evelina Polura

Kristy Manton

Subject: RE: We've got an update on your HRC0008805

Hi Evelina,

That's correct. It is all taken care of.

Cheers,
Ken



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Ken Boots | Talent Acquisition
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I work on and acknowledge the lands of the Gadigal people of the Eora nation and pay my respects to Elders past, present and emerging.

From: Evelina Polura
Sent: Monday, 14 December 2020 9:32 AM
To: Ken Boots

Kristy Manton

Subject: RE: We've got an update on your HRC0008805

Thanks Ken, and just to confirm that Paul will also get a message to upload the documents and we don't necessarily need to contact him?

Evelina Polura | HR Business Partner | Human Resources

52 Martin Place, Sydney (enter via 127 Phillip Street)
GPO Box 5469, Sydney NSW 2001



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From: Ken Boots

Sent: Monday, 14 December 2020 9:21 AM

To: Kristy Manton

Evelina Polura

Subject: FW: We've got an update on your HRC0008805

FYI



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**Ken Boots | Talent Acquisition
Human Resources**

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I work on and acknowledge the lands of the Gadigal people of the Eora nation and pay my respects to Elders past, present and emerging.

From: HR Service Desk

Sent: Monday, 14 December 2020 9:18 AM

To: Ken Boots

Subject: We've got an update on your HRC0008805



We've got an update on your HRC0008805

Hi Ken,

Himali Kamani at 14-12-2020 09:17:24

Hi Ken,

This is to inform you Police check request has been sent to Mark via fit2work. Kindly inform Mark to upload required documents.

Once we receive the results will share them with you.

Regards,
Himali Kamani

To check the status of your ticket, or to provide additional information, please click [HRC0008805](#).

HRC0008805 General HR & Payroll Request case for Ken Boots - MARK FROST Police check

Thank you.

Service Desk



 1300 697 679

 nswgov.service-now.com

Ref:MSG4272568_XcLDahicteChjGhjmkj

RE: Interview NSW Agent General - UK, Europe and Israel

From: Zalie Harrison
To: Charis Ombico
Cc: Jenny West
Date: Tue, 09 Feb 2021 15:00:49 +1100
Attachments: Preferred candidate- STIC North Asia (1.19 MB)
:

Hi Bran, C

I hope this email finds you both well

I just wanted to check in and offer my assistance with getting this interview/meeting in the calendar, please let me know if there are any other details I can provide.

Christine in your office has also reached out to Jenny West and Kylie Bell asking for an update on where the Trade Commissioner Appointments are up to so I just wanted to assure everyone that this is in the works 😊

Also quick update – we have identified a preferred candidate for the North Asia role (based in Tokyo) – If possible it would be good to lock in a time for them as well. This candidate is located in Sydney so we can hold the meeting in person or virtually, I'll be guided by you on preference. Please find the candidates details attached:

1. Cover letter
2. CV
3. NGS candidate profile
4. Reference checks (there are 4 within the attachment)

NGS Global will be sending through the interview notes this week, once I have received I will forward these through.

Please let me know if there's anything I may assist with

Many thanks and kindest regards
Zalie

From: Zalie Harrison
Sent: Wednesday, 27 January 2021 5:53 PM
To: Charis Ombico
Cc: Bran Black
Subject: RE: Interview NSW Agent General - UK, Europe and Israel

Hi C!

Deputy Secretary, Jenny West has kindly sent through the attached email with details from the recruitment agency NGS Global including the shortlist.

Jenny also mentions that she's happy to discuss if required

Please let me know if there are any other details I can provide

Many thanks

Z

From: Charis Ombico
Sent: Monday, 25 January 2021 6:19 PM
To: Zalie Harrison
Cc: Bran Black
Subject: Interview NSW Agent General - UK, Europe and Israel

Hi Z

Before proceeding to scheduling in an 'e-meeting' between the TSR and Mr Paul Webster.

The Treasurer has requested a 'short list' of the other candidates that were interviewed, together with a copy of their resume.

When the info is available, could you please send to me and I'll forward to the Treasurer for his attention.

Many thanks
Charis

From: Zalie Harrison
Sent: Tuesday, 12 January 2021 1:21 PM
To: Charis Ombico
Subject: NON URGENT/FOR YOUR RETURN | Interview NSW Agent General - UK, Europe and Israel

Hey C!

Happy New Year, I hope you managed to have a wonderful well-deserved break
Thank you so much for keeping me up to date with all the cabinet meetings whilst I was on leave, greatly appreciated!

Treasury engaged NGS Global to conduct Executive search for the NSW Agent General and the panel has now concluded the interview process and are recommending Mr Paul Webster for review and endorsement by the Treasurer.

Please find attached:

- Resume of Paul Webster
- Job Description
- Interview Notes

Can you please let me know if the Treasurer is available to meet via MS Teams with Mr Webster? Mr Webster is UK based so hours are sometimes a bit tricky but Mr Webster is very accommodating.

I have included his details below but I am more than happy to tee this up for us

Paul Webster
Managing Director

for International Investment Services

Sing out if there's any additional info I can provide

Many thanks

Z



Treasury

Zalie Harrison | EA to Secretary
NSW Treasury

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RE: Next Steps - Following Interview tomorrow - Secretary Brief for UK Agent General

From Zalie Harrison

:

To: Natalia Milicevic

Jenny West

Date: Mon, 18 Jan 2021 17:10:30 +1100

Hi Natalia,

Thanks for following up – you didn't miss an email 😊

I've been patiently waiting for the Treasurers office to get back on deck so they can advise best time and date to meet. The Treasurers EA has returned from leave today.

As per Mike's correspondence to Jenny on December 22nd the preferred timeline for these meetings is Treasurer then Premier & Deputy Premier then George Brandis. Once the Treasurer has earmarked a date I will then look to schedule the others as to not mess the schedule up.

Many thanks
Zalie

From: Natalia Milicevic

Sent: Monday, 18 January 2021 4:55 PM

To: Jenny West

Subject: RE: Next Steps - Following Interview tomorrow - Secretary Brief for UK Agent General

Hi Zalie,

Hope you are well.

Just checking I didn't miss your reply, if any, to the below.

Please let me know if there is anything I can do to assist.

Thanks
Natalia

From: Jenny West

Sent: Monday, 11 January 2021 3:27 PM

To: Zalie Harrison

Cc: Natalia Milicevic

Subject: Next Steps - Following Interview tomorrow - Secretary Brief for UK Agent General

Zalie

In terms of next steps for the Treasurer and Deputy Premier (as well as George Brandis the Australian Ambassador for the UK) we need to organise meetings for them to meet with our preferred candidate Paul Webster.

Is this something you should organise or are you happy for Natalia to organise with the respective Offices

Thanks Jenny

From: Jenny West
Sent: Monday, 21 December 2020 3:40 PM
To: Michael Pratt
Cc: Kristy Manton; Jo Blackwell
 Tamara Desmond
 Zalie Harrison

Subject: Next Steps - Following Interview tomorrow - Secretary Brief for UK Agent General

Mike

Please find attached next steps if you decide to agree to proceed with Paul Webster tomorrow morning.

Objective: To provide a status update on the appointment of the NSW Agent General - UK, Europe and Israel

The Process: NSW Treasury engaged NGS Global to conduct Executive search for the NSW Agent General and the panel has now concluded the interview process and are recommending Mr Paul Webster for review and endorsement by yourself and the Treasurer.

Recommendations for the Treasurer:

1. **Note** the status of the NSW Agent General executive search;
2. **Advise** if the Treasurer, Premier and Deputy Premier request to speak to the preferred candidate Mr Webster, prior to his appointment going to Cabinet for approval.
3. **Advise** if you would like us to arrange a catch up with the Hon George Brandis QC, Australia's High Commissioner to the UK (following our meeting)
4. **Review and endorse** the appointment of Mr Paul Webster which will proceed to cabinet for final approval.

Recruitment of the UK Agent

As part of the NSW Global strategy and revamping of the NSW international network, the NSW Government announced the intended appointments of an Agent General based in London and five NSW Senior Trade & Investment Commissioners in Mumbai, New York, Shanghai, Singapore and Tokyo.

NGS Global was engaged by NSW Treasury to undertake the executive search for the Agent General role.

Recruitment process undertaken for the UK Agent General role:

- § External print advertising was placed in the Australian Financial Review on 13 December 2019 and the Financial Times on 12 December 2019. The advertisement was available on online for both versions of the publications until 27 January 2020.
- § NGS Global provided Treasury with a short list of candidates recommended for interview.
- § A panel was convened to interview seven candidates (one candidate withdrew). The panel was led by Michael Pratt Secretary, Treasury with panel members Tim Reardon Secretary, Department of Premier and Cabinet, Kim Curtain Interim Deputy Secretary, NSW Treasury and the Hon Warwick Smith AO; Chairman, Australian

Capital Equity Group Advisory Board, Chairman, ANZ (NSW & ACT), Chairman, Australia-China Council and Chairman, NSW Export and Investment Advisory Panel.

§ The panel conducted capability behavioural based interviews with a focus on the following areas:

- Extensive experience at a senior executive level in international business or across government and strong commercial acumen
- Deep understanding of how businesses make investment decisions, trade and investment facilitation and market awareness in the global economic environment
- Ability to represent an organisation with authority and credibility, including strong communication skills and an ability to engage and negotiate with diverse stakeholders
- Demonstrated strategic leadership and influencing experience with the ability to lead a culture of collaboration

Applicant recommended for endorsement by the Treasurer:

§ Following the interview process the panel recommends that the Treasurer endorse the appointment of Mr Paul Webster to the role of UK Agent General.

Attachment A - Mr Webster's CV

Attachment B - Interview Notes - Mr Paul Webster

§ Proposed Remuneration package of 250GBP + 20% STI. Package of 300 GBP.

§ A start date requires negotiation due to sensitivities in his current role.

Next steps

§ Executive clearances have now commenced for Mr Webster including referee checks, criminal record check and ASIC search.

§ Once Mr Websters' appointment is endorsed his appointment will need to be proposed to cabinet by the Premier, Deputy Premier and Treasurer.

§ In addition we will also need to have him meet with the Hon George Brandis QC, Australia's High Commissioner to the UK

Please reach out if you have any further questions

Jenny



Treasury

Jenny West | Deputy Secretary
Trade
Global NSW

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