# 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- SHC\_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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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

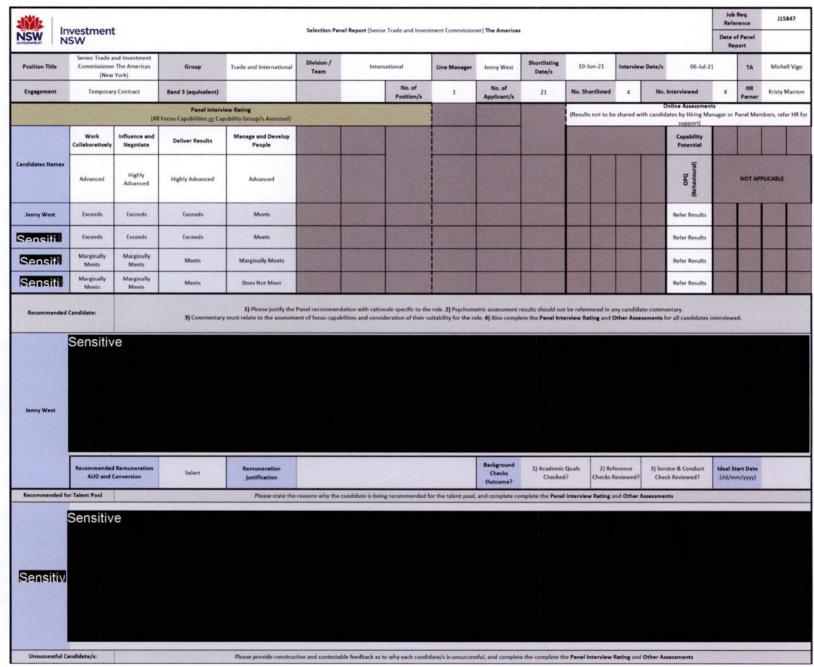
I acknowledge the traditional custodians of the land and pay respects to Elders past and present. I also acknowledge all the Aboriginal and Torres Strait Islander staff working with NSW Government at this time.

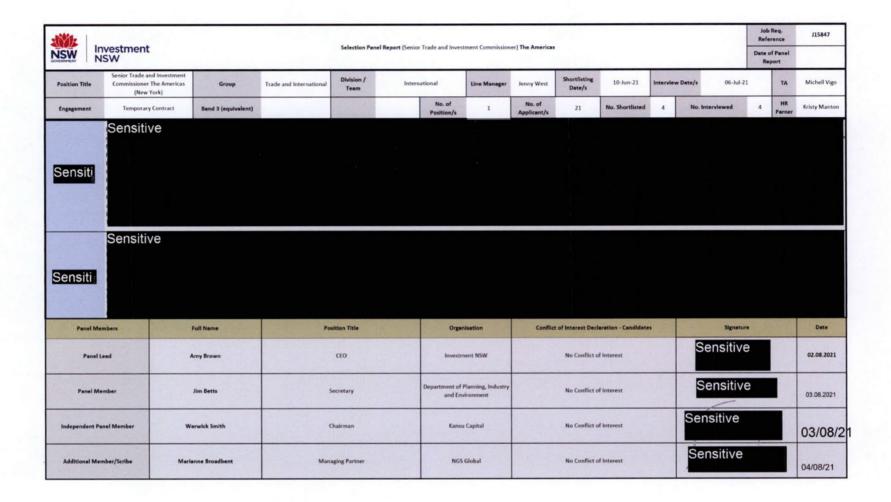


**OFFICIAL** 

**OFFICIAL** 

**OFFICIAL** 





## 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



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

## 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

Marianne Broadbent

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 resemble rang me this week to say she was uncertain and I expected her to pull the plug. I'll be in touch after consultation with Amy to see if she wants one more added or is happy with the final 3. She may ask for Sensitive

### Get Outlook for iOS

From: Marianne Broadbent

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

To: Kristy Manton

Kylie Bell

Lynne Clements

Subject: Re: STIC Shortlists

Cc: Rebecca Doyle Barcoe

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

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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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.

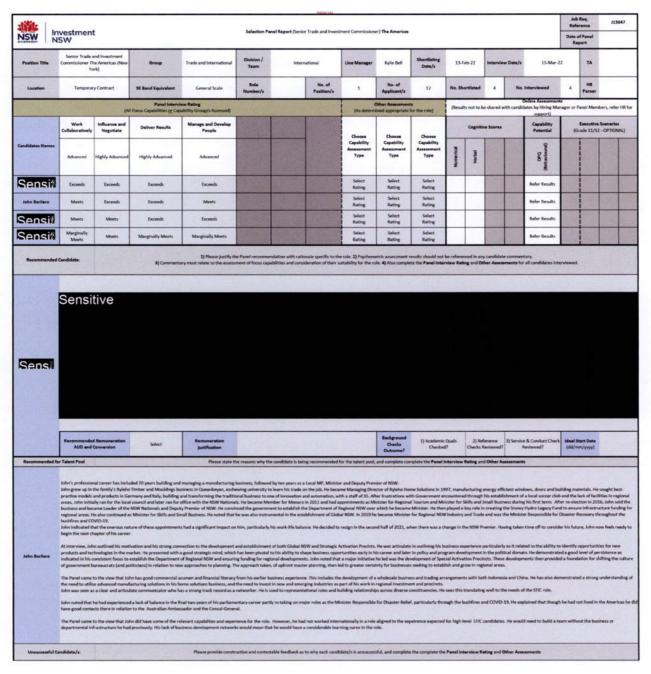
## Shanghai

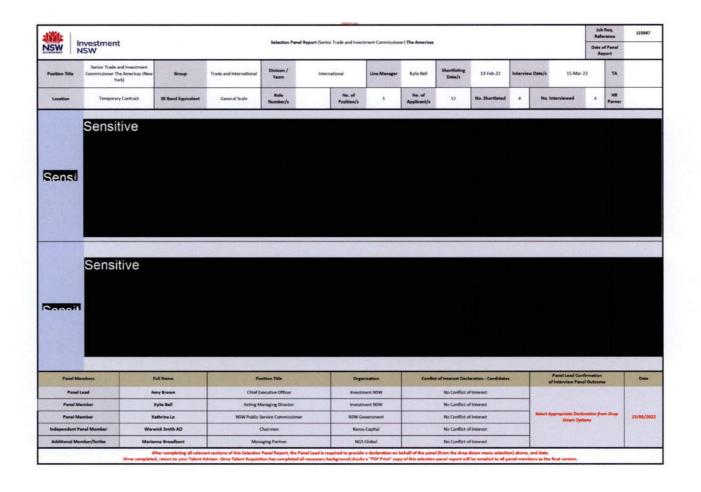
- Sensitive
- 2.
- 3

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

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

Kylie Bell

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

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, 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

Dr Marianne Broadbent MANAGING PARTNER

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3

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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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

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

Thanks much and look forward to seeing you then.

Warwick

Regards Marianne B

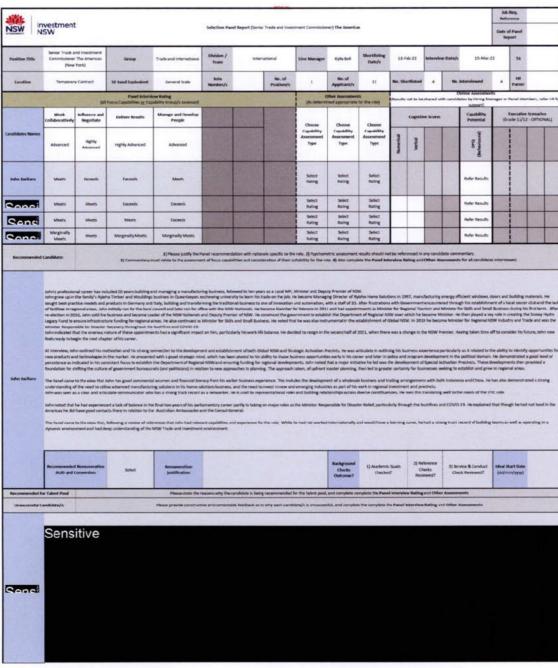
Dr Marianne Broadbent MANAGING PARTNER

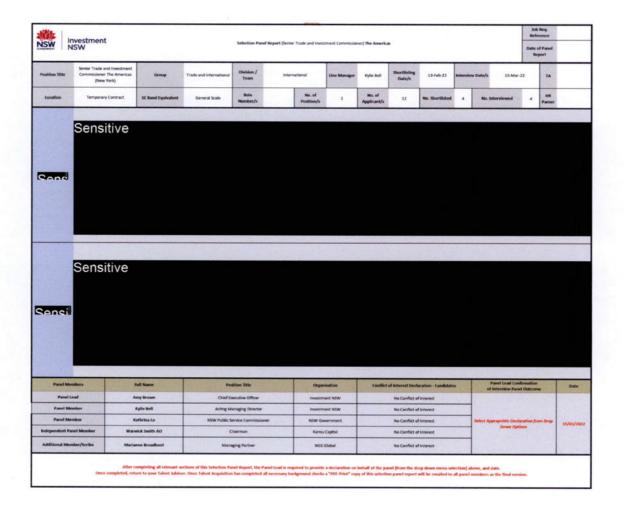
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#### Selection Report - 28 May 2022



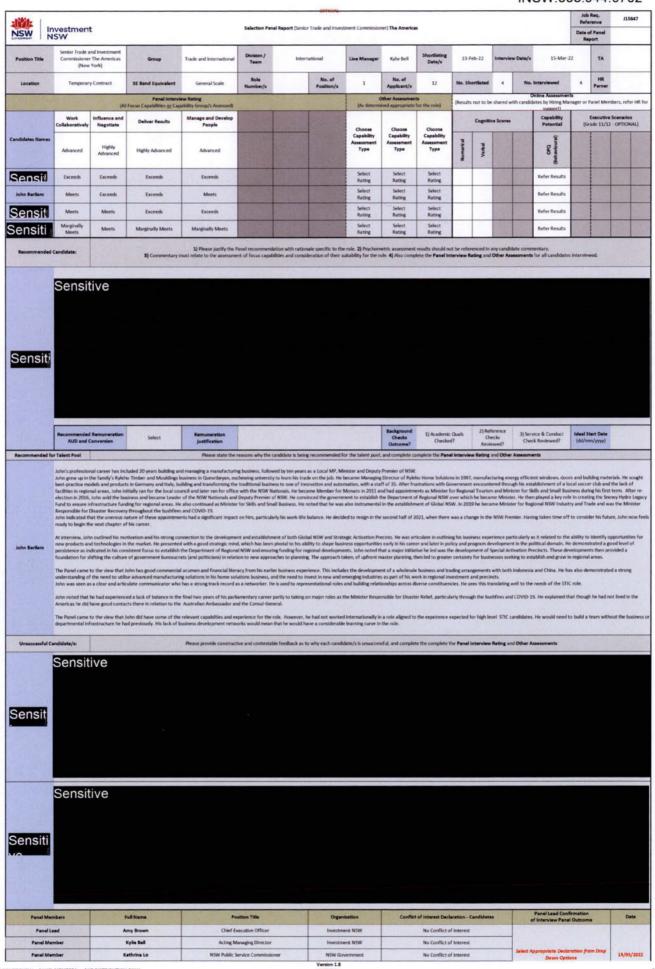


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#### INSW.003.044.0702



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Position Title	Senior Trade a Commissioner (New	The Americas	Group	Trade and International	Division / Team	International	Line Manager	Kylie Bell	Shortlisting Date/s	13-Feb-22	Interview	Date/s 15-Mar-	22	TA	
Location	Temporary	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	
ndependent Pa	nel Member	Warv	wick Smith AD	C	hairman	Kansu	Capital		No Conflict o	of Interest			#1 V		F
Additional Men	nber/Scribe	Maria	nne Broadbent	Mana	iging Partner	NGS	Slobal		No Conflict o	of Interest					

## 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

#### OFFICIAL

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

Dr Marianne Broadbent MANAGING PARTNER

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

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From: Kristy Manton

Date: 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

Cc: Lynne Clements

Kylie Bell 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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OFFICIAL

INSW.003.044.0276

# 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
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

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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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** 

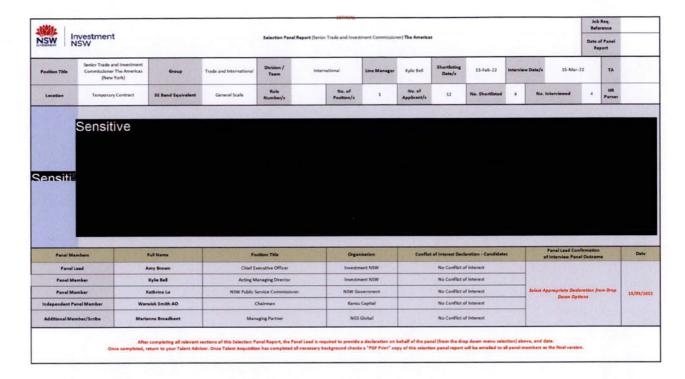
Wednesday, 15 June 2022 4:14:27 PM

# INSW.003.044.0746

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Position Title		and Investment or The Americas York)	Group	Trade and International	Division / Team	International	Line Manage	r Kylie Bell	Shortlating Date/s	13-6	Feb-22	Intervie	rw Date/s	15-Mar	-22	TA		
Location	Temporar	y Contract	SE Band Equivalent	General Scale	Role Number/s	No. Positi		No. of Applicant/s	12	No. 5h	ortlisted	4	No.	Interviewed	4	HR Parner		
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	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People							Cogniti	ve Scores		Capability Potential		Executive Grade 11/1		
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John Barilaro	Meets	Exceeds	Exceeds	Meets			Select Rating	Select Rating	Select Rating					Refer Results				
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Recommended	John's profession John grew up in t best-practice mo facilities in region	the family's Ryleho idels and products nal areas, John init	luded 20 years building as o Timber and Mouldings is in Germeny and Italy, b tially ran for the local co	must relate to the assessme and managing a manufacturin business in Queambeyon, escaliding and transforming the uncil and later ran for office or of the NSW Nationals and	ng business, follow chewing university traditional busine with the NSW N	ved by ten years as a Local to learn his trade on the je ses to one of innovation alsonals. He became Memb	MP, Minister and Depu b. He became Managi d automation, with a st or for Monaro in 2011	by Premier of NSW by Director of Ryle aff of 35. After for and had appointm	rho Home Solutio ustrations with G	ons in 1997, overnment	, manufac	turing en-	ergy efficie agh his est	ent windows, do	ors and bu	allding mate er club and	the lack	of fter re-
	persistence as in foundation for si The Panel came t understanding of John was seen as John noted that I Americas he did I The Panel came t	dicated in his con- nifting the culture to the view that is the need to utilis a clear and articu- he had experience have good contact to the view that, fi	sistent focus to establish of government bureaucr ohn has good commercia e advanced manufacturi- ulate communicator who id a lack of balance in the ts there in relation to the ollowing a review of refe	of with a good strategic min.  the Opentment of Regions  ats (and politicians) in relati if acumen and financial liters grisolations in his home color has a strong track record a  final two years of his parlic Australian Ambassador an  orences that John had releva e and Investment environment	al NSW and ensuri ion to new appro- acy from his earli- utions business, a is a networker. He amentary career i d the Consul-Gen ant capabilities and	ng funding for regional devices to planning. The appr or business experience. This did he need to invest in nev- is used to representational partly to taking on major ro- eral.	lopments. John noted pach taken, of upfront includes the developm and emerging industri roles and building relates as the Minister Resi	that a major initia master planning, t eent of a wholesal es as part of his w tionships across d consible for Disast	tive he led was ti then led to greate e business and tr. ork in regional in liverse constituen er Relief, particul	he developer certainty ading arran vestment a scies. He se larly throug	ment of 5 r for busin ngements and precir ses this tri gh the bur	ipecial Activesses seen with both octs. anslating of the seen seen seen seen seen seen seen se	invation Priking to est Indonesia well to the COVID-1	ecincts. These di tablish and grow a and China. He for needs of the ST 9. He explained to	rvelopme in regiona as also de IC role. hat thoug	nts then pr el areas. emonstrate th he had n	ovided a strong	n the
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- Carlotte and Carlotte	ological and a second			nease provide construct	we and contested	e reedback as to why each	candidate/s is unsucce	sstul, and complet	te the complete t	the Panel Ir	nterview	Rating an	d Other A	ssessments			- 8	
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STRICTLY CONFIDENTIAL - PANEL MEMBERS and HR DISTRIBUTION ONLY

Version 1.8



# 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: jasmine.antonious@kansucapital.com.au | Ph: Sel

On 15 Jun 2022, at 12:52 pm, Lynne Clements < lynne.clements@ngsglobal.com> 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>

From:

Lynne Clements

To:

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 | E

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

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

**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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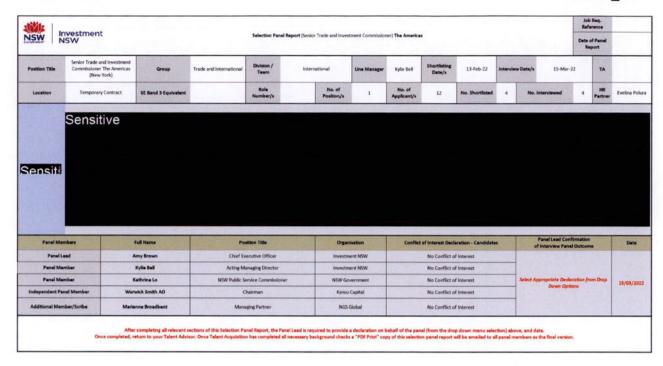
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## INSW.003.044.0754

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	nvestmen NSW	t			Selection Panel	el Report (Senior Tr	rade and Inves	stment Commission	er) The America						D	Date of Panel Report	
Position Title	Commissione	and Investment or The Americas or York)	Group	Trade and International	Division / Team	Internati	tional	Line Manager	Kylie Bell	Shortlisting Date/s	13-Feb-	-22 h	nterview Da	ste/s 15	5-Mar-22	TA	
Location	Temporar	ry Contract	SE Band 3 Equivalent		Role Number/s		No. of Position/s	1	No. of Applicant/s	12	No. Short	disted	4	No. Interviewe		4 HR Partner	Evelina Polura
		(A)	Fanel Intervi	lew Rating publiky Group/s Assessed)			SE TO		Other Assessment ined appropriate		(Results no	ot to be sh	ared with c	Online Asse candidates by Hiri suppo	ring Manage	er or Panel Mer	mbers, refer HR for
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	Advanced	Highly Advanced	Highly Advanced	Advanced		WAR TO THE						1		000	(Benah		100
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Sensiti	Marginally Meets	Meets	Marginally Meets	Marginally Meets			100										
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Sensit.	Sensi	tive															
Sensit	Sensi	tive															



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
EXECUTIVE OFFICER
NGS GLOBAL | AMERICAS • EUROPE • ASIA PACIFIC • AFRICA • MIDDLE EAST
L5, 175 Collins Street, Melbourne VIC 3000

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protect it, and how long we will keep it.

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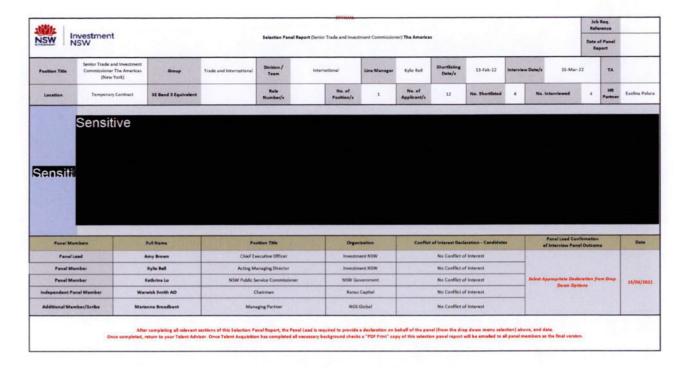
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# **BRIEFING FOR THE CHIEF EXECUTIVE**

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 <b>Attachment A</b> ).
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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 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

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## 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

Investment NSW final approver:	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 Sensi
*	Jeshree Gaundar, Manager, International People Partnering, People & Culture, Sensitive