



**blenheim partners**

*no limitations*

Executive Search & Board Advisory

**STATE OF THE MARKET: BOARD AND EXECUTIVE MOVEMENTS FOR AUGUST 2017**

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*"Never interrupt someone doing what you said couldn't be done"* Amelia Earhart

## Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

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Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

### Confidentiality

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## COMMERCIAL SERVICES

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**Cabcharge Australia Ltd:** Louise McCann and Clifford Rosenberg have accepted their appointments as Non-Executive Director, effective 29 August 2017.

**G8 Education Ltd:** Julie Cogin and Margaret Zabel have both been appointed as Non-Executive Directors effective 1 September 2017. Matthew Reynolds will be retiring as a Non-Executive Director, effective 31 August 2017.

**Slater and Gordon Group Ltd:** Group Chief Financial Officer, Bryce Houghton, will be stepping down from his role effective 15 November 2017.

**Spotless Group Holdings Ltd:** John Humphrey has been appointed as Chairman following the resignation of Garry Hounsell from the Board, effective from 31 August 2017. Dana Nelson has been appointed Chief Executive Officer. Martin Sheppard has resigned as Chief Executive Officer.

## ENERGY

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**Caltex Australia Ltd:** The Board has appointed current Non-Executive Director, Steven Gregg as Chairman. Greig Gailey has retired as Chairman.

**Energy Resources of Australia Ltd:** James O'Connell has been appointed as Company Secretary, effective 1 August 2017.

**FAR Ltd:** Tim Woodall has been appointed as a Non-Executive Director.

**Santos Ltd:** Non-Executive Director, Greg Martin, has retired.

**Strike Energy Ltd:** Stuart Nicholls and Andrew Seaton has been appointed as Managing Director and Non-Executive Director respectively and Simon Ashton and Brendan Ostwald have resigned as Non-Executive Directors, effective 18 August 2017.

**Transgrid:** Dr Kerry Schott resigned as chairman. Dr Kerry Schott appointed as Independent Director at AEMO (National Energy Market).

**White Energy Ltd:** Allan McCarthy has been appointed as Chief Financial Officer and commences on 28 August 2017.

## FINANCIAL SERVICES

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**ASX Ltd:** Daniel Moran has been appointed as Company Secretary.

**Aventus Property Fund:** Brett Blundy has been appointed as Director and BB Retail Capital representative. Nico Van Der Merwe has been appointed as Alternate Director for Brett Blundy.

**Centrepoint Alliance Ltd:** Managing Director and Chief Executive Officer, John De Zwart, will leave the Company in November 2017.

**EML Payments Ltd:** Mr John Toms unexpected death. Mr Toms was a Non-Executive Director from 2nd July 2011.

**EQT Holding Ltd:** Jeffrey G. Kennett has been appointed as Chairman. Tony Killen will retire as Chairman.

**IMF Bentham Ltd:** Karen Phin has been appointed as a Non-Executive Director, effective 25 August 2017. Alden Halse has announced that he will be retiring at the conclusion of the 2017 Annual General Meeting.

**Milton Corporation Ltd:** Justine Jarvinen has been appointed as a Non-Executive Director, effective 3 August 2017.

**OFX Group Ltd:** Selena Virth has been appointed as Chief Financial Officer replacing Mark Ledsham, effective 1 November 2017.

**Tag Pacific Ltd:** Gary Weiss has indicated his intention to resign as a Non-Executive Director, effective 31 August 2017.

**Thorn Group Ltd:** Tim Luce has been appointed as Managing Director and Chief Executive Officer, effective 1 March 2018.

**Westpac Banking Corporation:** Nerida Caesar has been appointed to the Board.

**Yellow Brick Road Holdings Ltd:** Frank Ganis has been appointed as Non-Executive Director.

## GAMING

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**Crown Resorts Ltd:** James Packer and Guy Jalland have both been appointed as Non-Executive Directors.

**Silver Heritage Group Ltd:** Robert Benussi appointed as Non-Executive Director. Tim Shepherd has resigned as Co-Founder/President of Business Development and Marketing effective 30th September 2017.

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**Tabcorp Holdings Ltd:** Adam Rytenskild has been appointed as Chief Operating Officer, Wagering and Media taking over from Craig Nugent who will be retiring on 30 November 2017.

## INDUSTRIAL

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**Austal Ltd:** Sarah Adam-Gedge has been appointed as a Non-Executive Director, effective 28 August 2017.

**Bluescope Steel Ltd:** Jennifer Lambert appointed as Non-Executive Director effective 1 September 2017. Mark Vassella appointed as Managing Director and Chief Executive Officer effective 1 January 2018. Paul O'Malley retired as Chief Executive Officer effective 31st December 2017.

**CIMIC Group Ltd:** Michael Wright has been appointed as Deputy Chief Executive Officer.

**Incitec Pivot Ltd:** Jeanne Johns has been appointed as Managing Director and Chief Executive Officer, commencing 15 November 2017, to succeed James Fazzino.

**Sims Metal Management Ltd:** Chief Executive Officer and Managing Director, Galdino Claro, has left the Organization and will be replaced by Alistair Field. Group Chief Financial Officer, Fred Knechtel, has departed and will be replaced by Amit Patel as Acting Chief Financial Officer. John Glyde has been appointed as Managing Director, Australia and New Zealand.

## INSURANCE

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**NIB Holdings Ltd:** Jordan French appointed as Assistant Company Secretary.

## MINING

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**Alumina Ltd:** Peter Day has been appointed as Deputy Chairman.

**Amcor Ltd:** John Thorn has resigned as a Non-Executive Director with effect on 1 November 2017.

**Austin Engineering Ltd:** Chief Executive Officer, Peter Forsyth, has been appointed as Managing Director.

**Beadell Resources Ltd:** Glen Masterman has resigned from the Board of Directors and is effective from 31 August 2017.

**BHP Billiton Ltd:** Terry Bowen and John Mogford have both been appointed as Non-Executive Directors, effective 1 October 2017.

**Boart Longyear Ltd:** Richard F. Wallman has been appointed as a Non-Executive Director.

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**Medusa Mining Ltd:** Ciceron A. Angeles has resigned as Non-Executive Director, effective 31 October 2017.

**Millennium Minerals Ltd:** Stacey Apostolou has been appointed as Chief Financial Officer and Company Secretary on a contract basis, effective 1 September 2017. Stacey's appointment follows Richard Hills departure from the same role.

**Talga Resources Ltd:** Ola Rinnan has been appointed as Non-Executive Director. Narelle Warren has been appointed as Company Secretary.

**Watpac Ltd:** Chairman, Richard McGruther, will be retiring on 25 August 2017. John Beerlandt has resigned as a Non-Executive Director and Rik Vandenberghe has been appointed as a Non-Executive Director.

### MEDIA

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**APN Outdoor Group Ltd:** Wayne Castle has been appointed Interim Chief Executive Officer. Richard Herring retired as Chief Executive Officer and Director, effective 30th September 2017.

### PHARMACEUTICALS/HEALTH CARE

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**Pacific Smiles Group Ltd:** Allanna Ryan has been appointed as Chief Financial Officer. Allanna Ryan has been performing the role of Acting Chief Financial Officer since 3 March 2017. David Williams has been appointed as Chief Information Officer.

**Regis Healthcare Ltd:** Graham Hodges has been appointed as a Non-Executive Director. Trevor Gerber has announced he will retire from the Board in November 2017.

### PROPERTY

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**Abacus Property Group:** Jingmin Qian has been appointed as Non-Executive Director, effective late September. Steven Sewell has been appointed as Chief Investment Officer and Head of Strategy, effective early October.

**Dexus Funds Management Ltd:** Hon. Nicola Roxon has been appointed as Independent Director, effective 1st September 2017.

**Vicinity Centres Ltd:** Grant Kelley has been appointed as Chief Executive Officer and Managing Director, commencing 1 January 2018.

## RETAIL/CONSUMER

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**Ardent Leisure Group:** Randy Garfield has been appointed as Non-Executive Director.

**Australian Agricultural Company Ltd:** Managing Director and Chief Executive Officer, Jason Strong, has resigned and will leave the Company on 11 August 2017.

**Australian Vintage Ltd:** Perry Gunner has retired from his role as a Non-Executive Director and leave the Company on 30 August 2017.

**IOTGroup Ltd:** Steven Kayalicos appointed as Chief Executive Officer. John Forder has been appointed as a Non-Executive Director and Chairman, Robert Smith, has resigned. IOT Group Ltd: Robert C Smith has been appointed as Chairman.

**Kresta Holdings Ltd:** Simon Lyons appointed to the Board. Rick Taylor resigned from the Board

**The Pas Group:** Matthew Durbin resigned as Chief Financial and Operations Officer.

**The a2 Milk Company Ltd:** The a2 Milk Company has appointed Jane Xu to the newly created role of Executive Vice President Greater China, effective from 14 August 2017.

**Treasury Wine Estates Ltd:** Non-Executive Directors Lyndsey Cattermole and Peter Hearl will both be retiring from the Board with Lyndsey retiring on 18 October 2017 and Peter on 31 August 2017.

## TECHNOLOGY/TELECOMMUNICATIONS

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**Brainchip Holdings Ltd:** Ryan A. Benton has been appointed as Senior Vice President and Chief Financial Officer.

**Data#3 Ltd:** Mark Gray has been appointed as a Non-Executive Director.

**MYOB Ltd:** Simon Raik-Allen has been resigned as Chief Technical Advisor.

**Nearmap Ltd:** Sue Klose has been appointed as Non-executive Director.

**Nvoi Ltd:** Timothy Ebbeck has resigned as a Non-Executive Director, effective 31 August 2017.

**Praemium Ltd:** Claire Willette has been appointed as Non-Executive Director.

**Veriluma Ltd:** John Welsh has been appointed as Non-Executive Director. Henry Capra resigned as Non-Executive Director.

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**Spark New Zealand Ltd:** Chairman, Mark Verbiest, will be standing down and will be succeeded by Justine Smyth.

**Vocus Group Ltd:** Christine Holman has been appointed as Non-Executive Director.

### TRANSPORT

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**Macquarie Atlas Roads Ltd:** Debbie Goodin has been appointed as a Non-Executive Director, effective 1 September 2017.

**Qantas Airways Ltd:** Alison Webster has been appointed as Chief Executive Officer of Qantas International, Andrew David, currently Chief Executive Officer of Qantas Domestic, will assume responsibility for Qantas Freight, Catering and Airports. Andrew Finch has been appointed as Office of the Chief Executive Officer, in addition to his current responsibilities as General Counsel and Company Secretary, Gareth Evans has been appointed as Chief Executive Officer of Jetstar Group. Jayne Hrdlicka has been appointed Chief Executive Officer of Qantas Loyalty and Digital Ventures including innovation, Lesley Grant has been appointed as Group Executive of People and Culture, following Jon Scriven's retirement and Olivia Wirth has been appointed to the new role of Chief Customer Officer, in addition to her existing responsibilities for Brand, Marketing and Corporate Affairs. Transition to the new structure to begin in November 2017.

**Qube Holdings Ltd:** Sue Palmer has been appointed as a Non-Executive Director, effective on 1 September 2017.

**Virgin Australia Holdings Ltd:** David Baxby has resigned as Non-Executive Director.



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## KEY MEMBERS OF OUR GLOBAL TEAM

### **Gregory W. Robinson**

Founder & Managing Partner, Search & Advisory

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Mr. Robinson has been specialising in senior international executive appointments for over 19 years. Sector experience is broad and includes consumer retail, natural resources, infrastructure, industrial, manufacturing, telecommunications, technology, financial services, health and sport. He has acted as an adviser to many of Australia's leading corporations on board performance, capability and succession. Mr. Robinson has been involved in Board Advisory and C-Level appointments in three continents and was a Director of Australian Business in Europe whilst in London. Mr. Robinson holds a BComm with Merit and was awarded with the coveted Green Beret when in the Australian military. He is a member of Blenheim Partners' Board, CEO & CFO Practices.

### **Ian Smith**

Partner, Search & Advisory

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Mr. Smith has over 26 years' experience working with global media, marketing and technology companies in Australia, the US, Europe and Asia and is heavily involved with Blenheim Partners' Board, CEO, TMT & Private Equity Practices. Prior to joining Blenheim Partners, he was Managing Partner of Heidrick & Struggles Australasia and member of the Board, CEO, Media, Entertainment, and Private Equity practices. Before his career in executive search, Mr. Smith was Chief Executive Officer of Yahoo!7, one of Australia's leading online portals and Chairman of Yahoo!Xtra, a joint venture with Telecom New Zealand. He has also held Chief Executive Officer and senior executive roles in global media, marketing communications and advertising companies, including APAC regional Chief Executive Officer for Bates, and international president of Bates Worldwide based in New York. He was also a director of Cordiant PLC based in London. He has also served as a Trustee of the State Library of New South Wales and a Director of the Garvan Institute of Medical Research Foundation. Mr. Smith holds a Bachelor degree in Sociology and Psychology from La Trobe University in Melbourne.

### **Brett Wright**

Partner, Search & Advisory

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Dr. Wright has advised many of Australia's premier organisations on board and executive structure, performance and assessment, competitor analysis and succession planning. Prior to Executive Search he had a range of line management, academic and consulting roles which include nine years as the Group Executive Human Resources in St George Bank. Dr. Wright was responsible for all aspects of the people strategy for over 9,000 employees. He was a key driver behind many of the Group's initiatives including flexible working arrangements. More recently Dr. Wright was Executive Director People for Ashurst, reporting to the Managing Partner. Dr. Wright has a PhD in Organisational Behaviour and has been the Adjunct Professor to the University of Western Australia. He also holds a BE(Hons), MEngSc, an MBA from the University of Sydney and is a Fellow of the Australian Institute of Company Directors(FAICD). He is a key member of the Board, CEO, and HR Practices. He also leads the Leadership Advisory and Re-Engagement Practices.

### **Joseph Marsella**

Partner, Search & Advisory

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Mr. Marsella leads the Technology Markets Practice. He is responsible for Blenheim Partners talent solutions for the technology sector which includes Chief Information Officer, Chief Digital Officer, Chief Technology Officer, Chief Information Security and Heads of Analytics, Infrastructure, Applications and, Project Management. Mr. Marsella also assists Boards with the appointments of IT Non-Executive Directors. Mr. Marsella has an extensive background in global business and leading Information and Technology divisions with experience across a broad range of industries including Consumer, Health Care, Banking and Financial Services and Education. Prior to Executive Search, Mr. Marsella was the Chief Information Officer, Asia Pacific for Kimberly-Clark. He also held senior technology roles with AMP Financial Services and Westpac Banking Corporation and was a Lecturer at Sydney Institute of Technology. Mr. Marsella, as a former Chief Information Officer, brings deep experience and understanding of business, strategic planning, change management, and delivery of initiatives with current technology insight. Mr. Marsella holds a B.Science.

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## **Sarah Morgan**

Head of Research International, United Kingdom, Europe & USA

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Ms. Morgan is a member of the Board and CEO Practice and heads the research capability in the northern hemisphere. She manages the coverage of the United Kingdom, European and US markets supported by a network of Senior researchers/consultants. Ms. Morgan is an independent consultant and has worked with Blenheim Partners since 2015 focusing on Board appointments. She has over 16 years' search experience specialising in Chairmen, Non-Executive Director, Advisory and main board appointments. Previously she spent seven years with Russell Reynolds in their board practice. Based in London she worked internationally and coordinated the European board practice. Prior to this Ms. Morgan worked for two years with Hanson Green, a non-executive boutique. Ms. Morgan began her career with Heidrick & Struggles, in their board practice. She has worked across all sectors covering FTSE 100, FTSE 250, Private Equity and Not for Profit Boards. She is a graduate in Geography from the University of Nottingham. We have been working closely with Ms. Morgan to extend the reach of global appointments.

## **Anna Papahristos**

Partner, Elite Performance

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Ms. Papahristos is a leading organisational Psychologist and has been consulting Chief Executives in the ASX 300, Senior Executives in Government agencies, and members specialised units of the Emergency services and Armed Forces for 10 years.

## **Jeremy Low**

Partner, Asia

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Mr. Low is a member of the Board, CEO, Financial Services, Legal and Digital Practices.

## **Darrell Sham**

Partner, Asia

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Mr. Sham is a member of the Board, CEO, CFO and Consumer Practices.

## **Matthew Morris**

Partner, United Kingdom, Europe & USA

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Mr. Morris is a member of the Board, CEO and Financial Services Practices.

## **Andrew Shestopal**

Partner, United Kingdom, Europe & USA

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Mr. Shestopal is a member of the Board, CEO and Property/ Real Estate Practices.

## **Simon Keating**

Partner, United Kingdom, Europe & USA

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Mr. Keating is a member of the Board, CEO and Financial Services Practices.

## **Luke McKenna**

Associate, Research & Integrity

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## **Brooke Lane**

Associate, Research & Succession Planning

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## **Robert Hitchings**

Associate, Research & Succession Planning

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## **Bill Filippopoulos**

Associate, Research & Succession Planning

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## **Melissa Huang**

Associate, Research & Succession Planning

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## **Brandon Needham**

Associate, Research & Succession Planning

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