From:

Nghia Nguyen-Le

Sent:

Tuesday, 12 October 2021 13:01

To:

Kylie Bell; Chris Carr Kristy Manton; Lisa Braid

Subject:

Minister update on International Network roll out - next steps

Follow Up Flag:

Follow up

Flag Status:

Flagged

Hi Kylie,

Amy has provided me with an update on the international network rollout after talking to the Minister this morning:

- He is supportive of the India and Singapore inpost positions to be filled by the preferred applicants as public servants as planned
- 2. Amy has called Marrianne Broadbent to resurrect this process so she is aware
- 3. The Minister would like the NY post be left vacant for now
- 4. China is good to go as it has been with the extension of Sensitiv
- 5. Minister would like to e-meet with the India applicant (apologies I don't know their name yet)
- Minister would like to meet face to face with the Singapore applicant (Andrew?). Alicia and Lorna to
 organise both meetings in consultation with the recruiter. I'll introduce myself to Marrianne as the point
 person.

Hi Chris and Kristy - whilst Amy/Minister said recruit "as planned" - I know you're completely across what this looks like contractually/legislatively, given the Cab decision etc.

Happy to have another discussion if need be, but thought I'd share the good news in the first instance.

Regards

Nghia

Nghia Nguyen-Le

Office of the Chief Executive, Investment NSW 52 Martin Place, Sydney NSW 2000

M:Sensitive

investment.nsw.gov.au



From:

Evelina Polura

Sent:

Wednesday, 24 November 2021 14:23

To:

Kristy Manton

Subject:

High level update for Lisa/Amy 24th Nov

Hi Kristy,

Summary of latest offshore activities and updates, just let me know if you or Lisa need further detail on any of this.

- Michael Page UK recruiting for London Director/Associate Director roles. AD 3 interviews done, 1 more next week. Director - 1 interview done, 2 more in the next week. Aiming for January commencement for both roles.
- Austrade SLA addendum for Frankfurt, Paris, Washington and Bangalore finalised. Will proceed with Washington and Bangalore recruitment through Austrade.
- Seoul Associate Director recruitment advert closed and candidates shortlisted for interviews on 29th November.
- Kuala Lumpur Director recruitment commencing in coming weeks through Austrade.
- Singapore Associate Director and Director recruitment commencing, briefed Michael Page on role and RDs ready to share with Michael Page to draft adverts.
- Mumbai will start recruiting for Education role in coming weeks.
- Briefed Michael Page Japan with Mike Newman to start recruitment process for Tokyo Director and Associate Director roles. Recruitment was paused but has been given go ahead, instructed Michael Page to proceed with advertising and expecting shortlisted candidates in coming weeks. However we will be unable to employ directly until March 2022 due to entity and payroll establishment timeframes.
- Other North Asia/Korea role (Director) to be roaming role based from Sydney. Kylie and Kristy managing transfer of Sensitive appointed to Associate Director level 11/12 for this.
- Working on Michael Newman's arrangements for mobilisation to Japan now likely to be going early 2022.
 Meeting conducted with HSF, KPMG, Visalink and internal stakeholders to discuss how visa and passport types influence tax, payroll and other obligations.
- Visa / official passport issue for remaining STICs/AG will confirm type of visa and passport on case by case basis, Visalink or KPMG Immigration being engaged to assist AG and other STICs with immigration/visa where required.
- Clare and Evelina worked with KPMG to investigate various offshore payroll options (exploring if preferred
 option of a single global provider is feasible due to the small size and scope of our offshore footprint).
 Obtained various global and boutique/local provider quotes, conducted deep dive for Global Network
 Expansion team and TMF as a global provider was agreed. Contract and T&C discussions with TMF and legal
 almost complete, brief prepared to be workflowed with MSA and SOW by end of November.
- Leave management solutions for global network received quote from GovConnect/Infosys for leave
 management solution as external providers are cost prohibitive given the size of our population. Will be
 reviewing scope and cost and discussing if budget available in the coming weeks. Automated leave approval
 forms being developed in Salesforce to replace current paper approvals. Getting demo of Edays solution this
 week, partner of TMF and a lower cost and more efficient solution than Infosys.
- STIC Singapore preferred candidate identified. Draft contract issued, feedback received and discussed, contract briefed to be work-flowed for Amy's signature today. Start date in April, mobilisation in late June.

- STIC India & Middle East preferred candidate identified. Initial discussion had and draft contract sent, awaiting feedback from candidate.
- STIC Americas preferred candidate identified.
- STIC China candidates shortlist provided by NGS, panel to discuss and agree on candidates to be interviewed.
- Regional Business Manager Singapore (previously called Office Manager) Interviewed 3 candidates, 2
 progressed to second stage and one was preferred. Role was paused while we recalibrated office
 establishment and STIC dates but has now been re-started. In discussions with previously identified
 preferred candidate who is still interested in the role, will meet with STIC ASEAN before confirming her
 appointment and preparing contract.
- Regional Business Manager New York (previously called Office Manager) ON HOLD. Interviewed 3
 candidates and two progressed to second stage. Role now paused while we recalibrate entity establishment
 and office opening timelines and new tax advisors (KPMG unable to advise due to FARA rules).
- Sensitive TIC Europe Contract signed and accepted. Targeting early 2022 start date Sent working to negotiate down his 6 month notice period) but if not be achievable will start in March. Background checks completed from previous process with candidate.

Regards,

Evelina Polura | HR Business Partner Investment NSW 52 Martin Place, Sydney NSW 2000 M:Sensitive

investment.nsw.gov.au



Investment NSW believes in 'all roles flex'. I work flexibly. I am sending this message now because it's a good time for me, but I don't expect that you will read, respond or action it outside of your own regular hours.

My workdays are: Mon | Tues | Wed | Thurs | Fri

From:

Kylie Bell

Sent:

Thursday, 9 June 2022 13:36

To:

Amy Brown

Subject:

RE: Final Employment Agreement - STIC Americas

OFFICIAL

We wont make it this week, and Comms were keen not to do it before the Tuesday Tech Summit given media will be with the Minister on Tuesday morning – first chance to ask questions after a long weekend.

John and Helen still haven't signed contracts – although can chase them on this. Next Friday would be ideal if we could work to that date.

Let me know if I should call you.

From: Amy Brown

Sent: Thursday, 9 June 2022 12:56 PM

To: Kylie Bell

Subject: Re: Final Employment Agreement - STIC Americas

OFFICIAL

Hello! Just with Min - wondering where we're at with media? Thinking of issuing press release at 4.30 on a Friday arvo....?

Amy Brown

Secretary, Department of Enterprise, Investment & Trade and CEO, Investment NSW Sensitive

From: Kylie Bell

Sent: Wednesday, June 8, 2022 10:11:07 PM

To: Amy Brown

Subject: FW: Final Employment Agreement - STIC Americas

OFFICIAL

Think we are there))

From: Kylie Bell

Sent: Wednesday, 8 June 2022 10:10 PM

To: John Barilaro Sensitive

Cc: Chris Carr Kristy Manton

Subject: RE: Final Employment Agreement - STIC Americas

Excellent John

Please find attached the revised contract, including confirmation we will provide healthcare coverage while in the US.

PII - CIC

I will also give you a call re: the other points you raised like super contributions and salary packaging. When you are ready please sign and we will get this countersigned by Amy.

I have made your formal contract start date next Friday so we can begin immediately on the paperwork for your visa, and KPMG's visa team have already been engaged to assist with this.

Cheers

KB

From: John Barilaro Sensitive

Sent: Wednesday, 8 June 2022 8:57 AM

To: Kylie Bell

Cc: Chris Carr ; Kristy Manton

Subject: RE: Final Employment Agreement - STIC Americas

Kylie

I am ready to sign the employment agreement and move forward.

The agreement should be in my legal name:

Giovanni Domenico Barilaro

Sensitive

My start date can be from 12th July 2022 and I am happy to be in country as soon as sufficient onboarding is completed and Visa arrangements permit.

Regards

John

From: Kylie Bell

Sent: Thursday, 2 June 2022 12:13 PM

To: John Barilaro Sensitive

Cc: Chris Carr Kristy Manton

Subject: Final Employment Agreement - STIC Americas

OFFICIAL

Hi again John

Firstly apologies for the delay on this.

Revised Employment Agreement

Following our discussion last week, we have reviewed the contract and suggest the best place to introduce our commitment to support you to return to Sydney should the government decide to terminate early, is in the Relocation Letter.

A new additional set of paragraphs have therefore been included to cover this in the Amended Relocation letter. I'm highlighted the new inclusions.

If you are agreeable, to help finalise the letters and documents all I need from you today is:

- 1. Your address
- 2. An anticipated start date. We can have you start in Sydney on Monday 1 August if that works and aim to have you in the US by 1 September (visa pending). Does that give you sufficient time to wrap things up and get organised on a personal front? Or were you thinking sooner/later?

If you are agreeable, please let me know and share these few details we can send everything across to you and Amy for final signatures.

Tax Advice

KMPG's Craig Robinson has commenced the tax advice for you, but has some questions regarding your personal circumstances. Rather than me get involved, please find Craig's contact details. Can I suggest you arrange a conversation with him at your convenience to discuss?

His contact details are:

Craig Robinson

Visa Process

Our Consulate in NY have advised that as a State Government with a registered business presence in the US, we are not able to use the official passport. So you will need to go in on your regular passport and we will work with KPMG to secure you a 3 year business visa.

Once you have signed off on the contract we'll get that started as it may impact your start date in the US.

Cheers Kylie Sensitive

From: Kylie Bell

Sent: Tuesday, 24 May 2022 3:06 PM

To: Sensitive

Cc: Chris Carr Kristy Manton

Subject: Draft Employment Agreement - STIC Americas

Hi John

Good to chat this morning and as promised, please find attached the draft employment agreement and relocation letter.

PII - CIC

Our legal counsel will look into this matter as a priority and come back to you on how we will manage and cover for this.

Please have a read through and come back to us with any other issues that stand out or you would like addressed. I can schedule a second call with this group as needed after you have had the chance to review.

We will also get started with the KPMG tax advice and our finance team will share a contact this afternoon that we can start this process with you.

A few other things. Could you please share through a short bio for the media release? If you can dig up your official passport could you share through the page with your information and we will start looking into visas as well. Our goal will be to get you into country as fast as possible - given your background you wont need the length of onboarding that other have had, which has been focussed on regional visits to clients and key regions. Ideally we would try to have you in the US by as early as August depending on your commitments here and the visa.

I'm on Sensitive if you have further questions and we look forward to working through the contract and tax as quickly as possible.

Cheers Kylie

OFFICIAL

OFFICIAL

OFFICIAL

Kelly Kwan

From: Kristy Manton

Sent: Monday, 13 December 2021 10:52 AM

To: Kylie Bell

Subject:Selection Panel Report- STIC_Americas_2107_Draft2.xlsxAttachments:Selection Panel Report- STIC_Americas_2107_Draft2.xlsx

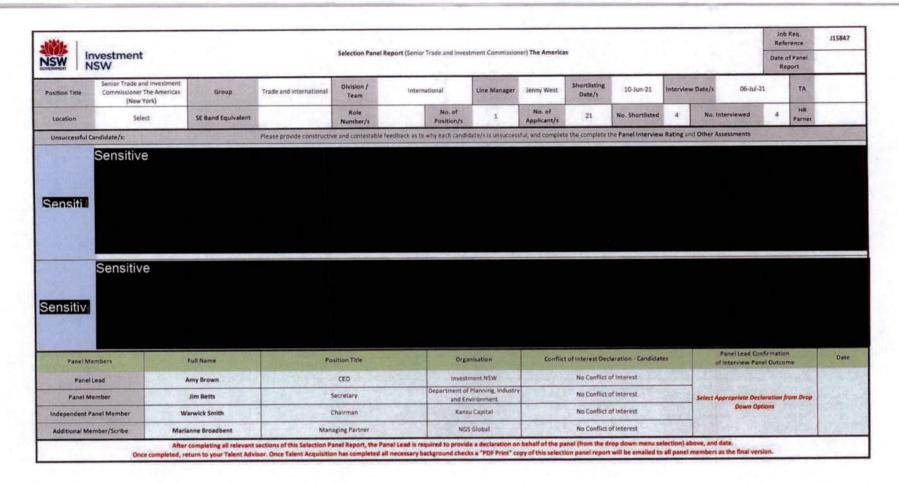
Categories: Red Category

For your discussion with the Minister

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Page 9 of 28 Page 1 of 2





INSW.001.003.7033



Three NSW Senior Trade and Investment Commissioners - STIC Americas, STIC India / Middle East, STIC Singapore / ASEAN

- Leading NSW's Trade, Investment and Commercial Interests
- Creating Strategic, Commercial Partnerships, with Regional Responsibilities

The Senior Trade and Investment Commissioners (STICs) are the NSW Government's most senior representative in regions and key members of NSW's Trade team. The Trade team is accountable for managing the international Trade and Investment teams offshore, the supporting onshore team, for job creation and economic development through supporting NSW exporters to expand into international markets and supporting International Education through Study NSW.

Each STIC will lead the State's commercial, cultural and political interests across their region. They will facilitate productive foreign direct investment, through developing, implementing and advising on strategies to identify and secure suitable companies to invest in NSW, that are aligned to the state's priority industries and places. They will also assist NSW businesses to export to their regions, create strategic commercial and institutional partnerships that will deliver jobs and innovation outcomes for NSW, and work with NSW's tourism, international education and defence industries to win new business.

Each STIC will have a strong commercial mindset and a track record in delivering great results. Critical to the role will be representing the State's trade and investment interests to C-suite investors, political leaders and stakeholders, performing ad hoc ceremonial duties on behalf of the State where required.

High-quality candidates will have extensive experience at a senior executive level in international business or across government and strong commercial acumen. They will have a deep understanding of how businesses make investment decisions, trade and investment facilitation and market awareness in the global economic environment. They will have the ability to engage and negotiate with diverse stakeholders, strong communication skills and high-level representational abilities.

To obtain the Information for Candidates booklets, including the role description, or to apply, please email applications.australia@ngs-global.com citing J15845 or the name of STIC region. If further information is required after reviewing the documentation, please contact Dr Marianne Broadbent or Mark Lelliott on +61 3 8626 0600 or 1300 138 863. Further information regarding Global NSW can be found at global.nsw.gov.au

Applications are requested by 3 December 2021

Jing Fu

From:

Lynne Clements

Sent:

Thursday, 16 December 2021 4:59 PM

To:

Kristy Manton

Subject:

RE: Role Description - STIC Americas

Hi - right, good that we clarified, thanks.

Kind regards

Lynne

Lynne Clements
EXECUTIVE OFFICER

NGS GLOBAL | AMERICAS • EUROPE • ASIA PACIFIC • AFRICA • MIDDLE EAST ___5, 175 Collins Street, Melbourne VIC 3000

www.ngs-global.com

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From: Kristy Manton

Sent: Thursday, 16 December 2021 4:50 PM

To: Lynne Clements

Subject: RE: Role Description - STIC Americas

· Hi Lynne

ey report to the Executive Director Trade and International, Kylie Bell

K

From: Lynne Clements

Sent: Thursday, 16 December 2021 4:01 PM

To: Kristy Manton

Subject: RE: Role Description - STIC Americas

Hi Kristy,

Just another query - we are assuming that these STIC roles now report directly to Amy?

We are informing potential candidates this now - given there is no Dep Sec role, but if you could confirm that would be great.

Thanks, Lynne Lynne Clements
EXECUTIVE OFFICER

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From: Kristy Manton

Sent: Thursday, 16 December 2021 9:40 AM

To: Lynne Clements

Cc: Kylie Bell Evelina Polura

Subject: RE: Role Description - STIC Americas

Hi Lynne

We do. Its just being finalised now. A copy will come to you asap

K

From: Lynne Clements

Sent: Thursday, 16 December 2021 9:38 AM

To: Kristy Manton

Subject: Role Description - STIC Americas

Hi Kristy,

I'm wondering if you have an updated Role Description for the STIC Americas role? The one we had has reference to Treasury and Trade, so would be helpful if you have the latest please? We're wondering if there is also any information about other locations where you might have staff currently, and intending to have staff?

Many thanks, Lynne

Lynne Clements
EXECUTIVE OFFICER

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www.ngs-global.com

From:

Evelina Polura

Sent:

Thursday, 23 December 2021 13:35

To:

Kylie Bell Kristy Manton

Cc:

EWEIRATA Polura | HR Business PartNes_NSWTreasury_SeniorTradeInvComm_Advert

Attachments:

LP3150 AFR ROS DEC '22.pptx.pdf

52 Martin Place, Sydney (enter via 127 Phillip Street)

GPO Box 5469, Sydney NSW 2001

M: Sensitive

Hi Kylie,

Just confirming that the STIC Americas advert was in the AFR print last Friday (17th), is online for a week from Friday (online banner attached as you can't just search for it) and is also on the iworkfornsw site (link below).

We have not advertised with any other publications yet, print or online, so will await your confirmation whether the minister wants to do this in January.

(Regards,

investment.nsw.gov.au

From: Rebecca Doyle Barcoe

Sent: Wednesday, 15 December 2021 2:07 PM

To: Evelina Polura Cc: Kristy Manton

Subject: Re: NGS_NSWTreasury_SeniorTradeInvComm_Advert

Hey Evelina

Role is up on I work now until Jan, link below

ttps://iworkfor.nsw.gov.au/job/nsw-senior-trade-and-investment-commissioner-289973

RE: STIC recruitment update

From:

Kylie Bell

To:

Daniel Harwood

Date:

Mon, 07 Feb 2022 15:29:24 +1100

Hi Daniel

We have shortlisted – 3 candidates each for NY and Shanghai and are now blocking diaries for the panel interviews – it will be Amy, MCT, potentially myself and Warwick Smith as our external. He has sat on all four earlier panels and is also on the Minister's Investment Committee. I think Amy was going to share the shortlists with the Minister while they are on the road together in London and she may have shared this with him directly in an email?

Cheers

KB

From: Daniel Harwood

Sent: Monday, 7 February 2022 1:35 PM

To: Kylie Bell

Subject: STIC recruitment update

Hi Kylie,

Can I please get an update on how the recruitment for the Americas and China STICs are progressing.

Many thanks Dan

Daniel Harwood

Senior Adviser
Office of the Hon. Stuart Ayres MP
Minister for Enterprise, Investment and Trade
Minister for Tourism and Sport
Minister for Western Sydney

M: Sensitive

E:

This message is intended for the addressee named and may contain confidential information. If you are not the intended recipient, please delete it and notify the sender. Views expressed in this message are those of the individual sender, and are not necessarily those of the office or the Minister.

From:

Amy Brown

Sent:

Tuesday, 8 February 2022 3:38

To:

Kylie Bell

Cc: Subject: Kristy Manton Interview shortlist for NYV

Attachments:

Re: STIC Americas (2) - Shortlist Recommendations Report.eml

Hi Kylie

Min Ayres and I have run through the 'long' shortlist and our recommended 'short' shortlist for NYC.

He'd like to add Sensitiv to the short shortlist please.

Looking forward to the interviews!

(Amy

Amy Brown
Secretary, Department of Enterprise, Investment and Trade
CEO, Investment NSW

Sensitive

From:

Kylie Bell

Sent

Sunday, 13 February 2022 18:26

To:

Alicia Kemp; Fiona Denton; Kristy Manton

Subject:

Confidential: Scheduling Interviews for STICs Americas and China - Panel

Interviews

Hi Alicia and Fiona,

Amy and the Minister have confirmed the shortlist for the interviews for the STIC New York and Shanghai roles.

Jing suggested that you are best place to manage scheduling. The panel would be Amy, Michael Coutts Trotter, Warwick Smith (external but I think you have his contacts from earlier panels), Marianne Broadbent the recruiter (see availability below) and me if a sub is needed. Amy is the Chair.

Given the shortlist for NY I think MCT is critical, but we could manage without him for the Shanghai role. I understand Amy has already flagged this with MCT.

For New York we would need to block time for 4 interviews. Max four hours and I don't think it needs to all be in the same block. 4 x 45 minutes each for the interviews, with 20 minutes ahead of interviews for discussion and 30 minutes at the end to make recommendations for the Minister. 2 candidates will then be submitted for his consideration.

For Shanghai we only have 3 candidates so same process with just 3 x 45 minute windows.

I'll call on the morning to make sure this ok but as Amy is the Chair ideal that the requests (especially to MCT) come through her office.

Thanks

KB

Get Dutlook for iOS

From: Marianne Broadbent

Sent: Wednesday, February 2, 2022 11:58:14 AM

To: Kylie Bell Kristy Manton ·

Cc: Lynne Clements

Subject: STICs Americas and China - Panel Interviews

Kylie – as promised in our call this morning, some notes re timing and my calendar. Below are the dates! am not available/ where I cant cancel or change things around, noting that I can have one of my colleagues attend in my place if necessary.

Dates that I cant do:

February 9, 10, 11, 22 (in Canberra for ADF work – though the afternoon of 9th and morning of 10th is possible)

February 23 and 8-11 on 25th due to Melbourne-based Board meetings

March 1, afternoon of March 18th (morning is fine as hoping to be in Sensitive

Sensitive

Otherwise best to phone Lynne Clements (

Thanks Marianne B

Kelly Kwan

From:

Kylie Bell

Sent:

Sunday, 13 February 2022 5:33 PM

To:

marianne.broadbent

Cc:

Kristy Manton

Subject:

STIC Shortlists

Hi Marianne

Just to confirm the agreed shortlisting for the panel interviews.

New York

- 1. John Barilaro
- 2. Sensitive
- 3.
- 4.

Shanghai

- 1. Sensitive
- 2.
- 3.

Kristy, we agreed we would giv Sensitiv an interview via Vidrecruiter. Can I work with you to set this up with me for w/c 21 Feb.

@ Marianne. Could you please hold off from any conversation with Sensitiv while we go through this internal interview process with him. Thanks

Amy has been in the UK this week, and Alicia is trying to line up the panel at our end – likely to be Amy, Michael Coutts Trotter, Warwick Smith (diaries pending) and should be in touch in the next couple of days to book you in. She has the dates that you can't make.

Cheers B

Kylie Bell | Executive Director Trade & International

Investment NSW

Level 35, 52 Martin Place, Sydney NSW 2000

M: Sensitive
Executive Assistant |

| investment.nsw.gov.au



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My workdays are: Mon | Tues | Wed | Thurs | Fri

Kelly Kwan

From:

Amy Brown

Sent:

Tuesday, 3 May 2022 5:51 PM

To:

Kylie Bell; Kristy Manton; Kelly Kwan

Subject:

Role Description - STIC, Americas

Hi Ladies

When you have a spare moment (not urgent), could someone please send over the RD for STIC Americas? For a contact in mine who hasn't applied for the role, but might consider it if it came around AGAIN!

Thanks in advance

AB

Amy Brown

Secretary, Department of Enterprise, Investment and Trade Chief Executive Officer, Investment NSW

52 Martin Place, Sydney NSW 2000 M:Sensitive

investment.nsw.gov.au





Investment NSW believes in 'all roles flex'. I work flexibly. I am sending this message now because it's a good time for me, but I don't expect that you will read, respond or action it outside of your own regular hours.

From:

Kylie Bell

Sent:

Thursday, 9 June 2022 13:36

To:

Amy Brown

Subject:

RE: Final Employment Agreement - STIC Americas

OFFICIAL

We wont make it this week, and Comms were keen not to do it before the Tuesday Tech Summit given media will be with the Minister on Tuesday morning – first chance to ask questions after a long weekend.

John and Helen still haven't signed contracts – although can chase them on this. Next Friday would be ideal if we could work to that date.

Let me know if I should call you.

From: Amy Brown

Sent: Thursday, 9 June 2022 12:56 PM

To: Kylie Bell

Subject: Re: Final Employment Agreement - STIC Americas

OFFICIAL

Hello! Just with Min - wondering where we're at with media? Thinking of issuing press release at 4.30 on a Friday arvo....?

Amy Brown

Secretary, Department of Enterprise, Investment & Trade and CEO, Investment NSW

Sensitive

From: Kylie Bell

Sent: Wednesday, June 8, 2022 10:11:07 PM

To: Amy Brown

Subject: FW: Final Employment Agreement - STIC Americas

OFFICIAL

Think we are there))

From: Kylie Bell

Sent: Wednesday, 8 June 2022 10:10 PM

To: John Barilaro Sensitive

Cc: Chris Carr ; Kristy Manton

Subject: RE: Final Employment Agreement - STIC Americas

Excellent John

Please find attached the revised contract, including confirmation we will provide healthcare coverage while in the US.

The relocation letter has also been updated to include purchase of reasonable household items in the US as well as adjustments to allow for any uncertainty which may mean that your employment is terminated for matters not related to performance, to ensure you are covered for any costs incurred that result from this.

I will also give you a call re: the other points you raised like super contributions and salary packaging. When you are ready please sign and we will get this countersigned by Amy.

I have made your formal contract start date next Friday so we can begin immediately on the paperwork for your visa, and KPMG's visa team have already been engaged to assist with this.

Cheers

KB

From: John Barilaro Sensitive

Lune 2022 0.57

Sent: Wednesday, 8 June 2022 8:57 AM

To: Kylie Bell

Cc: Chris Carr

; Kristy Manton

Subject: RE: Final Employment Agreement - STIC Americas

Kylie

I am ready to sign the employment agreement and move forward.

The agreement should be in my legal name:

Giovanni Domenico Barilaro

Sensitive

My start date can be from 12th July 2022 and I am happy to be in country as soon as sufficient onboarding is completed and Visa arrangements permit.

Regards

John

From: Kylie Bell

Sent: Thursday, 2 June 2022 12:13 PM

To: John Barilaro Sensitive

Cc: Chris Carr

Kristy Manton

Subject: Final Employment Agreement - STIC Americas

OFFICIAL

Hi again John

Firstly apologies for the delay on this.

Revised Employment Agreement

Following our discussion last week, we have reviewed the contract and suggest the best place to introduce our commitment to support you to return to Sydney should the government decide to terminate early, is in the Relocation Letter.



A new additional set of paragraphs have therefore been included to cover this in the Amended Relocation letter. I'm highlighted the new inclusions.

If you are agreeable, to help finalise the letters and documents all I need from you today is:

- 1. Your address
- 2. An anticipated start date. We can have you start in Sydney on Monday 1 August if that works and aim to have you in the US by 1 September (visa pending). Does that give you sufficient time to wrap things up and get organised on a personal front? Or were you thinking sooner/ later?

If you are agreeable, please let me know and share these few details we can send everything across to you and Amy for final signatures.

Tax Advice

KMPG's Craig Robinson has commenced the tax advice for you, but has some questions regarding your personal circumstances. Rather than me get involved, please find Craig's contact details. Can I suggest you arrange a conversation with him at your convenience to discuss?

His contact details are:

Craig Robinson

Visa Process

Our Consulate in NY have advised that as a State Government with a registered business presence in the US, we are not able to use the official passport. So you will need to go in on your regular passport and we will work with KPMG to secure you a 3 year business visa.

Once you have signed off on the contract we'll get that started as it may impact your start date in the US.

Cheers Kylie

Sensitive

From: Kylie Bell

Sent: Tuesday, 24 May 2022 3:06 PM

To: Sensitive

Cc: Chris Carr

Kristy Manton

Subject: Draft Employment Agreement - STIC Americas

Hi John

Good to chat this morning and as promised, please find attached the draft employment agreement and relocation letter.

Based on our conversation this morning we will look at where we can factor in some adjustments to allow for any uncertainty which may mean that your employment is terminated for matters not related to performance, to ensure you are covered for any costs incurred that result from this. Our thinking is it can be reflected in the relocation letter to include covering costs associated with unexpected relocation back to Australia etc before the completion of your three year term.

Our legal counsel will look into this matter as a priority and come back to you on how we will manage and cover for this.

Please have a read through and come back to us with any other issues that stand out or you would like addressed. I can schedule a second call with this group as needed after you have had the chance to review.

We will also get started with the KPMG tax advice and our finance team will share a contact this afternoon that we can start this process with you.

A few other things. Could you please share through a short bio for the media release? If you can dig up your official passport could you share through the page with your information and we will start looking into visas as well. Our goal will be to get you into country as fast as possible - given your background you wont need the length of onboarding that other have had, which has been focussed on regional visits to clients and key regions. Ideally we would try to have you in the US by as early as August depending on your commitments here and the visa.

I'm on Sensitive if you have further questions and we look forward to working through the contract and tax as quickly as possible.

Cheers Kylie

OFFICIAL

OFFICIAL

OFFICIAL

Kelly Kwan

From:

Jeshree Gaundar

Sent:

Tuesday, 14 June 2022 10:29 AM

To: Cc: Kristy Manton; Kylie Bell Kelly Kwan; Michelle Vigo

Subject:

RE: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

OFFICIAL

HI All

Amended as requested.

Thanks

'eshree Gaundar Manager International People Partnering .nvestment NSW

Level 9, 52 Martin Place, Sydney NSW 2000

investment.nsw.gov.au





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I acknowledge the traditional custodians of the land and pay respects to Elders past and present. I also acknowledge all the Aboriginal and Torres Strait Islander staff working with NSW Government at this time.

My workdays are: Mon | Tues | Wed | Thurs | Fri

From: Kristy Manton

ent: Tuesday, 14 June 2022 10:15 AM

To: Kylie Bell Cc: Kelly Kwan ; Jeshree Gaundar

Michelle Vigo

Subject: RE: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

OFFICIAL

Hi Kylie

In line with 10A of the GSE Reg these staff are exempt from this type of merit selection.

We have asked them to complete a personality questionnaire however, we are awaiting those results and as its focussing on preferences is more useful for you in managing t rather than be a show stopper for selection.

@Jeshree Gaundar can you please blank these out in the objective selection reports

K

From: Kylie Bell

Sent: Monday, 13 June 2022 10:19 PM

To: Kristy Manton Cc: Kelly Kwan

Subject: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

Hi Kristy

Please see the attached near final panel report for the STIC Americas process. There is a section in the report to be completed on the assessments that were completed as part of the evaluation process, which I assume includes psychometric testing etc.

Is the HR team able to complete this - or was this undertaken by Marianne as part of our agreement with her?

I'll call you to discuss tomorrow.

Thanks KB

OFFICIAL

From: Kylie Bell

Sent: Wednesday, 15 June 2022 21:11

To: Lisa Braid; Kelly Kwan
Cc: Kristy Manton; Jing Fu

Subject: Briefs for Amy's endorsement and signature

Follow Up Flag: Follow up Flag Status: Flagged

OFFICIAL

Hiall

Just a heads up to advise you Lisa that there are two urgent briefs with you for sign-off overnight. They are the mployment agreements for the STIC candidates for both the Americas and Greater China regions.

Selection panel reports, checks and contract negotiations have now been completed and endorsed for both candidates, and the employee agreements have now been signed for Amy's countersignature. Briefs have gone through Kristy, Chris and I and communications with the candidates this week has been very positive.

There is some urgency to these to these as the MO is likely want to announce quickly (i.e by Friday) and so we do need Amy's signature on these fomorrow so that everything is in order.

The media release has been near finalised today and we are just working through the Q&A and other points tonight with the media team.

Grateful Lisa if you could keep the briefs moving overnight and Kelly, could you and Jing please review ASAP and get them in front of Amy tomorrow so we are ready when the MO and PO ask us to hit go.

Thanks all

(

Kylie Bell | A/ Managing Director Trade & Investment

Investment NSW
Level 9, 52 Martin Place, Sydney NSW 2000
M:Sensitive

| investment.nsw.gov.au





Lacknowledge the traditional custodians of the land and pay respects to Elders past and present. Lalso acknowledge all the Aboriginal and Torres Strait Islander staff working with NSW Government at this time.

Investment NSW believes in 'all roles flex'. I work flexibly, I am sending this message now because it's a good time for me, but I don't expect that you will read, respond or action it outside of your own regular hours.

From:

Lisa Braid

Sent:

Thursday, 16 June 2022 7:49

To:

Kylie Bell; Kelly Kwan

Cc: Subject: Kristy Manton; Jing Fu Re: Briefs for Amy's endorsement and signature

Follow Up Flag:

Follow up

Flag Status:

Flagged

Thanks Kyles, I don't have any role/delegation in these appointments. I think we had more rigorous sign offs in place at Amy's request under the former Deputy Secretary, but these don't need to continue. I'll let my team know too. That said I've progressed the briefs, we'll done you've got your full STIC team now?

Get Outlook for iOS

rom: Kylie Bell

Sent: Wednesday, June 15, 2022 9:11:24 PM

To: Lisa Braid

; Kelly Kwan

Cc: Kristy Manton

Jing Fu

Subject: Briefs for Amy's endorsement and signature

OFFICIAL

Hi all

Just a heads up to advise you Lisa that there are two urgent briefs with you for sign-off overnight. They are the employment agreements for the STIC candidates for both the Americas and Greater China regions.

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Thanks all

KB

Kylie Bell | A/ Managing Director Trade & Investment

Investment NSW

Level 9, 52 Martin Place, Sydney NSW 2000

Level 9, 52 Man M:Sensitive

investment.nsw.gov.au





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Investment NSW believes in 'all roles flex'. I work flexibly. I am sending this message now because it's a good time for me, but I don't expect that you will read, respond or action it outside of your own regular hours.

RE: Urgent - Selection Panel Report-STIC Americas 2204 Final.xlsx

From:

Lynne Clements

To:

Kristy Manton

marianne.broadbent

Cc:

Kylie Bell

Jeshree Gaundar

Kelly Kwan

Date:

Wed, 15 Jun 2022 17:38:08 +1000

Attachments

Re_ Panel Confirmation - STIC Americas_SmithW-approval.pdf (226.6 kB); RE_ Panel Confirmation_LoK_approval.pdf (174.83 kB); Re_ Panel Confirmation_STIC

Americas_BellK_approval.pdf (207.25 kB); Re_ STIC Americas - Panel Confirmation_BrownA_approval.pdf (218.92 kB); Selection Panel Report-

STIC_Americas- Final_220615.xlsx (71.53 kB)

OFFICIAL

Hi Kristy,

I have managed to gain approval from all panel members this afternoon via email.

I have saved each email as a PDF and attached for your reference and files. They were each sent the original Selection Report final version you forwarded, and asked to review and send confirmation of approval which has been completed.

Let me know if there's anything further you need on this.

Regards

Lynne

Lynne Clements EXECUTIVE OFFICER

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L5, 175 Collins Street, Melbourne VIC 3000

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From: Kristy Manton

Sent: Wednesday, 15 June 2022 5:03 PM

To: Marianne Broadbent

Cc: Kylie Bell

Jeshree Gaundar

Kelly Kwan

Lynne Clements

Subject: RE: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

An email ok is perfect.

Enjoy the warmer Fiji weather 3

K

From: Marianne Broadbent

Sent: Wednesday, 15 June 2022 2:27 PM

To: Kristy Manton Cc: Kylie Bell

; Jeshree Gaundar

; Kelly Kwan

Lynne Clements

Subject: Re: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

OFFICIAL

K – will ask Lynne to progress what she can, as long as you are happy with people just indicating OK by email. I am tied up till after 6pm and head to Fiji for work (yes honestly) in the morning). Cheers M

Dr Marianne Broadbent MANAGING PARTNER

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Policy, which describes how we will use it, how we will protect it, and how long we will keep it. If you do not agree with any part of the privacy policy, simply request that we remove your information from our systems and we will do so.

From: Kristy Manton

Date: Wednesday, 15 June 2022 at 1:42 pm

To: Marianne Broadbent

Cc: Kylie Bell

, Jeshree Gaundar

Kelly Kwan

Subject: FW: Urgent - Selection Panel Report- STIC Americas 2204 Final.xlsx

OFFICIAL

Hi Marianne

This is the final the panel needs to endorse (if they haven't already). Are you please able to get their ok today please?

K

Kristy Manton

A/Chief People Officer People and Culture Operations

Department of Enterprise, Investment and Trade Level 12, 52 Martin Place, Sydney NSW 2000 M:Sensitive

My workdays are: Mon | Tues | Wed | Thurs | Fri

I acknowledge the traditional custodians of the land and pay respects to Elders past and present. I also acknowledge all the Aboriginal and Torres Strait Islander staff working with NSW Government at this time.

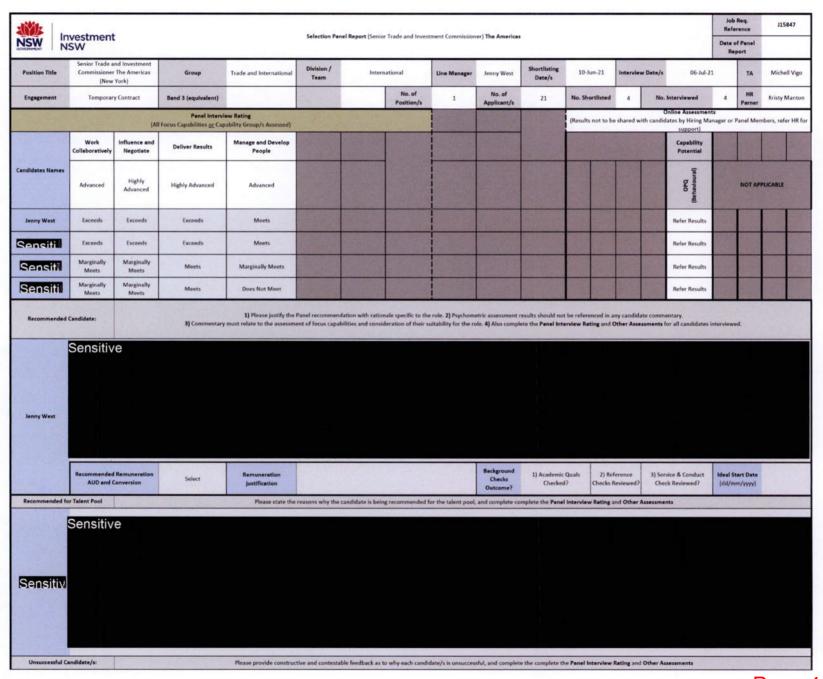


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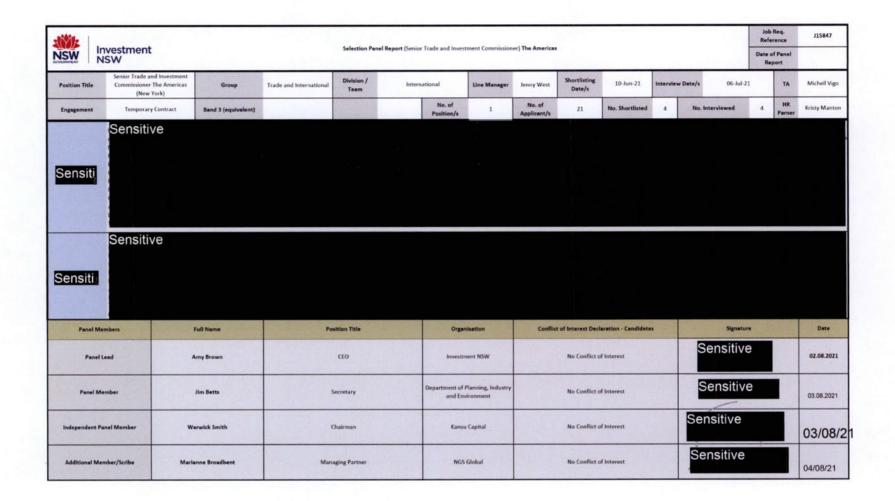
OFFICIAL

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PANEL REPORTS



PANEL REPORTS



Kelly Kwan

From:

Kylie Bell

Sent:

Sunday, 13 February 2022 5:33 PM

To:

marianne.broadbent

Cc:

Kristy Manton

Subject:

STIC Shortlists

Hi Marianne

Just to confirm the agreed shortlisting for the panel interviews.

New York

- 1. John Barilaro
- 2. Sensitive
- 3.
- 4.

Shanghai

- 1. Sensitive
- 2.
- 3.

Kristy, we agreed we would giv Sensitiv an interview via Vidrecruiter. Can I work with you to set this up with me for w/c 21 Feb.

@ Marianne. Could you please hold off from any conversation with Sensitiv while we go through this internal interview process with him. Thanks

Amy has been in the UK this week, and Alicia is trying to line up the panel at our end – likely to be Amy, Michael Coutts Trotter, Warwick Smith (diaries pending) and should be in touch in the next couple of days to book you in. She has the dates that you can't make.

Cheers B

Kylie Bell | Executive Director Trade & International

Investment NSW

Level 35, 52 Martin Place, Sydney NSW 2000

M: Sensitive
Executive Assistant

investment.nsw.gov.au



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My workdays are: Mon | Tues | Wed | Thurs | Fri

Kelly Kwan

From:

Marianne Broadbent

Sent:

Monday, 14 February 2022 8:33 AM

To:

Kylie Bell; Kristy Manton

Cc:

Rebecca Doyle Barcoe; Lynne Clements

Subject:

Re: STIC Shortlists

Got it thanks M

Dr Marianne Broadbent MANAGING PARTNER

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From: Kylie Bell

Date: Sunday, 13 February 2022 at 11:53 pm

To: Kristy Manton

Cc: Rebecca Doyle Barcoe

Lynne Clements

Subject: Re: STIC Shortlists

Of course please let all the shortlisted candidates know and we'll be in touch this week with interview slots to nable you to reschedule. We lost a week with Amy's UK trip. Be in touch in the next few days. Noted resembles the rangement of the same of the sa

Get Outlook for iOS

From: Marianne Broadbent

Sent: Sunday, February 13, 2022 9:26:47 PM

To: Kristy Manton

; Kylie Bell

Cc: Rebecca Doyle Barcoe

: Lynne Clements

Subject: Re: STIC Shortlists

And of course will hold off any conversation with Sensiti, but assume OK now to let the others know they are shortlisted – they have been checking in regularly! Marianne B

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From: Kristy Manton

Date: Sunday, 13 February 2022 at 6:04 pm

To: Kylie Bell

, Marianne Broadbent

Cc: Rebecca Doyle Barcoe Subject: Re: STIC Shortlists

Hi Kylie

Of course. Videruiter is easy from our end. Let's chat tomorrow about the questions and we can load and email the link to Murray once he's aware

K

From: Kylie Bell

Sent: Sunday, February 13, 2022 5:33:27 PM

To: marianne.broadbent Cc: Kristy Manton Subject: STIC Shortlists

Hi Marianne

Just to confirm the agreed shortlisting for the panel interviews.

New York

- 1. John Barilaro
- 2. Sensitive
- 3.
- 4.

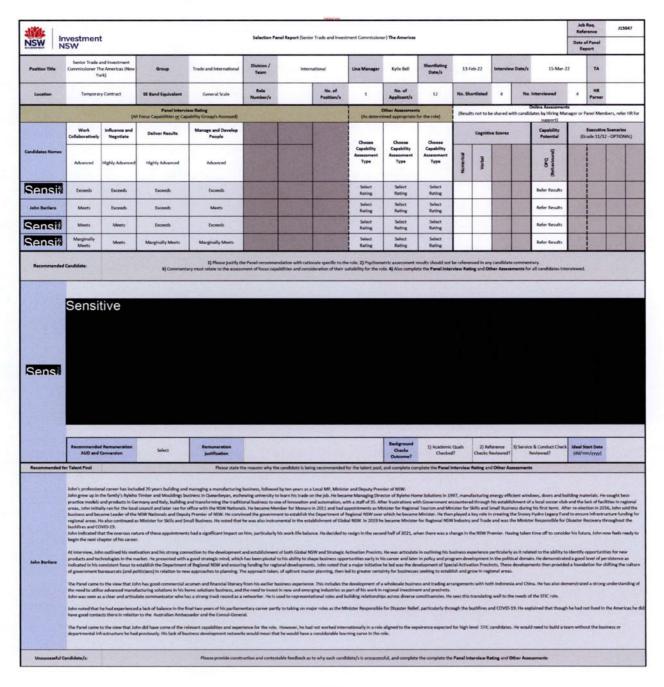
Shanghai .

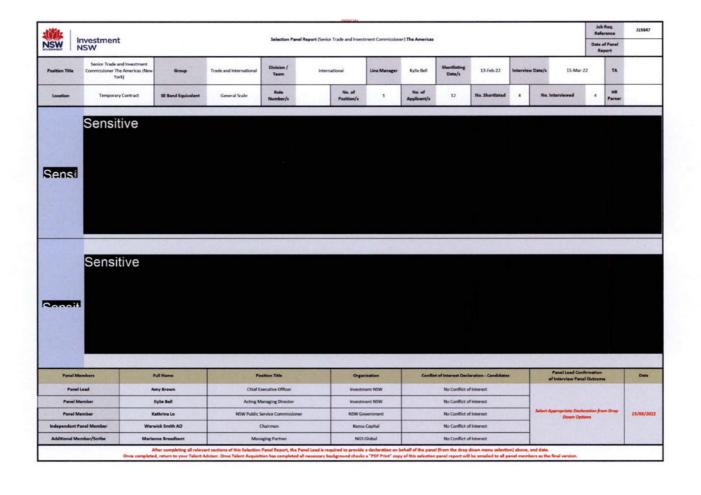
- Sensitive
- 2.
- 3.

Kristy, we agreed we would give Sensiti an interview via Vidrecruiter. Can I work with you to set this up with me for w/c 21 Feb.

@ Marianne. Could you please hold off from any conversation with Sensiti while we go through this internal interview process with him. Thanks

Amy has been in the UK this week, and Alicia is trying to line up the panel at our end – likely to be Amy, Michael Coutts Trotter, Warwick Smith (diaries pending) and should be in touch in the next couple of days to book you in. She has the dates that you can't make.





From: To: Marianne Broadbent Amy Brown; Kylie Bell

Cc:

Lynne Clements; Kristy Manton

Subject:

Re: Inv NSW STIC Americas - Selection Panel Report Draft and References

Date:

Saturday, 26 March 2022 3:47:34 PM

Attachments:

image001.png

OFFICIAL

Understood, thanks Marianne B

Dr Marianne Broadbent MANAGING PARTNER

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From: Amy Brown

Date: Saturday, 26 March 2022 at 1:14 pm

To: Marianne Broadbent

Kylie Bell

Cc: Lynne Clements

Kristy Manton

Subject: RE: Inv NSW STIC Americas - Selection Panel Report Draft and References

OFFICIAL

Hi Marianne

Thanks for preparing a draft selection report. I've sourced a couple of informal referees for the candidates, which I'll share with the group as they're likely to change things. I'll come back to you once I've discussed with Kylie.

(Same for China).

Kind regards

Amy

Amy Brown

Secretary, Department of Enterprise, Investment and Trade Chief Executive Officer, Investment NSW

52 Martin Place, Sydney NSW 2000

M: Sensitive | amy.brown@investment.nsw.gov.au | investment.nsw.gov.au





Investment NSW believes in 'all roles flex'. I work flexibly. I am sending this message now because it's a good time for me, but I don't expect that you will read, respond or action it outside of your own regular hours.

From: Marianne Broadbent

Sent: Friday, 25 March 2022 2:26 PM

To: Amy Brown

Cc: Lynne Clements

Kristy Manton

Subject: Re: Inv NSW STIC Americas - Selection Panel Report Draft and References

Amy and Kylie – we weren't sure if you wanted Kathrina and Warwick included at this stage, but happy to forward on if appropriate.

Attached is the draft Selection Panel Report for the Americas role — was not sure how you want to do this, but have done what we thought was in line at the time. Plus also attached are reference reports. We don't have the third referee for Sensitive as Sen nominated person has been unresponsive. We have advised Se of this and hope this is resolved by Monday. But thought we would send you the report with the first two of the three refs at this stage. The full three for John are included.

Same for China will follow.

Regards Marianne B

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From: Marianne Broadbent

Date: Tuesday, 1 March 2022 at 1:11 pm

To: Amy Brown

Sarah Hill

Warwick Smith

Kylie

Bell

Cc: Lynne Clements

Kristy Manton

Subject: Inv NSW STIC Americas - Panel Meeting Material for 15 March

Dear Panel Members

Greetings. Attached is the Agenda, Final Shortlist Report and Candidate Materials for the STIC Americas Panel on 15 March

- · Agenda is the pdf file
- The Shortlist Report is the doc file
- The four zip files include the candidate application material and the NGS Candidate report
 for each of the three candidates we are meeting on 15 March, plus that of a previous
 candidate, Rob Fitzpatrick whose application has been held over from the previous round.
 He was regarded as very suitable for appointment in that round. He has slightly updated
 his CV and cover letter.

I have copied Kristy Manton also who I understand will prepare the question packs.

Let's know if is anything else you require at this stage.

Thanks much and look forward to seeing you then.

Regards Marianne B

Dr Marianne Broadbent MANAGING PARTNER

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and we will do so.

OFFICIAL

Jing Fu

From:

Marianne Broadbent

Sent:

Monday, 28 March 2022 9:42 PM

To:

Amy Brown; Kylie Bell

Cc:

Lynne Clements; Kristy Manton

Subject:

Re: Inv NSW STIC Americas - Updated Reference- With attachment

Attachments:

NGS_InvestmentNSW_STICAmericas_RefReport_ColeK_220328.pdf

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From: Marianne Broadbent

Date: Monday, 28 March 2022 at 9:40 pm

To: Amy Brown
Cc: Lynne Clements

Kylie Bell Kristy Manton

Subject: Re: Inv NSW STIC Americas - Selection Panel Report Draft and References

Attached is the updated Referee report for Marianne B

Sensitive

which now has her direct report referee. Thanks much.

Dr Marianne Broadbent MANAGING PARTNER

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From: Marianne Broadbent

Date: Friday, 25 March 2022 at 2:26 pm

To: Amy Brown Cc: Lynne Clements Kylie Bell Kristy Manton Subject: Re: Inv NSW STIC Americas - Selection Panel Report Draft and References

Amy and Kylie – we weren't sure if you wanted Kathrina and Warwick included at this stage, but happy to forward on if appropriate.

Attached is the draft Selection Panel Report for the Americas role – was not sure how you want to do this, but have done what we thought was in line at the time. Plus also attached are reference reports. We don't have the third referee for Sensitive as her nominated person has been unresponsive. We have advised her of this and hope this is resolved by Monday. But thought we would send you the report with the first two of the three refs at this stage. The full three for John are included.

Same for China will follow.

Regards Marianne B

Dr Marianne Broadbent MANAGING PARTNER

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Sarah Hill

From: Marianne Broadbent

Date: Tuesday, 1 March 2022 at 1:11 pm

To: Amy Brown

Smith Kylie Bell

Cc: Lynne Clements Kristy Manton

Subject: Inv NSW STIC Americas - Panel Meeting Material for 15 March

Dear Panel Members

Greetings. Attached is the Agenda, Final Shortlist Report and Candidate Materials for the STIC Americas Panel on 15 March

- · Agenda is the pdf file
- · The Shortlist Report is the doc file
- The four zip files include the candidate application material and the NGS Candidate report for each of the
 three candidates we are meeting on 15 March, plus that of a previous candidate, Sensitive whose
 application has been held over from the previous round. He was regarded as very suitable for appointment
 in that round. He has slightly updated his CV and cover letter.

I have copied Kristy Manton also who I understand will prepare the question packs.

Let's know if is anything else you require at this stage.

Thanks much and look forward to seeing you then.

Regards Marianne B

Dr Marianne Broadbent MANAGING PARTNER

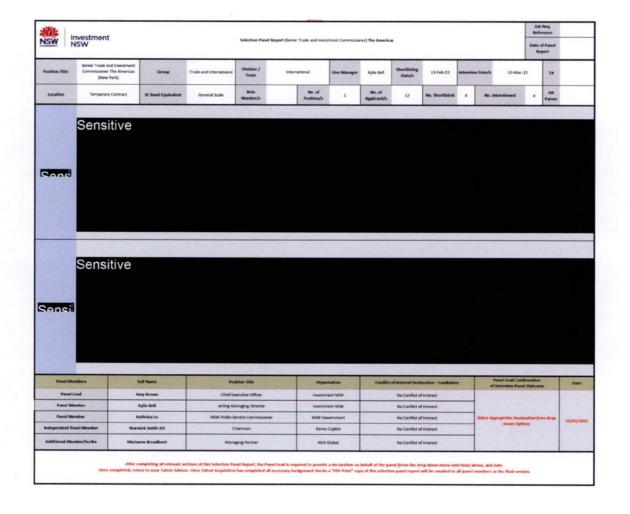
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Selection Report - 28 May 2022

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Location	Temporar	Contract	SE Band Equivalent	General Scale	Role Number/s	No. of Position/s	1	No. of Applicant/s	12	No. Shortlisted	4	No. Interviewed	4	HR Parner	
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Jing Fu

From:

Marianne Broadbent

Sent:

Friday, 10 June 2022 11:16 AM

To:

Kristy Manton

Cc:

Jeshree Gaundar; Will Crago

Subject:

Re: Inv NSW STIC Americas - Selection Panel Report Draft and References

Attachments:

Selection Panel Report- STIC_Americas_2204_Draft_v2.xlsx

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Yes Kristy - this is the one sent to Amy previously. M

Dr Marianne Broadbent MANAGING PARTNER

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From: Kristy Manton

Date: Friday, 10 June 2022 at 9:59 am

To: Marianne Broadbent

Cc: Jeshree Gaundar

Will Crago

Subject: FW: Inv NSW STIC Americas - Selection Panel Report Draft and References

OFFICIAL

Hey Marianne

Is there an updated panel report following John now being preferred?

K

From: Marianne Broadbent

Sent: Friday, 25 March 2022 2:26 PM

To: Amy Brown
Cc: Lynne Clements

Kylie Bell

Kristy Manton

Subject: Re: Inv NSW STIC Americas - Selection Panel Report Draft and References

Amy and Kylie – we weren't sure if you wanted Kathrina and Warwick included at this stage, but happy to forward on if appropriate.

Attached is the draft Selection Panel Report for the Americas role – was not sure how you want to do this, but have done what we thought was in line at the time. Plus also attached are reference reports. We don't have the third referee for Sensitive as her nominated person has been unresponsive. We have advised her of this and hope this is resolved by Monday. But thought we would send you the report with the first two of the three refs at this stage. The full three for John are included.

Same for China will follow.

Regards Marianne B

Dr Marianne Broadbent MANAGING PARTNER

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From: Marianne Broadbent

Date: Tuesday, 1 March 2022 at 1:11 pm

To: Amy Brown

Sarah Hill

Warwick

Smith

Kylie Bell

Cc: Lynne Clements

Kristy Manton

Subject: Inv NSW STIC Americas - Panel Meeting Material for 15 March

Dear Panel Members

Greetings. Attached is the Agenda, Final Shortlist Report and Candidate Materials for the STIC Americas Panel on 15 March

- Agenda is the pdf file
- · The Shortlist Report is the doc file
- The four zip files include the candidate application material and the NGS Candidate report for each of the
 three candidates we are meeting on 15 March, plus that of a previous candidate, Sensitive whose
 application has been held over from the previous round. He was regarded as very suitable for appointment
 in that round. He has slightly updated his CV and cover letter.

I have copied Kristy Manton also who I understand will prepare the question packs.

Let's know if is anything else you require at this stage.

Thanks much and look forward to seeing you then.

Regards Marianne B

Dr Marianne Broadbent MANAGING PARTNER NGS GLOBAL | AMERICAS • EUROPE • ASIA PACIFIC • AFRICA • MIDDLE EAST Level 5 / 175 Collins Street, Melbourne, VIC, 3000

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Re_ Panel Confirmation.pdf

From:

Kylie Bell

To:

Lynne Clements

Date:

Wed, 15 Jun 2022 17:33:26 +1000

From:

Kylie Bell

Lynne Clements

Subject:

Date:

Re: Panel Confirmation

Wednesday, 15 June 2022 5:33:26 PM

OFFICIAL

Approved from me thanks Lynne

Get Outlook for iOS

From: Lynne Clements

Sent: Wednesday, June 15, 2022 2:55:06 PM

To: Kylie Bell

Subject: Panel Confirmation

Dear Kylie,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards, Lynne

Lynne Clements
EXECUTIVE OFFICER
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protect it, and how long we will keep it.

Re_ STIC Americas - Panel Confirmation.pdf

From:

Amy Brown

To:

Lynne Clements · *

Date:

Wed, 15 Jun 2022 15:35:45 +1000

From: To:

Cc:

Amy Brown Lynne Clements Alicia Kemp

Subject:

Date:

Re: STIC Americas - Panel Confirmation Wednesday, 15 June 2022 3:35:45 PM

OFFICIAL Hi Lynne

I confirm that this report is accurate from my perspective, and agree to its contents.

Kind regards

Amy

Amy Brown

Secretary, Department of Enterprise, Investment & Trade and CEO, Investment NSW

Sensitive 5 cm

From: Lynne Clements

Sent: Wednesday, June 15, 2022 3:01 pm

To: Amy Brown Cc: Alicia Kemp

Subject: STIC Americas - Panel Confirmation

Dear Amy,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards,

lynne

Lynne Clements

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INSW.003.044.0745

RE_ Panel Confirmation.pdf

From:

Kathrina Lo

To:

Lynne Clements

Date:

Wed, 15 Jun 2022 16:14:27 +1000

From:

To:

Kathrina Lo Lynne Clements

Subject: Date: Agreed.

Regards Kathrina

From: Lynne Clements

Sent: Wednesday, 15 June 2022 2:57 PM

To: Kathrina Lo

Subject: Panel Confirmation

Dear Kathrina,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards, lynne

Lynne Clements
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protect it, and how long we will keep it.

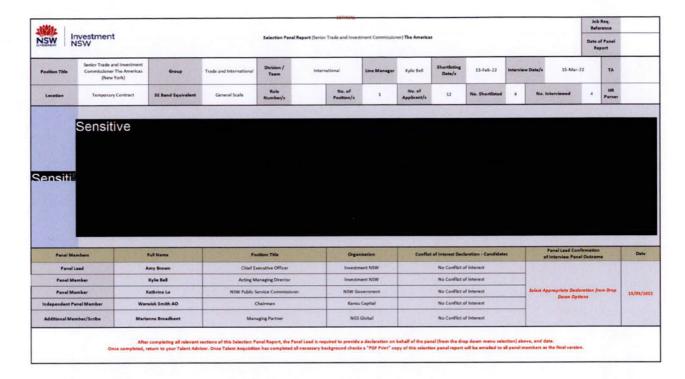
RE: Panel Confirmation

Wednesday, 15 June 2022 4:14:27 PM

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INSW.003.044.0746_0001



Re_ Panel Confirmation - STIC Americas.pdf

From:

Hon. Warwick L Smith AO

To:

Lynne Clements

Date:

Wed, 15 Jun 2022 16:46:25 +1000

From: To: Cc:

Hon. Warwick L Smith AO

Lynne Clements
Jasmine Antonious

Subject: Date:

Re: Panel Confirmation - STIC Americas Wednesday, 15 June 2022 4:46:25 PM

Thanks fir chat Lynne I have read the summation

I agree that J Barilaro is the preferred candidate of those the panel interviewed for a role in

New York Warwick

The Hon. Warwick Smith AO

Sensitive

Director of Office - Jasmine Antonious:

Ph: Se

Sensitive

On 15 Jun 2022, at 12:52 pm, Lynne Clements

wrote:

Dear Warwick,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards, lynne

Lynne Clements
EXECUTIVE OFFICER
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L5, 175 Collins Street, Melbourne VIC 3000

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<Selection Panel Report- STIC Americas- Final 220615.xlsx>

From:

Lynne Clements

To: Cc: Kristy Manton; marianne.broadbent Kylie Bell; Jeshree Gaundar; Kelly Kwan

Subject:

RE: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

Date:

Wednesday, 15 June 2022 5:38:22 PM

Attachments:

image001.png
Re Panel Confirmation - STIC Americas SmithW-approval.pdf

RE Panel Confirmation LoK approval.pdf

Re Panel Confirmation STIC Americas BellK approval.pdf
Re STIC Americas - Panel Confirmation BrownA approval.pdf
Selection Panel Report- STIC Americas- Final 220615.xlsx

OFFICIAL

Hi Kristy,

I have managed to gain approval from all panel members this afternoon via email.

I have saved each email as a PDF and attached for your reference and files. They were each sent the original Selection Report final version you forwarded, and asked to review and send confirmation of approval which has been completed.

Let me know if there's anything further you need on this.

Regards

Lynne

Lynne Clements EXECUTIVE OFFICER

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From: Kristy Manton

Sent: Wednesday, 15 June 2022 5:03 PM

To: Marianne Broadbent

Cc: Kylie Bell

Jeshree Gaundar

Kelly Kwan

Lynne Clements

Subject: RE: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

OFFICIAL

An email ok is perfect.

Enjoy the warmer Fiji weather

K

From: Marianne Broadbent

Sent: Wednesday, 15 June 2022 2:27 PM

To: Kristy Manton ·

Cc: Kylie Bell

Jeshree Gaundar

Kelly Kwan

Lynne Clements

Subject: Re: Urgent - Selection Panel Report- STIC_Americas_2204 Final.xlsx

OFFICIAL

K – will ask Lynne to progress what she can, as long as you are happy with people just indicating OK by email. I am tied up till after 6pm and head to Fiji for work (yes honestly) in the morning). Cheers M

Dr Marianne Broadbent MANAGING PARTNER

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From: Kristy Manton

Date: Wednesday, 15 June 2022 at 1:42 pm

To: Marianne Broadbent

Cc: Kylie Bell

Jeshree Gaundar

Kelly Kwan

Subject: FW: Urgent - Selection Panel Report-STIC Americas 2204 Final.xlsx

OFFICIAL

Hi Marianne

This is the final the panel needs to endorse (if they haven't already). Are you please able to get

their ok today please?

K

Kristy Manton

A/Chief People Officer People and Culture Operations

Department of Enterprise, Investment and Trade

Level 12, 52 Martin Place, Sydney NSW 2000

M:Sensitive

My workdays are: Mon | Tues | Wed | Thurs | Fri

I acknowledge the traditional custodians of the land and pay respects to Elders past and present. I also acknowledge all the Aboriginal and Torres Strait Islander staff working with NSW Government at this time.



OFFICIAL

OFFICIAL

OFFICIAL

Re_ Panel Confirmation - STIC Americas.pdf

From:

Hon. Warwick L Smith AO

To:

Lynne Clements

Date:

Wed, 15 Jun 2022 16:46:25 +1000

From: To: Cc:

Hon. Warwick L Smith AO

Lynne Clements
Jasmine Antonious

Subject: Date:

Re: Panel Confirmation - STIC Americas Wednesday, 15 June 2022 4:46:25 PM

Thanks fir chat Lynne I have read the summation

I agree that J Barilaro is the preferred candidate of those the panel interviewed for a role in

New York Warwick

The Hon. Warwick Smith AO

Sensitive

Director of Office - Jasmine Antonious:



Sensitive

On 15 Jun 2022, at 12:52 pm, Lynne Clements

wrote:

Dear Warwick,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards, lynne

Lynne Clements
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<Selection Panel Report- STIC_Americas- Final_220615.xlsx>

INSW.003.044.0752

RE_ Panel Confirmation.pdf

From:

Kathrina Lo

To:

Lynne Clements

Date:

Wed, 15 Jun 2022 16:14:27 +1000

From:

To:

Kathrina Lo Lynne Clements

Subject: Date: Agreed.

Regards Kathrina

From: Lynne Clements

Sent: Wednesday, 15 June 2022 2:57 PM

To: Kathrina Lo

Subject: Panel Confirmation

Dear Kathrina,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards, lynne

Lynne Clements
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RE: Panel Confirmation Wednesday, 15 June 2022 4:14:27 PM

Re_ STIC Americas - Panel Confirmation.pdf

From:

Amy Brown

To:

Lynne Clements

Date:

Wed, 15 Jun 2022 15:35:45 +1000

From: To:

Cc:

Amy Brown Lynne Clements Alicia Kemp Subject:

Date:

Re: STIC Americas - Panel Confirmation Wednesday, 15 June 2022 3:35:45 PM

OFFICIAL Hi Lynne

I confirm that this report is accurate from my perspective, and agree to its contents.

Kind regards

Amy

Amy Brown

Secretary, Department of Enterprise, Investment & Trade and CEO, Investment NSW

Sensitive

From: Lynne Clements

Sent: Wednesday, June 15, 2022 3:01 pm

To: Amy Brown Cc: Alicia Kemp

Subject: STIC Americas - Panel Confirmation

Dear Amy,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards,

lynne

Lynne Clements

EXECUTIVE OFFICER

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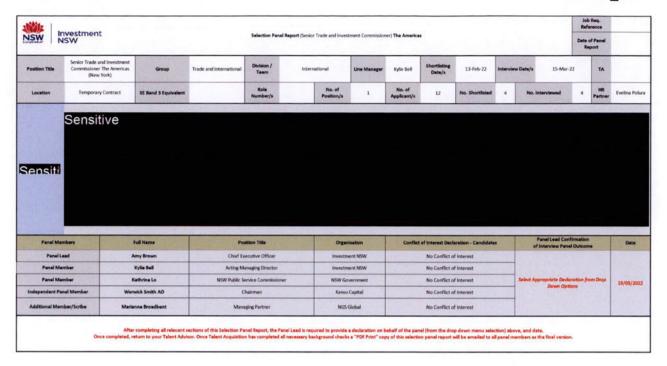
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protect it, and how long we will keep it.

INSW.003.044.0754

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Position Title	Commission	and investment or The Americas or York)	Group	Trade and International	Division / Team	International	Line Manager	Kylie Bell	Shortlisting Date/s	13-Feb-22	Interview	w Date/s	15-Mar-	22	TA	
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		(A	Fanel Intervi	ew Rating sability Group/s Assessed)		100	(As determi	Other Assessmen ned appropriate	ta for the role)	(Results not to b	e shared w		nline Assessmentes by Hiring Mi support)		Panel Mem	bers, refer HR for
	Work Collaborativeh	Influence and Negotiate	Deliver Results	Manage and Develop People	to like			Male			FILE		Capability Potential		19.5	
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Sensi	Meets	Meets	Meets	Exceeds							50					
Sensit	Marginally Meets	Meets	Marginally Meets	Marginally Meets								1				
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INSW.003.044.0754_0001



INSW.003.044.0755

Re_ Panel Confirmation.pdf

From:

Kylie Bell

To:

Lynne Clements

Date:

Wed, 15 Jun 2022 17:33:26 +1000

From:

To:

Kylie Bell Lynne Clements

Subject:

Date:

Re: Panel Confirmation

Wednesday, 15 June 2022 5:33:26 PM

OFFICIAL

Approved from me thanks Lynne

Get Outlook for iOS From: Lynne Clements

Sent: Wednesday, June 15, 2022 2:55:06 PM

To: Kylie Bell

Subject: Panel Confirmation

Dear Kylie,

I have just been sent this file from Investment NSW today asking for panel confirmation of agreement for this final version by all panel members. If it is possible to have an email back as soon as possible confirming the same (they are requesting today if possible), I will add this emailed confirmation note to the file and return to Kristy Manton.

Thanks and regards,

Lynne

Lynne Clements
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Recommended Candidate: 1) Please justify the Panel recommendation with rationale specific to the role. 2) Psychometric assessment results should not be referenced in any candidate commentary. 3) Commentary must relate to the assessment of focus capabilities and consideration of their suitability for the role. 4) Also complete the Panel Interview Rating and Other Assessments for all candidates interviewed. Sensitive				Meets	Marginally Meets				1000					Refer Results			200
Recommended Candidates: 3) Commentary must relate to the assessment of focus capabilities and consideration of their suitability for the role. 4) Also complete the Panel Interview Rating and Other Assessments for all candidates interviewed. Sensitive				Meets	Does Not Meet			高州镇	Mich Bill					Refer Results			
	Jenny West																
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Position Title	Senior Trade and Investment Commissioner The Americas (New York)		Trade and International	Division / Team	International	Line Manager	Jenny West	Shortlisting Date/s	10-Jun-21	Interview	v Date/s	06-Jul	-21	ТА	Michell Vigo
Engagement	Temporary Contract	Band 3 (equivalent)			No. Positi		No. of Applicant/s	21	No. Shortlisted	4	No. In	terviewed	4	HR Parner	Kristy Manton
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INSW.003.044.0521

	estment	t			Selection Par	nel Report (Senior Trade and Inves	tment Commission	er) The America							Job Refe		
	Senior Trade at Commissioner	The Americas	Group	Trade and International	Division / Team	International	Line Manager	Kylie Bell	Shortleting Date/s	13-F	eb-22	Interview	w Date/s	15-Mar-		TA	
Location	(New Temporary		SE Band 3 Equivalent		Role Number/s	No. of Position/s	1	No. of Applicant/s	12	No. Sh	ortlisted	4	No.	Interviewed	4	HR Partner	Evelina Polura
3320		(Al	Panel Intervi	new Rating pablity Group/s Assessed)				ther Assessment		(Results	not to be	shared w	0 Ith candid	nline Assessmentes by Hiring M support)	nts anager or F	anel Mem	bers, refer HR for
	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People						1 10				Capability Potential			
Candidates Names	Advanced	Highly Advanced	Highly Advanced	Advanced										OPQ (Behavioural)			
John Barilaro	Meets	Exceeds	Exceeds	Exceeds													
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PANEL REPORTS

INSW.003.044.0521_0001

10012												Job Req. Reference	
ISW NS	vestment SW			Selection Panel Repo	et (Senior Trade and Invest	ment Commission	er) The American	•				Date of Panel Report	
Position Title	Senior Trade and Investment Commissioner The Americas (New York)	Group	Trade and International	Division / Team	International	Line Manager	Kylie Bell	Shortlisting Oute/s	13-Feb-22	Interview Date/	15-Mar-	22 TA	
Location	Temporary Contract	SE Band 3 Equivalent		Role Number/s	No. of Position/s	1	No. of Applicant/s	12	No. Shortlated	4 No	Interviewed	4 HR Partne	Evelina Pol
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Panel Memb			Chief Ex		Investm	-	Conflict		f Interest				Date
Panel Memb	ad	Amy Brown	Chief Ex Acting M	secutive Officer	linvestri Investri	ent NSW	Coeffee	No Conflict o	f Interest		of Interview Pan	el Outcome	
Panel Lea	od ,	Amy Brown Kylie Bell	Chief Ex Acting M NSW Public S	secutive Officer	Investm Investm NSW Gu	ent NSW	Conflict	No Conflict o	f Interest f Interest f Interest		of Interview Pan	el Outcome	



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BRIEFING FOR THE CHIEF EXECUTIVE

Objective ID: A5434745

Employment of Mr John Barilaro as Senior Trade and Investment Commissioner, Americas

Purpose:	Approval is sought for the engagement of Mr John Barilaro as Senior Trade and Investment Commissioner, Americas (employment agreement at Attachment A).
Analysis:	As the delegated officer, the CEO's approval of the panel's recommendation for the engagement of Mr John Barilaro is required.
Timeframe:	Approval is required by 16 June 2022
Reason for deadline:	Possible media announcement and urgency in application for US work visa for Mr Barilaro.

Recommendations

- Approve employment agreement for Mr John Barilaro, NSW Senior Trade and Investment Commissioner, Americas.
- 2. Sign the employment agreement at Attachment A.
- 3. Sign the STIC Americas Relocation Letter at Attachment B.

Key reasons

- As part of the Global NSW strategy and expansion of the NSW international trade and investment network, the NSW Government announced the intended appointment of a Senior Trade & Investment Commissioner (STIC) Americas, to be located in New York.
- An external advertisement and executive search was undertaken by NGS Global, a pre-qualified supplier, to fill this vacancy.
- In accordance with Regulation 10A of the Government Sector Employment (GSE) Regulations, Investment NSW undertook a selection process to assess a range of candidates' appropriateness for the role having regard to the nature of the role and the person's qualifications, skills and experience (selection panel report at Attachment D).
- The panel identified Mr John Barilaro as the preferred candidate (Mr John Barilaro CV is at Attachment B).
- Mr Barilaro has now met with the Minister for Enterprise, Trade & Investment, the Hon Stuart Ayres MP who has supported his appointment.
- Investment NSW has completed due diligence including reference and background checks in relation to Mr Barilaro and identified no issues.

Financial or other impact

- Ensuring compliance with the 'Senior Executive Remuneration Management Framework', Mr Barilaro will be offered an annual remuneration of PII - CIC Senior Executive Band 3 remuneration range.
- Additionally, in line with Mercer benchmarking, Mr John Barilaro will be offered an annual allowance of PII - CIC to assist in the cost differentials of living in New York compared to Sydney.

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n Halment NSW action due, 16-36-22

Page 1 of 2 Date final action due: 16 6 12

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 A one-off capped relocation allowance of up to PII - CIC will also be provided for the direct reimbursement of appropriate expenses, based on the provision of receipts (relocation letter at Attachment B).

Supporting analysis

Legal impact and considerations

. LPP

Consultations undertaken in preparing this brief

Person consulted	Issue
Chris Carr, General Counsel DEIT	Instructing HSF and their New York Office through the Investment NSW Legal team, in preparation of employment agreement and relocation letter.
Kristy Manton, A/CPO DEIT	Terms around remuneration and offshore benefits and conditions

Supporting information

List of attachments

- Attachment A Investment NSW Employment Agreement STIC Americas (John Barilaro)
- Attachment B Investment NSW Relocation Letter STIC Americas (John Barilaro)
- Attachment C John Barilaro CV
- · Attachment D Selection Panel Report STIC Americas

Approved: Secretary / CEO Investment NSW (Amy Brown), 16-06-2022
CEO, Investment NSW T: Sensitive

Responsible Action Officer:	Kylie Bell, A/ Managing Director Trade & Investment Sensitive	ı
*	Jeshree Gaundar, Manager International People Partnering, People & Culture, Sensitive	

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Trade Minister Stuart Ayres Ayres' alleged role in Barilaro scandal Trade Commissioner scandal a 'frustrating' distraction': **Premier**

After an overseas trade trip overshadowed by events at home, NSW Premier and under-fire Trade Minister Stuart Ayres will return to Australia to increasing internal anger.

Lachlan Leeming and James O'Doherty

4 min read July 29, 2022 - 5:43PM

NSW Premier Dominic Perrottet and Deputy NSW Liberal Leader Stuart Ayres may be in trouble amid documents appearing to indicate they misled parliament over the John Barilaro scandal, says Sky News Political Editor Andrew Clennell. Mr Clennell said they had told parliament that no suitable candidate had been identified.

NSW

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Multiple scandals facing the state government back home have been a "frustrating" distraction overshadowing a major trade mission, Premier Dominic Perrottet says.

Mr Perrottet and his under-fire Trade Minister Stuart Ayres will land back in Sydney on Saturday night amid increasing internal anger over Mr Ayres' involvement in the appointment of former Deputy Premier John Barilaro to a \$500,000-a-year New York trade role.

On Friday, Mr Ayres said he was not considering his future as the Deputy Liberal leader despite chatter among his colleagues that he might need to go.

Privately, senior Liberals believe Mr Ayres is continuing to damage the government by digging in and refusing to accept any responsibility for the Trade Commissioner scandal.

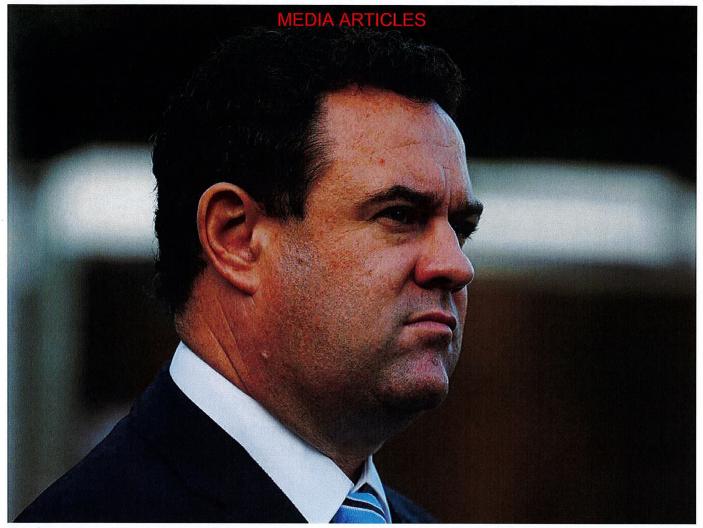
Mr Perrottet repeated his position that he will not take any action in relation to the appointment until he receives the findings of an independent review into the process.



Premier Dominic Perrottet, right, and Trade minister Stuart Ayres open the NSW government's trade and investment office in Mumbai on Thursday. Picture: James O'Doherty / Daily Telegraph.

He rejected suggestions that waiting for those findings before taking action is causing further damage to his government.

Mr Perrottet said it was important for him to follow proper "process" and doing "what is right," even if that creates "PRD: ALBERS" 2022 shortenDER BUNDLE 002 Page 2 of 25



Trade Minister Stuart Ayres has denied influencing the hiring decision. Picture: NCA NewsWire / Gaye Gerard

Mr Ayres on Friday maintained that the recruitment process which appointed Mr Barilaro was done independently of government, and overseen by Investment NSW CEO Amy Brown.

That is despite documents released to parliament revealing Mr Ayres spoke to Ms Brown about potential candidates, and even asked for one person onto the "short shortlist" for the New York role.

"I have responded to the information, the updates, the briefs that are provided by the public service, that is all I have done," Mr Ayres said.

He said he only "endorsed the position" that Mr Barilaro had "secured the position" when the process had been completed.





Former deputy premier John Barilaro was awarded the role but withdrew. Picture: NCA NewsWire / Gaye Gerard.

AYRES' 'FINGERPRINTS ALL OVER' SELECTION

On Thursday Mr Ayres was accused of having his "fingerprints all over" the selection of the New York trade commissioner role, after newly released documents revealed his 'short shortlist' instructions.

An email by Investment NSW CEO Amy Brown on February 8 said she had "run through the 'long' shortlist" for the New York job with Mr Ayres.

"He'd like to add (redacted) to the short shortlist please," she wrote.

Earlier in the week he had said: "I have not under any circumstances influenced the decisions of Amy Brown in who she is selecting as senior executives of the public services".

Shadow Treasurer Daniel Mookhey said on Thursday that the latest documents showed the Minister had misled the public.

"It is now clear that Stuart Ayres has misled the public ... he has very serious questions to answer," Mr Mookhey said. "Stuart Ayres hasn't been arm's length from this process — he's had his fingerprints all over this process from the moment he became the Minister for Trade.

"Stuart Ayres was telling Amy Brown who should be on the short shortlist. It wasn't an independent recruiter who was going through all the people who had applied. It was Stuart Ayres putting forward his preferred candidate for this job."

Speaking from India, Mr Ayres said the redacted name added to the shortlist was not that of John Barilaro.

He said Ms Brown wanted the name added.

"I think this was a conversation that Amy Brown had with me to update on the process and there was a name Amy discussed about adding to the shortlist and she went and did that," he said.

He denied the briefing showed that he was involved in the recruitment process. "These are decisions that are still made by Amy Brown," he said. "Adding names to a list is her decision."



Daniel Mookhey at the inquiry investigating the appointment of former deputy premier John Barilaro to the US trade commissioner role. Picture: NCA NewsWire / James Gourley

Investment NSW also denied a meeting between Mr Ayres and Mr Barilaro ever took place, despite a government document stating the two had met.

A briefing note contained in government documents for Investment NSW chief executive Ms Brown said: "Mr Barilaro has now met with the Minister for Enterprise, Trade and Investment, the Hon Stuart Ayres MP who has supported his appointment."

On Thursday afternoon, Investment NSW claimed it was a "clerical error", and the two hadn't met over the role.

"Investment NSW can confirm that an internal CEO briefing cover note contained a clerical error, incorrectly stating that the Minister for Enterprise, Investment and Trade had met with Mr Barilaro as part of the STIC Americas recruitment process," an Investment NSW spokesman said.

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Investment NSW CEO Amy Brown has already appeared before the inquiry

Labor has confirmed Mr Barilaro will be called to give evidence to a parliamentary inquiry into his appointment on August 8.

Mr Barilaro told The Daily Telegraph he was yet to receive a formal invitation and had only read about it in the media.

"As I have publicly stated, I've been available to attend the inquiry for weeks, with the committee refusing to call me," he said.

"I'm yet to receive a formal invitation at this stage, and I am disappointed that I have to read about it in the media.

"Labor chooses to play this out in the media, rather than following procedural fairness."

Got a tip? Email lachlan.leeming@news.com.au or james.odoherty@news.com.au

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News NSW

Kerry Chikarovski was considered for New York trade commissioner role

Former Liberal leader Kerry Chikarovski was discussed as a possible contender for the US trade commissioner post eventually offered to John Barilaro, sources have revealed.



Sky News Queensland Editor Peter Gleeson says the speculation surrounding former NSW deputy premier John Barilaro's trade role appointment is a classic case of a "job for the boys gone wrong". Mr Gleeson's comments follow revelations from Mr Barilaro's former chief of staff, Mark Connell, who claimed Mr Barilaro told him...

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Senior NSW government ministers secretly floated having former Liberal leader Kerry Chikarovski "or someone of her calibre" appointed to the now infamous New York trade commissioner role.

The discussions occurred prior to former deputy premier John Barilaro bringing to cabinet a submission to change the state's new senior trade and investment commissioner (STIC) roles from public service appointment to ministerial appointments.

A source familiar with the talks said the idea to have ministerial appointments was to bolster the calibre of candidates applying to the roles, with cabinet — rather than the public service — deliberating on who would be most suitable.

The source claimed Ms Chikarovski's name had been raised by senior Liberal Party ministers as the type of person who should be considered.

There is no suggestion Ms Chikarovski was aware she was a prospective candidate.

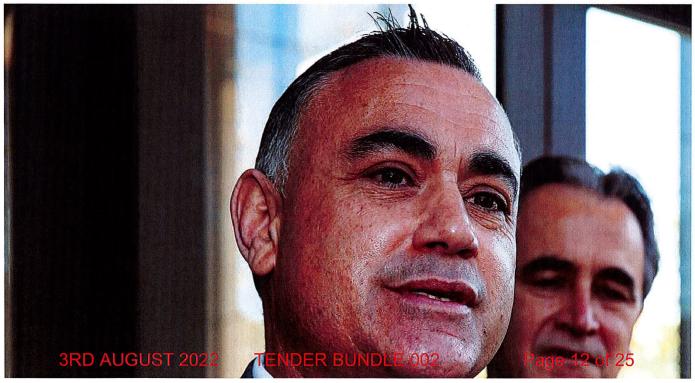




Former Liberal leader Kerry Chikarovski was named as someone who could take up the US trade commissioner post. Picture: Jeremy Piper

The claim comes as Labor and crossbench members on Friday blocked a move for Mr Barilaro and a trade post selection panel member to appear before the Upper House inquiry examining the process this Tuesday, with the motion put forward by Nationals MP Wes Fang voted down.

Mr Fang had argued that it was time Mr Barilaro had his say on the matter.



 $https://www.dailytelegraph.com.au/news/nsw/kerry-chikarovski-was-considered-for-new-york-trade-commissioner-role/news-story/737a339940e7\dots$



The role eventually went to former deputy premier John Barilaro, but he has since withdrawn. Picture NCA Newswire/ Gaye Gerard.

Announced by Mr Barilaro in 2020, the five NSW STIC positions and the agent-general in London was modelled on a similar Global Victoria program, with Investment NSW choosing the locations.

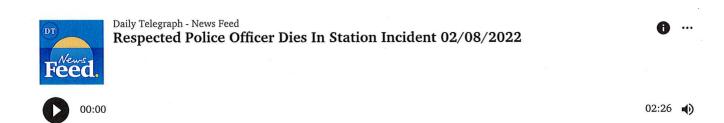
By May the following year, documents tabled in state parliament suggested two preferred candidates had been identified for the US posting, with Investment NSW chief executive Amy Brown declaring she made a verbal offer to former Investment NSW deputy secretary Jenny West in August 2021.

This has since been disputed by former Investment NSW general counsel Chris Carr, who this week told the Upper House inquiry examining the appointment that Ms West was never "fully" offered the job.

The source alleged it was around this time that discussions were being held among several senior ministers about the candidates, with Ms Chikarovski's name raised.

In September, Mr Barilaro brought a submission to cabinet, with the proposal to change the process to ministerial appointments, which would require legislation, being supported by the majority of ministers and former premier Gladys Berejiklian, the source said.

For reasons that are still not clear, Trade Minister Stuart Ayres ignored the cabinet decision, reverting the process back to public service appointments after seeking support from the smaller and more informal "strategy cabinet".



The inquiry is now likely to hear how after submitting a CV for the STIC job, Mr Barilaro was interviewed by a panel before undergoing a psychometric test and a second interview.

"Mr Barilaro is waiting to have his say at the inquiry," the source said.

It is also understood some of Mr Barilaro's colleagues were approached about whether they had any concerns with Mr Barilaro applying.

On June 17, Mr Barilaro was announced as the successful candidate but has since withdrawn from the role.

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Analysis / Politics

In Barilaro saga, job for close adviser raises yet more questions - and demands a wider inquiry

The hiring of Jennifer Lugsdin, Barilaro's former media adviser (and now partner), to a senior role at Investment NSW warrants investigation.

DAVID HARDAKER JUL 25, 2022 50







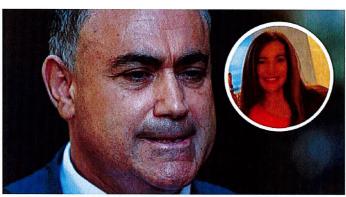


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FORMER NSW DEPUTY PREMIER JOHN BARILARO AND JENNIFER LUGSDIN (IMAGE: AAP/JOEL CARRETT/LINKEDIN)

John Barilaro's former media adviser — and now partner — was employed in a senior role at Investment NSW at the time the agency was processing the appointment of the apparently successful candidate Jenny West to the plum job of NSW trade commissioner based in New

The media adviser, Jennifer Lugsdin, took up the role of senior media adviser in August last year. It was later revealed that Lugsdin and Barilaro were in a relationship after leaving their spouses. Lugsdin arrived at Investment NSW the same month that West, a senior Investment NSW bureaucrat, was told she had the job following an independent selection process. The offer was later rescinded as part of a chain of events that saw Barilaro himself gain the New York

The fact that Lugsdin was employed by Investment NSW has been known in media and political circles but has so far been unexplored in the NSW upper house inquiry into how Barilaro ended up being appointed to the role. The opposition-run inquiry received bombshell evidence last week from former Barilaro staffers that the then deputy premier had sought urgent advice on how to convert the role into a ministerial appointment - and that he had earlier wanted the trade posting "for when I get the fuck out of this place [NSW Parliament]". This has been denied by Barilaro.

The appointment of Lugsdin raises obvious questions for any investigation into the Barilaro saga. As senior media adviser, how closely did she work with agency head Amy Brown? What did she know about the state of play with the New York job? It also raises larger questions about a political culture where public funds and taxpayer-funded jobs are used for political purposes.



Barilaro scandal raises big questions for a strangely passive

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In an emailed response to Crikey's questions, Investment NSW defended the integrity of Lugsdin's appointment.



"Investment NSW engaged the services of an external recruitment agency in late July 2021 to provide a contingent labour resource to support the media team in a newly created agency," it said.

"The short-term engagement with the agency supplier, who was the employer of Ms Lugsdin, ended in December 2021.

"The agreement with Ms Lugsdin's employer was in accordance with the NSW government Prequalification Contingent Workforce scheme, with Ms Lugsdin assessed as the most qualified and skilled candidate following the review of a number of applicants put forward by four pre-

Crikey attempted to contact Jennifer Lugsdin at her new role as senior communications and media officer at the NSW Department of Communities and Justice but we received no response.

In terms of public perception, though, the appointment of Lugsdin risks being seen as symptomatic of a revolving-door culture where the government uses the public service for its own purpose.

This is the very culture that led to Barilaro using the public purse to fashion a benefit for himself via the New York trade job, if we are to believe evidence that last week emerged from former Barilaro staffers (disputed by Barilaro).

Barilaro had also employed 25-year-old Bridgette Joyce, daughter of then National Party leader Barnaby Joyce, as a senior adviser. The taxpayer foots the bill for these jobs, but because they are classed as political they are not subject to public service employment standards.





iob, but Perrottet's problems remain Read More >

political grave. John

the NSW government

Turmoil surrounding Barilaro

The events that preceded Barilaro resigning from the NSW Parliament in October last year show the turmoil that had engulfed the then deputy premier and those around him.

In late 2020 Barilaro took a month's mental health leave after he threatened to withdraw the National Party from the NSW Coalition over government policy on koalas.

In May 2021 he took legal action against YouTube comedian Jordan Shanks over corruption allegations made by Shanks. (Barilaro was ultimately awarded \$715,000 in damages in an action against Google.)

By August several of his staff had moved on, including Lugsdin.

In early October Barilaro resigned from Parliament and also announced he had split from his wife Deanna after 26 years. The couple have three daughters. In the wake of his resignation, (unfounded) rumours surfaced that Barilaro had been having an affair with Bridgette Joyce. It later emerged that Barilaro was involved in a relationship with Lugsdin, who had also left her

Limits of NSW upper house inquiry

The NSW upper house inquiry, run by the public accountability committee, has produced a drip of damaging revelations on the behind-the-scenes manoeuvring that led to Barilaro's appointment. Yet it has also been hampered by the government's refusal, so far, to produce key documents requested by the committee. The opposition has flagged that it may recall the upper house for an urgent sitting this week if the government doesn't play ball.

At the same time, there is a parallel review underway through the department of premier and cabinet, being run by former NSW public service commissioner Graeme Head.

However, neither review appears to have the scope to investigate the revolving-door culture at the heart - at least in terms of public perception - of the Barilaro saga. That may only be possible in a powerful inquiry fully independent of the government, one with the ability to compel evidence.







New South Wales politics

A 'female focus' and short shortlists: the long road taken to fill NSW's New York trade role

A series of revelations has raised new questions about how former NSW deputy premier John Barilaro ended up appointed to the trade commissioner job



Michael McGowan

Sat 30 Jul 2022 06.00 AEST

L

ast December, as staff inside Investment NSW were preparing to resume the search for a senior trade commissioner based in New York, a brief spelled out instructions given to the recruitment firm charged with finding candidates for the job.

The company was to "focus on female candidates", according to a copy of the brief prepared for the agency's chief executive, Amy Brown, that was obtained through parliament.

There is evidence they tried. After former senior public servant and businesswoman Jenny West's verbal offer for the role was revoked in August, the company, NGS 3RD AUGUST 2022 TENDER BUNDLE 002 Page 20 of 25 Global, ran a second round of recruitment.

Among the interviewees for the job was Kimberly Cole, a senior businesswoman who met with the trade minister, Stuart Ayres, in March. Other documents suggest another person who was interviewed for the job was also a woman.

Former NSW Coalition leader Kerry Chikarovski is also understood to have been in the mix for the role. She did not respond to requests for comment on Friday.

Instead, in June, former NSW deputy premier John Barilaro was announced as the successful candidate for the lucrative role.

This week, as the controversy surrounding his now-abandoned appointment entered its second month, the focus turned to Ayres, the deputy Liberal party leader who took over the trade portfolio after Barilaro announced his resignation from parliament last October.

Despite repeated assurances from the government - and Ayres himself - that Barilaro's appointment to the plum job was handled by the public service at arm's length from ministers, a series of revelations has raised new questions about how he ended up in the job.

On Thursday Guardian Australia revealed that on 8 February this year, Brown sent an email to colleagues in the agency stating that she had met with Ayres to "run through" the shortlist for the New York position.

During the meeting, Brown wrote, he asked her to add a name.

The name, which remains a secret, was not Barilaro's. It raises an interesting subplot: was Ayres, who previously said he knew Barilaro might apply for the job because the former deputy premier told him via text message in December, actually trying to block his candidacy?

Ayres himself said during a press conference last month that he "had some concerns" Barilaro's candidacy could "create some political contention".

"I think I can say to everyone here, I'm hardly known as the flag bearer of the John Barilaro fan club, but he's a private citizen and we've got to be able to make sure that any private citizen who applies for a role gets a fair hearing," he said at the time.

But at the same press conference, Ayres also said that "politicians have not played any role in the selection and recruitment process" of the New York trade role, and that any attempt on his part to direct the public service over hiring would have amounted to "undue influence".

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Ayres has continued to deny he influenced the process. During a press conference in Mumbai on Thursday, he said: "Independent of United Lary circumstances influenced the decisions of Amy Brown in who she is selecting as senior executives of the public service."

But the documents at least call into question the government's claim the process was handled entirely by the public service. In fact, emails from within the agency suggest Ayres' involvement extended to instructions on which media outlets to advertise the position in.

The documents have placed intense pressure on Ayres, who is due to return with the premier, Dominic Perrottet, from an overseas trade trip over the weekend. A number of senior ministers within the government are furious that the saga shows no sign of letting up, with further hearings of the parliamentary inquiry probing the posting to be held next week. Barilaro himself is due to appear on 8 August.

The Labor opposition's refusal to call for Ayres' resignation similarly suggests there is no appetite on their part to bring to a close a saga which has completely derailed the government's agenda less than a year out from the next election.

As shadow treasurer, Daniel Mookhey, said on Thursday: "Our preferred remedy here isn't just to get rid of Stuart Ayres. It's for the people of New South Wales to get rid of this government."

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When the hearings do resume, with Brown to appear for a second time, much of the focus will be on the timeline of the appointments.

When she first appeared before the committee in June, Brown said she made the call to hire Barilaro on 1 April, after interviews were held in mid-March.

She said she told Ayres of her decision sometime that month, and that he responded: "You're the decision-maker, so it's your decision."

But other documents released to parliament have muddied that timeline. As reported by Guardian Australia, a briefing document states that Investment NSW was still waiting on "ministerial feedback" on the position by 28 April, while other previously unreported documents raise further questions.

On 3 Rep, Al-Gul-Strate and email in the most sin her agency and ref as a

copy of the role description for the New York job.

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"When you have a spare moment (not urgent), could someone please send over the RD for STIC Americas? For a contact in (sic) mine who hasn't applied for the role, but might consider it if it came around AGAIN!" she wrote.

Then on 28 May, an email from the head of the recruitment firm tasked with headhunting for the role sent Brown an email containing reference reports for "the top two candidates" for the job: Barilaro and Cole. "As discussed," the recruiter wrote.

Investment NSW did not respond to questions about the email, but those dates - well after Perrottet was told of Barilaro's appointment on 30 April - will be of keen interest to the committee, as will another email, sent on 29 September, stating there was still a "preferred candidate" for the job prior to the second recruitment process commencing.

To understand its significance, you need to go back to the woman who almost did get the job. In August, former senior public servant and businesswoman Jenny West was verbally offered the role.

Brown, who was then her boss, sent her a signed brief from Gladys Berejiklian, still the premier at the time, noting she was the "successful candidate" for the posting.

"This is one to frame," she wrote in a message which included emojis of a champagne bottle and the Statue of Liberty.

But, as has been widely reported, the job was scuppered when Barilaro, a week before his resignation, took a decision to cabinet to have the senior trade roles appointed by ministers. That decision passed on 27 September.

In her explosive testimony to an upper house inquiry earlier this month, West claimed Brown told her during a meeting that the job would be "a present for someone".

On Thursday, Mookhey said Brown had been recalled to answer the committee's "additional lines of inquiry".

"I think that the committee certainly has more information about which means that we are in a better position to test the evidence or witnesses," he said.

Barilaro has since withdrawn from the position, citing the intense media attention his appointment had garnered, but has said he "always maintained that I followed the process".

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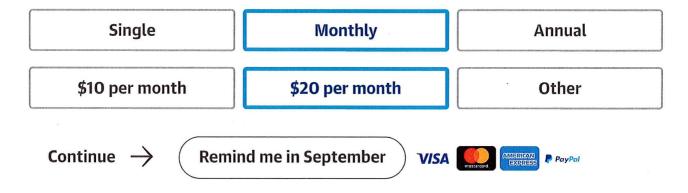
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