

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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From: Kristy Manton
Sent: Wednesday, 15 June 2022 5:03 PM
To: Marianne Broadbent
Cc: Kylie Bell, Kelly Kwan
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

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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 kristy.manton@enterprise.nsw.gov.au |

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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PANEL REPORTS

INSW.003.040.0005

 Investment NSW														Selection Panel Report (Senior Trade and Investment Commissioner) The Americas														Job Req. Reference J15847			
														Date of Panel Report																	
Position Title		Senior Trade and Investment Commissioner The Americas (New York)		Group		Trade and International		Division / Team		International		Line Manager		Jenny West		Shortlisting Date/s		10-Jun-21		Interview Date/s		06-Jul-21		TA		Michell Vigo					
Engagement		Temporary Contract		Band 3 (equivalent)						No. of Position/s		1		No. of Applicant/s		21		No. Shortlisted		4		No. Interviewed		4		HR Partner		Kristy Manton			
Panel Interview Rating (All Focus Capabilities or Capability Group/s Assessed)														Online Assessments (Results not to be shared with candidates by Hiring Manager or Panel Members, refer HR for support)																	
Candidates Names		Work Collaboratively		Influence and Negotiate		Deliver Results		Manage and Develop People														Capability Potential									
		Advanced		Highly Advanced		Highly Advanced		Advanced														OPQ (Behavioural)		NOT APPLICABLE							
Jenny West		Exceeds		Exceeds		Exceeds		Meets																Refer Results							
Sensitive		Exceeds		Exceeds		Exceeds		Meets																Refer Results							
Sensitive		Marginally Meets		Marginally Meets		Meets		Marginally Meets																Refer Results							
Sensitive		Marginally Meets		Marginally Meets		Meets		Does Not Meet																Refer Results							
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.																													
Jenny West		Sensitive																													
		Recommended Remuneration AUD and Conversion		Select		Remuneration justification						Background Checks Outcome?		1) Academic Quals Checked?		2) Reference Checks Reviewed?		3) Service & Conduct Check Reviewed?		Ideal Start Date (dd/mm/yyyy)											
Recommended for Talent Pool		Please state the reasons why the candidate is being recommended for the talent pool, and complete the Panel Interview Rating and Other Assessments																													
Sensitive		Sensitive																													
Unsuccessful Candidate/s:		Please provide constructive and contestable feedback as to why each candidate/s is unsuccessful, and complete the Panel Interview Rating and Other Assessments																													

PANEL REPORTS

INSW.003.040.0006

 Investment NSW												Selection Panel Report (Senior Trade and Investment Commissioner) The Americas		Job Req. Reference J15847
												Date of Panel Report		
Position Title	Senior Trade and Investment Commissioner The Americas (New York)	Group	Trade and International	Division / Team	International	Line Manager	Jenny West	Shortlisting Date/s	10-Jun-21	Interview Date/s	06-Jul-21	TA	Michell Vigo	
Engagement	Temporary Contract	Band 3 (equivalent)			No. of Position/s	1	No. of Applicant/s	21	No. Shortlisted	4	No. Interviewed	4	HR Partner Kristy Manton	
<div style="background-color: black; color: white; padding: 5px;">Sensitive</div>														
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<div style="background-color: black; color: white; padding: 5px;">Sensitive</div>														
<div style="background-color: black; color: white; padding: 5px;">Sensitive</div>														
Panel Members	Full Name	Position Title	Organisation	Conflict of Interest Declaration - Candidates					Signature		Date			
Panel Lead	Amy Brown	CEO	Investment NSW	No Conflict of Interest					Sensitive		02.08.2021			
Panel Member	Jim Betts	Secretary	Department of Planning, Industry and Environment	No Conflict of Interest					Sensitive		03.08.2021			
Independent Panel Member	Warwick Smith	Chairman	Kansu Capital	No Conflict of Interest					Sensitive		03/08/21			
Additional Member/Scribe	Marianne Broadbent	Managing Partner	NGS Global	No Conflict of Interest					Sensitive		04/08/21			

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. [REDACTED]
4. [REDACTED]

Shanghai

1. Sensitive
2. [REDACTED]
3. [REDACTED]

Kristy, we agreed we would give Sensitive an interview via Vidrecauter. 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 Sensitive 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**

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 enable you to reschedule. We lost a week with Amy's UK trip. Be in touch in the next few days. Noted re **Sensi** she 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**.

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From: Marianne Broadbent
Sent: Sunday, February 13, 2022 9:26:47 PM
To: Kristy Manton
Cc: Rebecca Doyle Barcoe

Kylie Bell

Lynne Clements

Subject: Re: STIC Shortlists

And of course will hold off any conversation with **Sensitive**, 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

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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. Vidcruiter 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. [REDACTED]
4. [REDACTED]

Shanghai

1. Sensitive
2. [REDACTED]
3. [REDACTED]

Kristy, we agreed we would give Sensitive 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 Sensitive 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.

PANEL REPORTS

INSW.003.044.0440

Investment NSW															Job Req. Reference: J15847							
Selection Panel Report (Senior Trade and Investment Commissioner) The Americas															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 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 Applicants/s	17		No. Shortlisted	4		No. Interviewed	4		HR Partner
Panel Interview Rating (All Focus Capabilities or Capability Group/s Assessed)										Other Assessments (As determined appropriate for the role)												
Candidates Names	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People						Choose Capability Assessment Type	Choose Capability Assessment Type	Choose Capability Assessment Type	Cognitive Scores		Capability Potential	Executive Scenarios (Grade 11/12 - OPTIONAL)						
	Advanced	Highly Advanced	Highly Advanced	Advanced									Numerical	Verbal								
Sensitive	Exceeds	Exceeds	Exceeds	Exceeds						Select Rating	Select Rating	Select Rating				Refer Results						
John Barilaro	Meets	Exceeds	Exceeds	Meets						Select Rating	Select Rating	Select Rating				Refer Results						
Sensitive	Meets	Meets	Exceeds	Exceeds						Select Rating	Select Rating	Select Rating				Refer Results						
Sensitive	Marginally Meets	Meets	Marginally Meets	Marginally Meets						Select Rating	Select Rating	Select Rating				Refer Results						
<p>Recommended Candidate:</p> <p>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.</p>																						
<p>Sensitive</p>																						
<p>Sensitive</p>																						
<p>Recommended Remuneration AUD and Conversion Select Remuneration Justification Background Checks Outcome? 1) Academic Quals Checked? 2) Reference Checks Reviewed? 3) Service & Conduct Check Reviewed? Ideal Start Date (dd/mm/yyyy)</p>																						
<p>Recommended for Talent Pool Please state the reasons why the candidate is being recommended for the talent pool, and complete the Panel Interview Rating and Other Assessments</p>																						
<p>John's professional career has included 20 years building and managing a manufacturing business, followed by ten years as a Local MP, Minister and Deputy Premier of NSW. John grew up in the family's Ryleho Timber and Mouldings business in Oatlands, eschewing university to learn his trade on the job. He became Managing Director of Ryleho Home Solutions in 1997, manufacturing energy efficient windows, doors and building materials. He sought best-practice models and products in Germany and Italy, building and transforming the traditional business to one of innovation and automation, with a staff of 35. After frustrations with Government encountered through his establishment of a local soccer club and the lack of facilities in regional areas, John initially ran for the local council and later ran for office with the NSW Nationals. He became Member for Monaro in 2011 and had appointments as Minister for Regional Tourism and Minister for Skills and Small Business during his first terms. After re-election in 2016, John sold the business and became Leader of the NSW Nationals and Deputy Premier of NSW. He convinced the government to establish the Department of Regional NSW over which he became Minister. He then played a key role in creating the Snowy Hydro Legacy Fund to ensure infrastructure funding for regional areas. He also continued as Minister for Skills and Small Business. He noted that he was also instrumental in the establishment of Global NSW. In 2019 he became Minister for Regional NSW Industry and Trade and was the Minister Responsible for Disaster Recovery throughout the bushfires and COVID-19. John indicated that the onerous nature of these appointments had a significant impact on him, particularly his work-life balance. He decided to resign in the second half of 2021, when there was a change in the NSW Premier. Having taken time off to consider his future, John now feels ready to begin the next chapter of his career.</p> <p>At interview, John outlined his motivation and his strong connection to the development and establishment of both Global NSW and Strategic Activation Precincts. He was articulate in outlining his business experience particularly as it related to the ability to identify opportunities for new products and technologies in the market. He presented with a good strategic mind, which has been pivotal to his ability to shape business opportunities early in his career and later in policy and program development in the political domain. He demonstrated a good level of persistence as indicated in his consistent focus to establish the Department of Regional NSW and ensuring funding for regional developments. John noted that a major initiative he led was the development of Special Activation Precincts. These developments then provided a foundation for shifting the culture of government bureaucrats (and politicians) in relation to new approaches to planning. The approach taken, of upfront master planning, then led to greater certainty for businesses seeking to establish and grow in regional areas.</p> <p>The Panel came to the view that John has good commercial acumen and financial literacy from his earlier business experience. This includes the development of a wholesale business and trading arrangements with both Indonesia and China. He has also demonstrated a strong understanding of the need to utilise advanced manufacturing solutions in his home solutions business, and the need to invest in new and emerging industries as part of his work in regional investment and precincts. John was seen as a clear and articulate communicator who has a strong track record as a networker. He is used to representational roles and building relationships across diverse constituencies. He sees this translating well to the needs of the STIC role.</p> <p>John noted that he had experienced a lack of balance in the final two years of his parliamentary career partly to taking on major roles as the Minister Responsible for Disaster Relief, particularly through the bushfires and COVID-19. He explained that though he had not lived in the Americas he did have good contacts there in relation to the Australian Ambassador and the Consul-General.</p> <p>The Panel came to the view that John did have some of the relevant capabilities and experience for the role. However, he had not worked internationally in a role aligned to the experience expected for high level STIC candidates. He would need to build a team without the business or departmental infrastructure he had previously. His lack of business development networks would mean that he would have a considerable learning curve in the role.</p>																						
<p>Unsuccessful Candidate/s: Please provide constructive and contestable feedback as to why each candidate/s is unsuccessful, and complete the complete the Panel Interview Rating and Other Assessments</p>																						

PANEL REPORTS

INSW.003.044.0441

Investment NSW														Job Req. Reference	115847
Selection Panel Report (Senior Trade and Investment Commissioner) The Americas														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 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 Positions/s	1	No. of Applicant/s	17	No. Shortlisted	4	No. Interviewed	4	HR Partner	
<div>Sensitive</div> <div>Sensi</div>															
<div>Sensitive</div> <div>Sensit</div>															
Panel Members	Full Name	Position Title	Organisation	Conflict of Interest Declaration - Candidates	Panel Lead Confirmation of Interview Panel Outcome				Date						
Panel Lead	Amy Brown	Chief Executive Officer	Investment NSW	No Conflict of Interest	Select Appropriate Declaration from Drop Down Options				15/04/2022						
Panel Member	Kylie Bell	Acting Managing Director	Investment NSW	No Conflict of Interest											
Panel Member	Kathrina Lo	NSW Public Service Commissioner	NSW Government	No Conflict of Interest											
Independent Panel Member	Warwick Smith AO	Chairman	Kansu Capital	No Conflict of Interest											
Additional Member/Scribe	Marianna Broadbent	Managing Partner	NIS Global	No Conflict of Interest											
<p>After completing all relevant sections of this Selection Panel Report, the Panel Lead is required to provide a declaration on behalf of the panel (from the drop down menu selection) above, and date.</p> <p>Once completed, return to your Talent Advisor. Once Talent Acquisition has completed all necessary background checks a "PDF Print" copy of this selection panel report will be emailed to all panel members as the final version.</p>															

From: [Marianne Broadbent](#)
To: [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](#)

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

Kylie Bell

Kristy Manton

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.

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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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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 **Sensitive** which now has her direct report referee. Thanks much.
Marianne B

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.

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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
Smith

Sarah Hill

Warwick

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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investment
NSW

Selection Panel Report (Senior Trade and Investment Commissioner) The Americas

Job Req:
Reference: _____

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 Date/s	13-Feb-22	Interview Date/s	15-Mar-22	TA
Location	Temporary Contract	SE Bond Equivalent	General Scale	Role Number/s	No. of Positions/s	1	No. of Applicant/s	11	No. Shortlisted	4	No. Interviewed	4	HR Partner
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Panel Interview Rating (All Focus Capabilities & Capability Areas assessed)</p> </div> <div style="width: 45%;"> <p>Other Assessments (As determined appropriate for the role)</p> </div> </div>													
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Candidates Names</p> </div> <div style="width: 45%;"> <p>Cognitive Scores</p> </div> </div>													
		Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People		Choose Capability Assessment Type	Choose Capability Assessment Type	Choose Capability Assessment Type			Executive Scenario (Grade 11/12 - OFFIC)	
		Advanced	Highly Advanced	Highly Advanced	Advanced								
John Bellaro		Meets	Exceeds	Exceeds	Meets		Select Rating	Select Rating	Select Rating			Refer Results	
Sens		Meets	Meets	Exceeds	Exceeds		Select Rating	Select Rating	Select Rating			Refer Results	
Sens		Meets	Meets	Meets	Exceeds		Select Rating	Select Rating	Select Rating			Refer Results	
Sens		Marginal/Meets	Meets	Marginal/Meets	Marginal/Meets		Select Rating	Select Rating	Select Rating			Refer Results	

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 candidate interviewed.

John Bellaro

John's professional career has included 20 years building and managing a manufacturing business, followed by ten years as a local MP, Minister and Deputy Premier of NSW. John grew up in the family's Ryko Timber and Mouldings business in Queensland, eschewing university to learn his trade on the job. He became Managing Director of Ryko Home Solutions in 1997, manufacturing energy efficient windows, doors and building materials. He sought best practice models and products in Germany and Italy, building and transferring the traditional business to one of innovation and automation, with a staff of 35. After frustrations with Government encountered through his establishment of a local senior club and the loss of factories in regional areas, John initially ran for the local council and later ran for office with the NSW Nationals. He became Minister for Seniors in 2011 and had responsibilities as Minister for Small and Medium Business during his first term. A re-election in 2012, John sold the business and became Leader of the NSW Nationals and Deputy Premier of NSW. He convinced the government to establish the Department of Regional NSW over which he became Minister. He then played a key role in creating the Tronby Ryko Legacy Fund to ensure infrastructure funding for regional areas. He also continued as Minister for Skills and Small Business. He noted that he was also instrumental in the establishment of Global NSW. In 2019 he became Minister for Regional NSW Industry and Trade and was Minister Responsible for Disaster Recovery throughout the bushfires and COVID-19. John indicated that the onerous nature of these appointments had a significant impact on him, particularly his work-life balance. He decided to resign in the second half of 2021, when there was a change in the NSW Premier. Having taken time off to consider his future, John was fully ready to begin the next chapter of his career.

At interview, John outlined his motivation and his strong connection to the development and establishment of both Global NSW and Strategic Activation Precincts. He was articulate in outlining his business experience particularly as it related to the ability to identify opportunities, new products and technologies in the market. He presented with a good strategic mind, which has been pivotal to his ability to foster business opportunities early in his career and later in policy and program development in the political domain. He demonstrated a good level of persistence as indicated by his consistent focus to establish the Department of Regional NSW and ensuring funding for regional developments. John noted that a major initiative he led was the development of Special Activation Precincts. These developments then provided a foundation for shifting the culture of government bureaucrats (and politicians) in relation to new approaches to planning. The approach taken, of upfront master planning, then led to greater certainty for businesses seeking to establish and grow in regional areas.

The Panel came to the view that John has good commercial acumen and financial literacy from his earlier business experience. This includes the development of a wholesale business and trading arrangements with both Indonesia and China. He has also demonstrated a strong understanding of the need to utilise advanced manufacturing solutions in his home solutions business, and the need to invest in new and emerging industries as part of his work in regional investment and projects. John was seen as a clear and articulate communicator who has a strong track record as a networker. He is used to representative roles and building relationships across diverse constituencies. He uses this translating well to the needs of the STIC role.

John noted that he had experienced a lack of balance in the final two years of his parliamentary career partly in taking on major roles as the Minister Responsible for Disaster Relief, particularly through the bushfires and COVID-19. He explained that though he had not lived in the Americas he did have good contacts there in relation to the Australian Ambassador and the Consul General.

The Panel came to the view that, following a review of references that John had relevant capabilities and experience for the role. While he had not worked internationally and would have a learning curve, he had a strong track record of building teams as well as operating in a dynamic environment and had deep understanding of the NSW Trade and Investment environment.

Recommended Recommendation AND Comments	Select	Recommendation Justification	Background Checks Outcome?	1) Academic Quals Checked?	2) Reference Checks Reviewed?	3) Service & Conduct Check Reviewed?	Initial Start Date (dd/mm/yyyy)
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Recommended for Talent Pool

Please state the reasons why the candidate is being recommended for the talent pool, and complete complete the Panel Interview Rating and Other Assessments

Unsuccessful Candidate/s:

Please provide constructive and constructive feedback as to why each candidate/s is unsuccessful, and complete the complete the Panel Interview Rating and Other Assessments


Sensitive

INSW.003.044.0685

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PANEL REPORTS

INSW.003.044.0687

 Selection Panel Report (Senior Trade and Investment Commissioner) The Americas															Job Req. Reference 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 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 Partner							
Panel Interview Rating <small>(All Focus Capabilities or Capability Group/s Assessed)</small>										Other Assessments <small>(As determined appropriate for the role)</small>										Online Assessments <small>(Results not to be shared with candidates by Hiring Manager or Panel Members, refer HR for support)</small>									
Candidates Names	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People					Choose Capability Assessment Type	Choose Capability Assessment Type	Choose Capability Assessment Type	Cognitive Scores			Capability Potential	Executive Scenarios (Grade 11/12 - OPTIONAL)													
	Advanced	Highly Advanced	Highly Advanced	Advanced								Numerical	Verbal	Reasoning	CPQ (Refer Results)														
John Barilaro	Meets	Exceeds	Exceeds	Meets					Select Rating	Select Rating	Select Rating				Refer Results														
Sensitive	Meets	Meets	Exceeds	Exceeds					Select Rating	Select Rating	Select Rating				Refer Results														
Sensitive	Meets	Meets	Meets	Exceeds					Select Rating	Select Rating	Select Rating				Refer Results														
Sensitive	Marginally Meets	Meets	Marginally Meets	Marginally Meets					Select Rating	Select Rating	Select Rating				Refer Results														
Recommended Candidate:																													
<p>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.</p>																													
<p>John's professional career has included 20 years building and managing a manufacturing business, followed by ten years as a Local MP, Minister and Deputy Premier of NSW. John grew up in the family's Ryleho Timber and Mouldings business in Queanbeyan, eschewing university to learn his trade on the job. He became Managing Director of Ryleho Home Solutions in 1997, manufacturing energy efficient windows, doors and building materials. He sought best-practice models and products in Germany and Italy, building and transforming the traditional business to one of innovation and automation, with a staff of 35. After frustrations with Government encountered through his establishment of a local soccer club and the lack of facilities in regional areas, John initially ran for the local council and later ran for office with the NSW Nationals. He became Member for Monaro in 2011 and had appointments as Minister for Regional Tourism and Minister for Skills and Small Business during his first term. After re-election in 2016, John sold the business and became Leader of the NSW Nationals and Deputy Premier of NSW. He convinced the government to establish the Department of Regional NSW over which he became Minister. He then played a key role in creating the Snowy Hydro Legacy Fund to ensure infrastructure funding for regional areas. He also continued as Minister for Skills and Small Business. He noted that he was also instrumental in the establishment of Global NSW. In 2019 he became Minister for Regional NSW Industry and Trade and was the Minister Responsible for Disaster Recovery throughout the bushfires and COVID-19. John indicated that the onerous nature of these appointments had a significant impact on him, particularly his work-life balance. He decided to resign in the second half of 2021, when there was a change in the NSW Premier. Having taken time off to consider his future, John now feels ready to begin the next chapter of his career.</p> <p>At interview, John outlined his motivation and his strong connection to the development and establishment of both Global NSW and Strategic Activation Precincts. He was articulate in outlining his business experience particularly as it related to the ability to identify opportunities for new products and technologies in the market. He presented with a good strategic mind, which has been pivotal to his ability to shape business opportunities early in his career and later in policy and program development in the political domain. He demonstrated a good level of persistence as indicated in his consistent focus to establish the Department of Regional NSW and ensuring funding for regional developments. John noted that a major initiative he led was the development of Special Activation Precincts. These developments then provided a foundation for shifting the culture of government bureaucrats (and politicians) in relation to new approaches to planning. The approach taken, of upfront master planning, then led to greater certainty for businesses seeking to establish and grow in regional areas.</p> <p>The Panel came to the view that John has good commercial acumen and financial literacy from his earlier business experience. This includes the development of a wholesale business and trading arrangements with both Indonesia and China. He has also demonstrated a strong understanding of the need to utilise advanced manufacturing solutions in his home solutions business, and the need to invest in new and emerging industries as part of his work in regional investment and precincts. John was seen as a clear and articulate communicator who has a strong track record as a networker. He is used to representational roles and building relationships across diverse constituencies. He sees this translating well to the needs of the STIC role.</p> <p>John noted that he had experienced a lack of balance in the final two years of his parliamentary career partly to taking on major roles as the Minister Responsible for Disaster Relief, particularly through the bushfires and COVID-19. He explained that though he had not lived in the Americas he did have good contacts there in relation to the Australian Ambassador and the Consul-General.</p> <p>The Panel came to the view that, following a review of references that John had relevant capabilities and experience for the role. While he had not worked internationally and would have a learning curve, he had a strong track record of building teams as well as operating in a dynamic environment and had deep understanding of the NSW Trade and investment environment.</p>																													
Recommended Remuneration AUD and Conversion		Select		Remuneration justification				Background Checks Outcome?		1) Academic Quals Checked?		2) Reference Checks Reviewed?		3) Service & Conduct Check Reviewed?		Ideal Start Date (dd/mm/yyyy)													
Recommended for Talent Pool		Please state the reasons why the candidate is being recommended for the talent pool, and complete the Panel Interview Rating and Other Assessments																											
Unsuccessful Candidate/s:		Please provide constructive and contestable feedback as to why each candidate/s is unsuccessful, and complete the Panel Interview Rating and Other Assessments																											
<div> <div>Sensitive</div> <div>Sensitive</div> </div>																													
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PANEL REPORTS

INSW.003.044.0687_0001

 Investment NSW													Job Req. Reference
Selection Panel Report (Senior Trade and Investment Commissioner) The Americas													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 Date/s	13-Feb-22	Interview Date/s	15-Mar-22	TA	
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<div style="background-color: black; color: white; padding: 10px;"> <p>Sensitive</p> </div>													
<div style="background-color: black; color: white; padding: 10px;"> <p>Sensitive</p> </div>													
Panel Members	Full Name	Position Title	Organisation	Conflict of Interest Declaration - Candidates				Panel Lead Confirmation of Interview Panel Outcome		Date			
Panel Lead	Amy Brown	Chief Executive Officer	Investment NSW	No Conflict of Interest				<i>Select Appropriate Declaration from Drop Down Options</i>		15/03/2022			
Panel Member	Kylie Bell	Acting Managing Director	Investment NSW	No Conflict of Interest									
Panel Member	Kathrina Lo	NSW Public Service Commissioner	NSW Government	No Conflict of Interest									
Independent Panel Member	Warwick Smith AO	Chairman	Kansu Capital	No Conflict of Interest									
Additional Member/Scribe	Marianne Broadbent	Managing Partner	NCS Global	No Conflict of Interest									
<p>After completing all relevant sections of this Selection Panel Report, the Panel Lead is required to provide a declaration on behalf of the panel (from the drop down menu selection) above, and date.</p> <p>Once completed, return to your Talent Advisor. Once Talent Acquisition has completed all necessary background checks a "PDF Print" copy of this selection panel report will be emailed to all panel members as the final version.</p>													


PANEL REPORTS

INSW.003.044.0702

NSW GOVERNMENT Investment NSW															Job Req. Reference: 115847							
Selection Panel Report (Senior Trade and Investment Commissioner) The Americas															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 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 Partner
Panel Interview Rating (All Focus Capabilities or Capability Group/s Assessed)										Other Assessments (As determined appropriate for the role)			Online Assessments (Results not to be shared with candidates by Hiring Manager or Panel Members, refer HR for support)									
Candidates Names	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People						Choose Capability Assessment Type	Choose Capability Assessment Type	Choose Capability Assessment Type	Cognitive Scores			Capability Potential	Executive Scenarios (Grade 11/12 - OPTIONAL)					
	Advanced	Highly Advanced	Highly Advanced	Advanced									Numerical	Verbal		OPQ (Personality)						
Sensitive	Exceeds	Exceeds	Exceeds	Exceeds						Select Rating	Select Rating	Select Rating				Refer Results						
John Barilero	Meets	Exceeds	Exceeds	Meets						Select Rating	Select Rating	Select Rating				Refer Results						
Sensitive	Meets	Meets	Exceeds	Exceeds						Select Rating	Select Rating	Select Rating				Refer Results						
Sensitive	Marginally Meets	Meets	Marginally Meets	Marginally Meets						Select Rating	Select Rating	Select Rating				Refer Results						
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																						
Sensitive																						
Recommended Remuneration AUD and Conversion		Select		Remuneration justification		Background Checks Outcome?		1) Academic Quals Checked?		2) Reference Checks Reviewed?		3) Service & Conduct Check Reviewed?		Ideal Start Date (dd/mm/yyyy)								
Recommended for Talent Pool		Please state the reasons why the candidate is being recommended for the talent pool, and complete complete the Panel Interview Rating and Other Assessments																				
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Unsuccessful Candidate/s:		Please provide constructive and contestable feedback as to why each candidate/s is unsuccessful, and complete the complete the Panel Interview Rating and Other Assessments																				
Sensitive																						
Sensitive																						
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Panel Members		Full Name		Position Title		Organisation		Conflict of Interest Declaration - Candidates		Panel Lead Confirmation of Interview Panel Outcome		Date										
Panel Lead		Amy Brown		Chief Executive Officer		Investment NSW		No Conflict of Interest														
Panel Member		Kylie Bell		Acting Managing Director		Investment NSW		No Conflict of Interest														
Panel Member		Kathrina Lo		NSW Public Service Commissioner		NSW Government		No Conflict of Interest				Select Appropriate Declaration from Drop Down Options 15/03/2022										

PANEL REPORTS

INSW.003.044.0702_0001

 Investment NSW												Selection Panel Report (Senior Trade and Investment Commissioner) The Americas		Job Ref. Reference	Date of Panel Report
Position Title	Senior Trade and Investment Commissioner The Americas (New York)	Group	Trade and International	Division / Team	International	Line Manager	Kyle 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 Partner	
Independent Panel Member	Warwick Smith AO	Chairman		Kansu Capital		No Conflict of Interest									
Additional Member/Scribe	Marianne Broadbent	Managing Partner		NGS Global		No Conflict of Interest									

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Once completed, return to your Talent Advisor. Once Talent Acquisition has completed all necessary background checks a "PDF Print" copy of this selection panel report will be emailed to all panel members as the final version.


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

Kylie Bell
Kristy Manton

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
Smith

Sarah Hill

Warwick

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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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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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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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

PANEL REPORTS


INSW.003.044.0746

<div>  <div> Investment NSW </div> </div> <div> Selection Panel Report (Senior Trade and Investment Commissioner) The Americas </div> <div> <div>Job Req. Reference</div> <div>Date of Panel Report</div> </div>															
Position Title	Senior Trade and Investment Commissioner The Americas (New York)	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 Partner	
<div> Panel Interview Rating <small>(All Focus Capabilities or Capability Group/s Assessed)</small> </div> <div> Other Assessments <small>(As determined appropriate for the role)</small> </div> <div> Online Assessments <small>(Results not to be shared with candidates by Hiring Manager or Panel Members, refer HR for support)</small> </div>															
Candidates Names	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People	Choose Capability Assessment Type	Choose Capability Assessment Type	Choose Capability Assessment Type	Cognitive Scores		Capability Potential	Executive Scenarios (Grade 11/12 - OPTIONAL)				
	Advanced	Highly Advanced	Highly Advanced	Advanced				Numerical	Verbal	OPQ (Behavioural)					
John Barilaro	Meets	Exceeds	Exceeds	Meets	Select Rating	Select Rating	Select Rating			Refer Results					
Sensiti	Meets	Meets	Exceeds	Exceeds	Select Rating	Select Rating	Select Rating			Refer Results					
Sensiti	Meets	Meets	Meets	Exceeds	Select Rating	Select Rating	Select Rating			Refer Results					
Sensiti	Marginally Meets	Meets	Marginally Meets	Marginally Meets	Select Rating	Select Rating	Select Rating			Refer Results					
Recommended Candidate: <div> 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. </div>															
<p>John's professional career has included 20 years building and managing a manufacturing business, followed by ten years as a Local MP, Minister and Deputy Premier of NSW. John grew up in the family's Ryleko Timber and Mouldings business in Queanbeyan, eschewing university to learn his trade on the job. He became Managing Director of Ryleko Home Solutions in 1997, manufacturing energy efficient windows, doors and building materials. He sought best-practice models and products in Germany and Italy, building and transforming the traditional business to one of innovation and automation, with a staff of 35. After frustrations with Government encountered through his establishment of a local soccer club and the lack of facilities in regional areas, John initially ran for the local council and later ran for office with the NSW Nationals. He became Member for Monaro in 2011 and had appointments as Minister for Regional Tourism and Minister for Skills and Small Business during his first term. After re-election in 2016, John sold the business and became Leader of the NSW Nationals and Deputy Premier of NSW. He convinced the government to establish the Department of Regional NSW over which he became Minister. He then played a key role in creating the Snowy Hydro Legacy Fund to ensure infrastructure funding for regional areas. He also continued as Minister for Skills and Small Business. He noted that he was also instrumental in the establishment of Global NSW. In 2019 he became Minister for Regional NSW Industry and Trade and was the Minister Responsible for Disaster Recovery throughout the bushfires and COVID-19. John indicated that the onerous nature of these appointments had a significant impact on him, particularly his work-life balance. He decided to resign in the second half of 2021, when there was a change in the NSW Premier. Having taken time off to consider his future, John now feels ready to begin the next chapter of his career.</p> <p>At interview, John outlined his motivation and his strong connection to the development and establishment of both Global NSW and Strategic Activation Precincts. He was articulate in outlining his business experience particularly as it related to the ability to identify opportunities for new products and technologies in the market. He presented with a good strategic mind, which has been pivotal to his ability to shape business opportunities early in his career and later in policy and program development in the political domain. He demonstrated a good level of persistence as indicated in his consistent focus to establish the Department of Regional NSW and ensuring funding for regional developments. John noted that a major initiative he led was the development of Special Activation Precincts. These developments then provided a foundation for shifting the culture of government bureaucrats (and politicians) in relation to new approaches to planning. The approach taken, of upfront master planning, then led to greater certainty for businesses seeking to establish and grow in regional areas.</p> <p>The Panel came to the view that John has good commercial acumen and financial literacy from his earlier business experience. This includes the development of a wholesale business and trading arrangements with both Indonesia and China. He has also demonstrated a strong understanding of the need to utilise advanced manufacturing solutions in his home solutions business, and the need to invest in new and emerging industries as part of his work in regional investment and projects. John was seen as a clear and articulate communicator who has a strong track record as a networker. He is used to representational roles and building relationships across diverse constituencies. He sees this translating well to the needs of the STIC role.</p> <p>John noted that he had experienced a lack of balance in the final two years of his parliamentary career partly to taking on major roles as the Minister Responsible for Disaster Relief, particularly through the bushfires and COVID-19. He explained that though he had not lived in the Americas he did have good contacts there in relation to the Australian Ambassador and the Consul-General.</p> <p>The Panel came to the view that, following a review of references that John had relevant capabilities and experience for the role. While he had not worked internationally and would have a learning curve, he had a strong track record of building teams as well as operating in a dynamic environment and had deep understanding of the NSW Trade and Investment environment.</p>															
Recommended Remuneration AUD and Conversion		Select	Remuneration justification		Background Checks Outcome?	1) Academic Quals Checked?	2) Reference Checks Reviewed?	3) Service & Conduct Check Reviewed?	Ideal Start Date (dd/mm/yyyy)						
Recommended for Talent Pool		Please state the reasons why the candidate is being recommended for the talent pool, and complete the Panel Interview Rating and Other Assessments													
Unsuccessful Candidate/s:		Please provide constructive and contestable feedback as to why each candidate/s is unsuccessful, and complete the Panel Interview Rating and Other Assessments													
<div>Sensitive</div> <div>Sensiti</div>															
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PANEL REPORTS

INSW.003.044.0746_0001

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												Job Req. Reference 			
Selection Panel Report (Senior Trade and Investment Commissioner) The Americas														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 Date/s	13-Feb-22	Interview Date/s	15-Mar-22	TA			
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												HR Partner			
Sensitive															
Sensitive															
Panel Members	Full Name	Position Title	Organisation	Conflict of Interest Declaration - Candidates				Panel Lead Confirmation of Interview Panel Outcome		Date					
Panel Lead	Amy Brown	Chief Executive Officer	Investment NSW	No Conflict of Interest				<i>Select Appropriate Declaration from Drop Down Options</i>		15/01/2022					
Panel Member	Kylie Bell	Acting Managing Director	Investment NSW	No Conflict of Interest											
Panel Member	Kathrina Lo	NSW Public Service Commissioner	NSW Government	No Conflict of Interest											
Independent Panel Member	Warwick Smith AO	Chairman	Kansu Capital	No Conflict of Interest											
Additional Member/Scribe	Marianna Broadbent	Managing Partner	NGS Global	No Conflict of Interest											
<p>After completing all relevant sections of this Selection Panel Report, the Panel Lead is required to provide a declaration on behalf of the panel (from the drop down menu selection) above, and date.</p> <p>Once completed, return to your Talent Advisor. Once Talent Acquisition has completed all necessary background checks a "PDF Print" copy of this selection panel report will be emailed to all panel members as the final version.</p>															

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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<Selection Panel Report- STIC_Americas- Final_220615.xlsx>

From: [Lynne Clements](#)
To: [Kristy Manton](#); [marianne.broadbent](#)
Cc: [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](#)

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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

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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

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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

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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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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:

Ph Sensitive

Sensitive

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Thanks and regards,
lynne

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

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

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Sent: Wednesday, 15 June 2022 2:57 PM
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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
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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
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PANEL REPORTS

INSW.003.044.0754

 Investment NSW															Selection Panel Report (Senior Trade and Investment Commissioner) The Americas										Job Req. Reference									
															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 Date/s	13-Feb-22		Interview Date/s	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. Shortlisted	4		No. Interviewed	4		HR Partner	Evelina Polara						
Panel Interview Rating <small>(All Focus Capabilities or Capability Group/s Assessed)</small>															Other Assessments <small>(As determined appropriate for the role)</small>					Online Assessments <small>(Results not to be shared with candidates by Hiring Manager or Panel Members, refer HR for support)</small>														
Candidates Names	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People																														
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John Barilaro	Meets	Exceeds	Exceeds	Exceeds																														
Sensit	Meets	Meets	Exceeds	Exceeds																														
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Recommended Candidate:															3) 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.																			
<p>John's professional career has included 20 years building and managing a local manufacturing business, followed by ten years as a Local MP, Minister and Deputy Premier of NSW. John grew up in the family's Ryleho Timber and Mouldings business in Queanbeyan, eschewing university to learn his trade on the job. He became Managing Director of Ryleho Home Solutions in 1997, manufacturing energy efficient windows, doors and building materials. He sought best-practice models and products in Germany and Italy, building and transforming the traditional business to one of innovation and automation, with a staff of 25. He also took that business to international markets and exported, including to China and Indonesia. John then ran for the local council and later ran for office with the NSW National party. He became Member for Mosman in 2011 and had appointments as Minister for Regional Tourism and Minister for Skills and Small Business during his first term. After re-election in 2016, John sold the business and became Leader of the NSW Nationals and Deputy Premier of NSW. He convinced the government to establish the Department of Regional NSW to fast track regional NSW's development, infrastructure, and services, over which he became Minister. He then played a key role in creating the Snowy Hydro Legacy Fund to ensure infrastructure funding for regional areas. He also continued as Minister for Skills and Small Business. In 2019 he became Minister for Regional NSW, Industry and Trade and was the Minister Responsible for Disaster Recovery throughout the bushfires and COVID-19. He noted that he was also instrumental in the establishment of Global NSW, the NSW Government's industry, trade and investment strategy. John indicated that the onerous nature of these appointments had a significant impact on him, particularly his work-life balance. He decided to resign in the second half of 2021, when there was a change in the NSW Premier. Having taken time off to consider his future, John now feels ready to begin the next chapter of his career.</p> <p>At interview, John outlined his motivation and his strong connection to advancing the international and economic interests of NSW, including the development and establishment of both Global NSW and Special Activation Precincts when he was Deputy Premier. He was articulate in outlining his business experience particularly as it related to the ability to identify opportunities for new products and technologies and take them to international markets. He presented with a good strategic mind, which has been pivotal to his ability to shape business opportunities early in his career and later in policy and program development in the political domain. He demonstrated a good level of persistence as well as collaboration across government, as indicated in his consistent focus to establish the Department of Regional NSW and ensuring funding for regional developments. John noted that a major initiative he led was the development of Special Activation Precincts. These developments then provided a foundation for shifting the culture of government bureaucrats (and politicians) in relation to new approaches to planning to fast track economic development, investment attraction and job creation. The approach taken, of upfront master planning, then led to greater certainty for businesses seeking to establish and grow in regional areas. Importantly through John's experience in both business and politics in NSW he was able to demonstrate and excellent knowledge of NSW's industry strengths and capabilities, which he could 'sell' to US businesses, as well as an exceptional network in government, industry and business which he could connect with to facilitate trade and investment between NSW and the Americas region. This knowledge and network would ensure he could 'hit the ground running' and get quick wins on the board for NSW.</p> <p>John was seen as a clear and articulate communicator who has a strong track record as a networker. He is used to representational roles and building relationships across diverse constituencies. He sees this translating well to the needs of the STIC role. He explained that though he had not lived in the Americas he did have good contacts there in relation to the Australian Ambassador and the Consul-General, and importantly had a clear understanding of NSW trade and investment capabilities and priorities, given his former role as NSW Minister for Trade & Industry.</p> <p>The Panel came to the view that John had highly relevant experience for the role. He is an excellent communicator, has strong commercial acumen and financial literacy from his earlier business experience, as well as his significant experience in government and on Committee's such as the State Expenditure Review Committee. This includes his own personal experiences growing a NSW based business, and exporting which would give him credibility with the NSW businesses he assisted into the US. He has also demonstrated the need to invest in new and emerging industries as Deputy Premier and Minister for Trade & Industry, as part of his work in regional investment and precincts. Following a review of references, which included the Australian Ambassador to the US, the Panel concluded that John had the right motivation, capabilities and experience for the role. While he has not lived internationally, he has successfully developed international businesses in both his roles in managing his own company in the private sector and in his capacity as Deputy Premier and Trade Minister for NSW. He has represented the state at the highest levels on visits to the US, China, Vietnam and in Europe in a Ministerial capacity. While he would have a learning curve on doing business in the US, he had a strong track record of building teams as well as operating in a dynamic environment and had deep understanding of the NSW Trade and Investment environment.</p>															<table border="1"> <tr> <td>Recommended Remuneration AUD and Conversion</td> <td>Select</td> <td>Remuneration justification</td> <td></td> <td>Background Checks Outcome?</td> <td>1) Academic Quals Checked?</td> <td>2) Reference Checks Reviewed?</td> <td>3) Service & Conduct Check Reviewed?</td> <td>Ideal Start Date (dd/mm/yyyy)</td> <td>11/01/2022</td> </tr> </table>										Recommended Remuneration AUD and Conversion	Select	Remuneration justification		Background Checks Outcome?	1) Academic Quals Checked?	2) Reference Checks Reviewed?	3) Service & Conduct Check Reviewed?	Ideal Start Date (dd/mm/yyyy)	11/01/2022
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PANEL REPORTS

INSW.003.044.0754_0001

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														Date of Panel Report		
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												HR Partner	Evelina Polura			
Sensitive																
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Panel Members	Full Name	Position Title	Organisation	Conflict of Interest Declaration - Candidates				Panel Lead Confirmation of Interview Panel Outcome		Date						
Panel Lead	Amy Brown	Chief Executive Officer	Investment NSW	No Conflict of Interest				Select Appropriate Declaration from Drop Down Options		15/03/2022						
Panel Member	Kylie Bell	Acting Managing Director	Investment NSW	No Conflict of Interest												
Panel Member	Kathrina Lo	NSW Public Service Commissioner	NSW Government	No Conflict of Interest												
Independent Panel Member	Warwick Smith AO	Chairman	Kanou Capital	No Conflict of Interest												
Additional Member/Scribe	Marianne Broadbent	Managing Partner	NGS Global	No Conflict of Interest												
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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


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PANEL REPORTS

INSW.003.044.0760

 Investment NSW														Selection Panel Report (Senior Trade and Investment Commissioner) The Americas										Job Req. Reference J15847	
														Date of Panel Report											
Position Title	Senior Trade and Investment Commissioner The Americas (New York)			Group	Trade and International			Division / Team	International			Line Manager	Jenny West		Shortlisting Date/s	10 Jun-21		Interview Date/s	06-Jul-21		TA	Michell Vigo			
Engagement	Temporary Contract			Band 3 (equivalent)				No. of Position/s	1		No. of Applicant/s	21		No. Shortlisted	4		No. Interviewed	4		HR Partner	Kristy Manton				
Panel Interview Rating (All Focus Capabilities or Capability Group/s Assessed)														Online Assessments (Results not to be shared with candidates by Hiring Manager or Panel Members, refer HR for support)											
Candidates Names	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People													Capability Potential								
	Advanced	Highly Advanced	Highly Advanced	Advanced													OPQ (Behavioural)	NOT APPLICABLE							
Jenny West	Exceeds	Exceeds	Exceeds	Meets													Refer Results								
Sensitive	Exceeds	Exceeds	Exceeds	Meets													Refer Results								
Sensitive	Marginally Meets	Marginally Meets	Meets	Marginally Meets													Refer Results								
Sensitive	Marginally Meets	Marginally Meets	Meets	Does Not Meet													Refer Results								
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.																					
Jenny West	Sensitive																								
Recommended Remuneration AUD and Conversion		Select		Remuneration Justification				Background Checks Outcome?		1) Academic Quals Checked?		2) Reference Checks Reviewed?		3) Service & Conduct Check Reviewed?		Ideal Start Date (dd/mm/yyyy)									
Recommended for Talent Pool				Please state the reasons why the candidate is being recommended for the talent pool, and complete the Panel Interview Rating and Other Assessments																					
Sensitive	Sensitive																								
Unsuccessful Candidate/s:				Please provide constructive and contestable feedback as to why each candidate/s is unsuccessful, and complete the Panel Interview Rating and Other Assessments																					


PANEL REPORTS

INSW.003.044.0761

 Investment NSW												Selection Panel Report (Senior Trade and Investment Commissioner) The Americas		Job Req. Reference J15847
												Date of Panel Report		
Position Title	Senior Trade and Investment Commissioner The Americas (New York)	Group	Trade and International	Division / Team	International	Line Manager	Jenny West	Shortlisting Date/s	10 Jun 21	Interview Date/s	06-Jul-21	TA	Michell Vigo	
Engagement	Temporary Contract	Band 3 (equivalent)			No. of Position/s	1	No. of Applicant/s	21	No. Shortlisted	4	No. Interviewed	4	HR Partner Kristy Manton	
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Panel Members	Full Name	Position Title	Organisation	Conflict of Interest Declaration - Candidates				Signature	Date					
Panel Lead	Amy Brown	CEO	Investment NSW	No Conflict of Interest				Sensitive	02.08.2021					
Panel Member	Jim Betts	Secretary	Department of Planning, Industry and Environment	No Conflict of Interest				Sensitive	03.08.2021					
Independent Panel Member	Warwick Smith	Chairman	Kansu Capital	No Conflict of Interest				Sensitive	03/08/21					
Additional Member/Scribe	Marianne Broadbent	Managing Partner	NGS Global	No Conflict of Interest				Sensitive	04/08/21					

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<div>  <div> Investment NSW <small>NSW GOVERNMENT</small> </div> </div> <div> Selection Panel Report (Senior Trade and Investment Commissioner) The Americas </div> <div> <div>Job Req. Reference</div> <div>Date of Panel Report</div> </div>															
Position Title	Senior Trade and Investment Commissioner The Americas (New York)	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	SE Band 3 Equivalent	Role Number/s		No. of Position/s	1	No. of Applicant/s	12	No. Shortlisted	4	No. Interviewed	4	HR Partner	Evilina Polara
Panel Interview Rating (All Focus Capabilities & Capability Group/s Assessed)						Other Assessments (As determined appropriate for the role)			Online Assessments (Results not to be shared with candidates by Hiring Manager or Panel Members, refer HR for support)						
Candidates Names	Work Collaboratively	Influence and Negotiate	Deliver Results	Manage and Develop People											
	Advanced	Highly Advanced	Highly Advanced	Advanced											
John Barilaro	Meets	Exceeds	Exceeds	Exceeds											
Sensitive	Meets	Meets	Exceeds	Exceeds											
Sensitive	Meets	Meets	Meets	Exceeds											
Sensitive	Marginally Meets	Meets	Marginally Meets	Marginally Meets											
Recommended Candidate: <div> 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. </div>															
<p>John's professional career has included 20 years building and managing a local manufacturing business, followed by ten years as a Local MP, Minister and Deputy Premier of NSW. John grew up in the family's Ryleho Timber and Mouldings business in Queanbeyan, eschewing university to learn his trade on the job. He became Managing Director of Ryleho Home Solutions in 1997, manufacturing energy efficient windows, doors and building materials. He sought best-practice models and products in Germany and Italy, building and transforming the traditional business to one of innovation and automation, with a staff of 35. He also took that business to international markets and exported, including to China and Indonesia. John then ran for the local council and later ran for office with the NSW National party. He became Member for Monaro in 2011 and had appointments as Minister for Regional Tourism and Minister for Skills and Small Business during his first term. After re-election in 2016, John sold the business and became Leader of the NSW Nationals and Deputy Premier of NSW. He convinced the government to establish the Department of Regional NSW to fast track regional NSW's development, infrastructure, and services, over which he became Minister. He then played a key role in creating the Snowy Hydro Legacy Fund to ensure infrastructure funding for regional areas. He also continued as Minister for Skills and Small Business. In 2019 he became Minister for Regional NSW, Industry and Trade and was the Minister Responsible for Disaster Recovery throughout the bushfires and COVID-19. He noted that he was also instrumental in the establishment of Global NSW, the NSW Government's industry, trade and investment strategy. John indicated that the onerous nature of these appointments had a significant impact on him, particularly his work-life balance. He decided to resign in the second half of 2021, when there was a change in the NSW Premier. Having taken time off to consider his future, John now feels ready to begin the next chapter of his career.</p> <p>At interview, John outlined his motivation and his strong connection to advancing the international and economic interests of NSW, including the development and establishment of both Global NSW and Special Activation Precincts when he was Deputy Premier. He was articulate in outlining his business experience particularly as it related to the ability to identify opportunities for new products and technologies and take them to international markets. He presented with a good strategic mind, which has been pivotal to his ability to shape business opportunities early in his career and later in policy and program development in the political domain. He demonstrated a good level of persistence as well as collaboration across government, as indicated in his consistent focus to establish the Department of Regional NSW and ensuring funding for regional developments. John noted that a major initiative he led was the development of Special Activation Precincts. These developments then provided a foundation for shifting the culture of government bureaucrats (and politicians) in relation to new approaches to planning to fast track economic development, investment attraction and job creation. The approach taken, of upfront master planning, then led to greater certainty for businesses seeking to establish and grow in regional areas. Importantly through John's experience in both business and politics in NSW he was able to demonstrate and excellent knowledge of NSW's industry strengths and capabilities, which he could 'sell' to US businesses, as well as an exceptional network in government, industry and business which he could connect with to facilitate trade and investment between NSW and the Americas region. This knowledge and network would ensure he could 'hit the ground running' and get quick wins on the board for NSW.</p> <p>John was seen as a clear and articulate communicator who has a strong track record as a networker. He is used to representational roles and building relationships across diverse constituencies. He sees this translating well to the needs of the STIC role. He explained that though he had not lived in the Americas he did have good contacts there in relation to the Australian Ambassador and the Consul-General, and importantly had a clear understanding of NSW trade and investment capabilities and priorities, given his former role as NSW Minister for Trade & Industry.</p> <p>The Panel came to the view that John had highly relevant experience for the role. He is an excellent communicator, has strong commercial acumen and financial literacy from his earlier business experience, as well as his significant experience in government and on Committees such as the State Expenditure Review Committee. This includes his own personal experiences growing a NSW based business, and exporting which would give him credibility with the NSW businesses he assisted into the US. He has also demonstrated the need to invest in new and emerging industries as Deputy Premier and Minister for Trade & Industry, as part of his work in regional investment and precincts. Following a review of references, which included the Australian Ambassador to the US, the Panel concluded that John had the right motivation, capabilities and experience for the role. While he has not lived internationally, he has successfully developed international businesses in both his roles in managing his own company in the private sector and in his capacity as Deputy Premier and Trade Minister for NSW. He has represented the state at the highest levels on visits to the US, China, Vietnam and in Europe in a Ministerial capacity. While he would have a learning curve on doing business in the US, he had a strong track record of building teams as well as operating in a dynamic environment and had deep understanding of the NSW Trade and investment environment.</p>															
Recommended Remuneration AUD and Conversion		Select	Remuneration Justification			Background Checks Outcome?	1) Academic Quals Checked?	2) Reference Checks Reviewed?	3) Service & Conduct Check Reviewed?	Ideal Start Date (dd/mm/yyyy)	11/07/2022				
Recommended for Talent Pool		Please state the reasons why the candidate is being recommended for the talent pool, and complete complete the Panel Interview Rating and Other Assessments													
Unsuccessful Candidate/s:		Please provide constructive and contentable feedback as to why each candidate/s is unsuccessful, and complete the complete the Panel Interview Rating and Other Assessments													
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												Job Req. Reference 	
Selection Panel Report (Senior Trade and Investment Commissioner) The Americas												Date of Panel Report 	
Position Title	Senior Trade and Investment Commissioner The Americas (New York)	Group	Trade and International	Division / Team	International	Line Manager	Kyle Bell	Shortlisting Date/s	13-Feb-22	Interview Date/s	15-Mar-22	TA	
Location	Temporary Contract	SE Band & Equivalent		Role Number/s		No. of Position/s	1	No. of Applicant/s	12	No. Shortlisted	4	No. Interviewed	4
												HR Partner	Evelina Polara
Sensitive													
Sensitive													
Panel Members	Full Name	Position Title	Organization	Conflict of Interest Declaration - Candidates				Panel Lead Confirmation of Interview Panel Outcome		Date			
Panel Lead	Amy Brown	Chief Executive Officer	Investment NSW	No Conflict of Interest				<i>Select Appropriate Declaration from Drop Down Options</i>		13/03/2022			
Panel Member	Kyle Bell	Acting Managing Director	Investment NSW	No Conflict of Interest									
Panel Member	Kathrina Lo	NSW Public Service Commissioner	NSW Government	No Conflict of Interest									
Independent Panel Member	Warwick Smith AO	Chairman	Kansu Capital	No Conflict of Interest									
Additional Member/Scribe	Marianne Broadbent	Managing Partner	NGS Global	No Conflict of Interest									
<p>After completing all relevant sections of this Selection Panel Report, the Panel Lead is required to provide a declaration on behalf of the panel (from the drop down menu selection) above, and date.</p> <p>Once completed, return to your Talent Advisor. Once Talent Acquisition has completed all necessary background checks a "PDF Print" copy of this selection panel report will be emailed to all panel members as the final version.</p>													



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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

1. **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 [REDACTED] 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 [REDACTED]

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
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Jeshree Gaundar, Manager International People Partnering, People & Culture, Sensitive