

INDEPENDENT COMMISSION AGAINST CORRUPTION**STATEMENT IN THE MATTER OF: Operation Dasha**

PLACE: ICAC
NAME: Simon Berry
OCCUPATION: Investigator
DATE: 10 April 2017

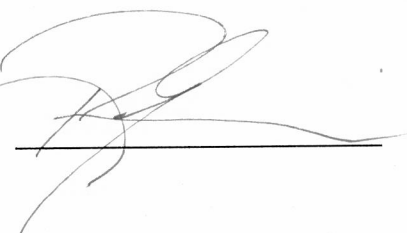
States: -

1. This statement made by me accurately sets out the evidence which I would be prepared, if necessary, to give in Court as a witness. The statement is true to the best of my knowledge and belief, and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false or do not believe to be true.
2. I am 43 years of age.
3. I am an investigator employed the Independent Commission against Corruption.
4. On 6 April 2017, in company with Investigator Leoni White I attended the Canterbury Bankstown Council Chambers at Bankstown. Upon arrival I spoke with Ms Simone Cook.

Signature



Witness



STATEMENT IN THE MATTER OF: Operation Dasha
NAME: Simon Berry

5. As a result of that conversation I attended an office within the Council. Ms Cook attended a nearby room and returned with some documentation. I reviewed this documentation and as a result 3 set of documents were retained including the following;

- A) Undated Handwritten document with the initial JM
- B) City of Canterbury Council Memo relating to GM Montague termination offer dated 12 January 2015
- C) Canterbury City Council Interview schedule, short listed reports and suggested questions with perforated holes on left of document

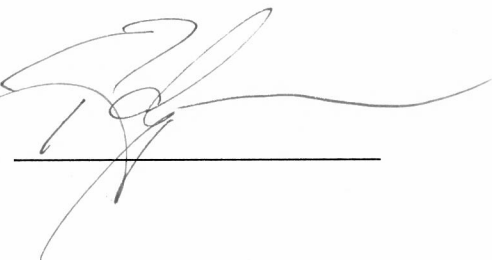
EXHIBIT: I produce and hereto attach the above items

6. I returned and attended the property office located within the office of the Commission and entered the documents into the property register reference number E15/0078/121/2, E15/0078/121/3, E15/0078/121/4

Signature



Witness



It is with a heavy heart
that I advise you
of my decision to step
into retirement, until my
last day of service
being Friday ~~20~~¹³
February 2015.

The events of the last
several weeks have
created a climate
- which I can no
longer serve the
residents of the City
of Canterbury.

I take this opportunity
to thank you and
~~some past mayors~~
and ~~some council members~~

support and
and encouragement over
my 32 years as
Saver Clerk and
since 1993, General
Manager.
My heartfelt thanks
also go to & many
wonderful staff
it has been my pleasure
to work with during
that time.

~~Sister~~
~~Council is pleased~~
~~I will return~~ may
~~happy memories of~~
~~my time at~~
~~I trust you~~
Naturalist's recent work
I am immensely proud
of my achievements

I agree my
success - I feel
5/7

Nature Period ?
- contract

6 April 2017



City of Canterbury

City of Cultural Diversity

Memo

NOT SENT

TO: Councillors Hawatt and Azzi

DATE: 12 January 2015

This is to confirm the nature and outcome of the conversation that took place between us at Bulldogs League Club on 27 December 2014.

The meeting was arranged by mutual consent ostensibly to discuss the appointment of a new Director of City Planning following the resignation of the former Director, Mr Marcelo Occhiuzzi on 7 November 2014.

The vacancy created by Mr Occhiuzzi's resignation sparked a recruitment process to appoint a suitable successor to Mr Occhiuzzi. Judith Carpenter and Associates were engaged to assist Council in the recruitment exercise.

As you know an offer of appointment was made to one of the interviewed candidates, Mr Spiro Stavis, on 8 December 2014. This offer was subsequently withdrawn following additional reference checks which were not favourable to Mr Stavis.

The preceding brief history is necessary to contextualise our meeting at the Bulldogs League Club on 27 December 2014.

At the Club you presented me with two options to consider.

Option 1

I would be required to retire in August 2015. In addition to my normal entitlements I would be paid an additional eligible termination payment equivalent to 38 weeks pay, based on my annual total remuneration package (ATRP) at the time of retirement.

Option 2

As above except I would be given the opportunity to provide consultancy services to Council to assist finalisation of a number of key projects including Council's response to the NSW Government's Fit for the Future reform package (Fit for the Future submissions are required to be lodged with the Government by 30 June 2015).

Leading up to my retirement in August 2015, I would be required to assist Council in the appointment of a new General Manager and Director of City Planning. I pointed out repeatedly that Mr Stavis' appointment would require the endorsement of Council and that in the circumstances I would not be exercising my prerogative under Section 337 of the Act to appoint him without further consultation with Council.

I advised you both that I would need to discuss my options with my family and the Mayor, Cr Brian Robson, before proceeding and that I would mull things over and come back to you at the earliest possible time. The meeting concluded at approximately 5 pm.

My Response

Having considered both options and in light of your call for an extraordinary meeting (dated 24 December 2014) to among other things terminate my contract of employment, I have decided to decline your offer for the following reasons:

- I do not believe your offer is appropriate or lawful given that you do not have the authority of Council to make such an offer.
- I do not believe your actions in this matter are in the best interest of Council and our community.
- It is essential that a fresh recruitment process for the role of Director of City Planning be undertaken so that all Councillors are comfortable with the process and its outcome.

I close by impressing on you the importance of recruiting a new Director of City Planning with a minimum of delay.

This appointment is critical to ensure that the unresolved issues within the City Planning Division are addressed effectively and expeditiously.

Jim Montague PSM
GENERAL MANAGER



CANTERBURY CITY COUNCIL
City of Cultural Diversity

DIRECTOR CITY PLANNING

Interview Schedule
Monday November 17th, 2014

Conference Room
Level 2
Canterbury City Council

Panel Members

Jim Montague – General Manager
Brian Robson – Mayor
Councillor Pierre Azzi
Councillor Michael Hawatt
Judith Carpenter – Independent Consultant

9.00 am	Simon Manoski
10.15 am	Meryl Bishop
11.30 am	Vince Connell
Lunch	
1.15 pm	Karen Jones
2.30 pm	Spiro Stavis



Suggested Interview Questions

Director City Planning

1. What appeals to you about the opportunity at Canterbury? What recent experience has prepared you to make this career step?
2. What do you see as the major opportunities and challenges currently facing Canterbury City Council and the local government sector generally in relation to land use planning?
3. Tell us about a time when you have driven the reform agenda in your organisation. What were the critical issues and how did you tackle them?
4. Strategic Planning and the ability to demonstrate leadership and hit the ground running with regard to reviewing the current and developing a new DCP will be important in this role. Please outline your experience in similar strategic planning processes.
5. From the City Planning perspective, what do you see are the critical customer service issues facing this portfolio?
6. Tell us about the toughest decision you have had to make, what were the issues and how did you communicate your decision?
7. Tell us about a time when you recognised an opportunity to introduce a new people management initiative. Describe what you observed, what you planned to do, and what you did.
8. Capturing and valuing organisational knowledge, at the same time as encouraging the team to change entrenched behaviours will be critical considerations for this role. How have you previously addressed similar issues?
9. To be effective local government requires a strong relationship between Councillors and senior staff. Could you please outline how you have built effective working relationships with Councillors, whilst at the same time providing objective and robust advice?
10. Explain your understanding of the operation of Joint Regional Planning Panels. Do you think they have been a positive or negative innovation from a planning perspective?
11. How have you developed effective working relationships with the Department of Planning and other professional planning groups?



Judith Carpenter & Associates
Level 25
88 Phillip Street
SYDNEY NSW 2000

Phone: 02 9558-5102
Facsimile: 02 9558-3429
E-mail: mail@jcassoc.com.au

Shortlist Report

on

Simon Manoski

for the position of

Director City Planning

CITY OF CANTERBURY

CANDIDATE DETAILS

Name: Simon Manoski

For position of: Director City Planning

Client name: City of Canterbury

Contact address: Petersham, NSW

Consultant: Judith Carpenter

Date: November 2014

Summary

Simon Manoski is a professionally presented candidate with warm interpersonal skills. He is a clear and articulate communicator. Simon brings a background in private practice, local government and state government. After six years in the Department of Planning, Simon is keen to move back to local government to be part of the significant changes that are taking place.

Simon's experience as a qualified planner includes extensive experience in the areas of policy, strategy, statutory planning and assessments. Also qualified in environmental and local government law, he has significant experience in the environmental and compliance functions of councils under the Local Government Act.

Whilst Manager Strategic Planning at Leichhardt Council, Simon was involved with the development of Callan Park and the Balmain Leagues Club and was Council's representative on the Planning Committee. He had extensive experience in community consultation.

As the Planning Policy Advisor on the NSW Growth Centres Commission and in his current role an Acting General Manager for the Metropolitan Region for the Department, Simon had extensive experience in

people realising business potential

Judith Carpenter & Associates

developing policy frameworks including the Pre-gateway Review Process, particularly sensitive in relation for both communities and Councils. He has built evidenced-based approaches, identifying key delivery needs such as services, facilities and infrastructure in urban renewal projects. He has had extensive experience in developing and implementing Voluntary Planning Agreements. He is responsible for both the Metropolitan and Parramatta areas including operational and regulatory issues relating to Councils. He reviews LEPs on behalf of the Minister.

Simon was, until recently, the Director of the Office of the Director General. At the time he joined, the office was not providing timely or appropriately technical advice and there was little accountability. Simon completely "refreshed" the office, bringing in new skills, developing clear position descriptions and accountabilities and ensuring that the office delivered a more efficient and productive work environment. He also ensured that the advice provided, whilst technically strong, was also politically astute. Simon was also responsible for briefing other Ministers when planning issues impacted their portfolios. He had deep connections at both the officer and political levels.

Simon has a broad background in leading and building teams. He has implemented formalised performance review processes as well as building skills and energy in teams ensuring that all staff are aligned towards common corporate goals.

With deep skills in stakeholder management, strong technical skills and extensive experience in local and state government planning roles, Simon is commended to you as a candidate for the role of Director, City Planning with Canterbury City Council.

Availability

Simon Manoski is required to provide four weeks' notice.

Salary

Simon Manoski is currently on a remuneration package consisting of a base salary of [REDACTED] plus superannuation.

Referees

The referees nominated by Simon Manoski have not been checked; however we advise reference checking prior to an employment offer

people realising business potential

Judith Carpenter & Associates

being made. We will contact the referees and report to you if you wish to proceed further with the application.

STRICTLY CONFIDENTIAL

The information provided in this report is confidential and we ask that you treat it with the same degree of care with which you protect your own confidential information. Reports on candidates whose applications are unsuccessful should be destroyed.

people realising business potential

Judith Carpenter & Associates

RESUME

EDUCATIONAL HISTORY

- 2007 Masters of Environmental and Local Government Law
 Macquarie University
- 2002 Bachelor of Town Planning (Honours)
 University of New South Wales

BUSINESS EXPERIENCE

1. 2009 – Present

NSW DEPARTMENT OF PLANNING AND ENVIRONMENT

Position: Assistant General Manager – Metropolitan Sydney

Responsibilities:

- Exercise significant autonomy with regard to various policy matters and planning decisions including planning proposals/ local plan amendments and pre-Gateways
- Maintain strong working relationships with all Sydney Metropolitan councils
- Represent the Department of Planning and Environment at cross-agency and cross-jurisdiction working groups
- Regular briefing to Minister and Ministerial advisors on various planning policy matters and projects
- Chair of the LEP Panel which considers all major and controversial planning proposals from across the State
- Responsible for the completion of the Standard Instrument Program
- Ongoing liaison with Regional Organisation of Councils on various planning matters
- Working with Peak Industry Groups and development industry on various development application and land release matters.
- Ongoing management of 40+ staff

Position: Director, Office of the Director General (2012 – 2014)

Responsibilities:

- Provide specialist planning, policy and technical advice and coordination of high level policy direct to the Ministerial office and Director General

people realising business potential

Judith Carpenter & Associates

- Management of the Office of Director General including Ministerial and Parliamentary Services
- Preparation of briefings to the Director General and Minister, Cabinet Minutes, parliamentary folder notes etc
- Coordination of Cabinet material, major briefs to Parliament and Parliamentary Inquiries
- Preparation and coordination of high level policy and policy advice for the department
- Central coordination point for all planning matters associated with the Joint Study into aviation capacity for Sydney. Simon has since maintained a strong working relationship with the Commonwealth Department of Infrastructure and Regional Development
- Manage internal and external stakeholder relationships including with State and Commonwealth agencies and local government
- Oversee management of key clients for the Department including Woolworths, Bunnings, Masters, Coles, Meriton, Australian Turf Club and others
- Key point of contacts for central government agencies on whole of department matters including Premier and Cabinet and Treasury
- Drive a strict monitoring and reporting system for all Cabinet and Standing Committee actions
- Monitor and report on key government priorities and pre-empting where remediation would be required
- Coordination and delivery of high level executive support for the department and Ministerial Office
- Work with the Executive to ensure outcomes and deliverables of the department are achieved
- Ongoing management of 20 staff

Position: Policy Advisor, Minister for Planning and Infrastructure (2011 – 2012)

Responsibilities:

- Provided strategic planning and specialist policy advice on all planning and related matters direct to the Minister and broader Ministerial Office
- Briefed and advised other Ministers and numerous Members of Parliament including backbenchers and opposition on various planning, development and infrastructure matters
- Managed Cabinet and Committee processes between department, Ministerial office, Cabinet Secretariat and Executive Council
- Central point of contact for Minister for Local Government on all planning and related matters
- Established a number of monitoring and performance management systems within the Ministerial office linking back to the department. These are still in use today

people realising business potential

Judith Carpenter & Associates

Position: Principal Advisor, Office of the Director General (2009 – 2011)

Responsibilities:

As above.

2. 2008 - 2009

NSW GROWTH CENTRES COMMISSION

Position: Planning Policy Advisor

Responsibilities:

- Detailed audit of land supply across the State and spatially represent all major residential land releases. This work was then integrated into a broader State Infrastructure audit to determine short and medium term State infrastructure delivery requirements
- Contributions planning secretariat including managing consultants, liaising with Councils and coordinating committee meetings with Councils – awarded Director General's award for excellent achievement
- Liaising with Precinct Managers on various policy matters and implementation with an ongoing view to reduce red tape and improve systemic efficiency where possible
- Ongoing preparation of Ministerial briefing notes, responding to intergovernmental correspondence and supporting Deputy General Manager, Strategy
- Administration of biodiversity certification and liaison with Department of Environment and other agencies
- Operation of Precinct Boundary Review Process including Internal Systems
- Preparation of amendments to the Growth Centres SEPP and Working with the Department Regional Team, Legal Branch and relevant stakeholders including councils to implement amendments.

3. 2006 - 2008

LEICHHARDT COUNCIL

Position: Manager Strategic Planning

Responsibilities:

- Driving key strategic rezoning proposals which have included presentation at public meetings, public and Councilor briefings and managing external consultants in relation

people realising business potential

Judith Carpenter & Associates

- Ongoing liaison with community and development industry including small and medium sized developers and major construction consortiums
- Management of staff within the Environment and Community Management Division and guidance to other divisions of Council on a variety of planning related matters
- Coordination of Planning Committee which oversaw local planning matters and was a standing committee for full council
- Preparation of detailed Council submissions to State Government authorities in relation to proposed project or amendments to legislation
- Support to senior management team and Councilors on planning, development and environmental matters
- Preparation and management of budgets for Environment and Urban Planning Unit

4. 2005 - 2006

PARSONS BRINCKERHOFF

Position: Project Manager

Responsibilities:

- Successful project management for a range of strategic planning, plan making and environmental assessments including preparation of urban design guidelines, local environmental plan amendments, statement of environmental effects and development control plans
- Led planning and land use assessment component for EIS preparation process for various major infrastructure projects including electricity upgrades for the North West Sector, Upgrade to Keepit Dam and Kempsey to Eungai Pacific Highway Upgrade, Sydney Cross City Tunnel
- Preparation of first two land use strategies and Standard Instrument Local Plans in NSW which were the for two regional local government areas located in the Sydney to Canberra Corridor Strategy
- Specialist input on planning and development legislation, regulation and policy on various projects including preparation of the mapping guidelines underpinning the Standard Instrument Local Environmental Plans for NSW – this was a first of its kind in Australia and is still in place
- Undertook secondments within councils to manage complex and controversial development assessment matters including Parramatta Council.

people realising business potential

Judith Carpenter & Associates

5. 2002 - 2005

BANKSTOWN COUNCIL

Position: Strategic & Development Assessment Planner

Responsibilities:

- Part of Council Business Unit that was seconded to various councils to independently assess major development applications, matters where conflicts were identified or where councils had inadequate resources
- Councils seconded to included Rockdale, Canterbury, Leichhardt and Parramatta
- Preparation of the Hume Highway masterplan including testing of development scenarios, incorporation of Gateway development controls and treatment of local centres
- Preparation and implementation of development controls for the Revesby and Sefton town centres

people realising business potential

Judith Carpenter & Associates



Judith Carpenter & Associates
Level 25
88 Phillip Street
SYDNEY NSW 2000

Phone: 02 9558-5102
Facsimile: 02 9558-3429
E-mail: mail@jcassoc.com.au

Shortlist Report

on

Meryl Bishop

for the position of

Director City Planning

CITY OF CANTERBURY

CANDIDATE DETAILS

Name: Meryl Bishop

For position of: Director City Planning

Client name: City of Canterbury

Contact address: Marrickville, NSW

Consultant: Judith Carpenter

Date: November 2014

Summary

Meryl Bishop is an articulate and professionally presented candidate. After 14 years at the City of Ryde, and having delivered Council's LEP, been involved in the planning for Macquarie Park and significant urban renewal programs as well as acting Group Manager (Director) for periods of time, Meryl is seeking the next step in her career. In the last six years she has been more actively involved in leadership issues across Council, integrating planning into whole of Council issues. She is keen to continue to develop these skills.

Her experience at Ryde has included setting the outcomes, goals and strategies of the Community Strategic Plan and developing and implementation plan to support its delivery. One of the key outcomes of the plan was the implementation of "Liveable Neighbourhoods" and Meryl has had deep involvement in planning issues around the renewal of town centres such as Gladesville, Top Ryde, West Ryde and Eastwood. She is currently working with the state government's Urban Activation Precinct program for the City of Ryde, around Eastwood and Macquarie Park, particularly the relationship between dense centres and low rise residential, looking at issues of residential growth, employment and traffic congestion.

people realising business potential

Judith Carpenter & Associates

How to pay for infrastructure has been one of Meryl's key priorities and to this end she has lead a team that revised the development contributions framework in order to raise additional funds of \$20 million from development activity and remove the restrictions on the expenditure of these funds. She has pursued Voluntary Planning Agreements to ensure community benefit in return for additional space.

Meryl's planning experience includes managing the pre-lodgement service at the City of Ryde. Her team run annual information sessions for the community on key development types and issues such as granny flats, dual occupancy and flooding. As Acting Group Manager she has submitted applications to the Planning and Environment Committee of Council and also the Joint Regional Planning Panel, as well as presented to the Planning and Assessment Commission and the JRPP on Part 3A applications and Council's assessment of development applications. She has been involved in negotiations to delivery affordable housing within the LGA.

Meryl has extensive experience in strategic land use planning including the development and delivery of the City of Ryde's LEP and Development Control Plan, balancing the need to accommodate growth whilst protecting the low density residential areas of the City of Ryde.

Whilst at the City of Botany Bay, she was also involved in urban renewal and place management programs that encouraged the redevelopment and revitalisation of industrial lands in Botany and Mascot, and at Ryde has been heavily involved in renewal programs for town centres and the specialised business centre of Macquarie Park.

In addition to her planning and strategic land use planning experience, Meryl has been actively involved in the City of Ryde's economic development program, including training and networking events for small businesses, business websites and activities to market the Macquarie Park Corridor.

She has extensive public consultation experience, is able to think on her feet in the Council Chamber and has built strong relationships in the Metropolitan Planning Team of the Department of Planning and Environment. She regularly briefs the Department on controversial issues arising in Ryde.

Meryl is commended to you as a candidate for the role of Director, City Planning with the City of Ryde.

people realising business potential

Judith Carpenter & Associates

Availability

Meryl Bishop is required to provide four weeks' notice.

Salary

Meryl's remuneration package for her substantive role totals [REDACTED]

Referees

The referees nominated by Meryl Bishop have not been checked; however we advise reference checking prior to an employment offer being made. We will contact the referees and report to you if you wish to proceed further with the application.

STRICTLY CONFIDENTIAL

The information provided in this report is confidential and we ask that you treat it with the same degree of care with which you protect your own confidential information. Reports on candidates whose applications are unsuccessful should be destroyed.

people realising business potential

- Judith Carpenter & Associates

RESUME

EDUCATIONAL HISTORY

- | | |
|------|---|
| 2013 | Diploma of Project Management
Kaplan Professional Education Australia |
| 2012 | Diploma of Management
Australian Institute of Management |
| 1992 | Masters of Science – Planning Studies (Urban Growth
Management)
Oxford Polytechnic (now Oxford Brooks University) England |
| 1986 | Bachelor of Urban and Regional Planning – Honours, Class II
Division 2
University of New England |

BUSINESS EXPERIENCE

1. August 2003 – Present

CITY OF RYDE

Position: Acting Group Manager – Environment and Planning
(August 2014 – Present, and August – November, 2013)

Responsibilities:

- Manage all four Group portfolio including: Assessment, Environment/Health and Building, Regulatory Services and Urban Planning
- Supervise over 70 staff providing direction and guidance to achieve positive outcomes.
- Coordinate all works program delivery in collaboration with the Group's management team.
- Serve within the executive team, providing effective leadership and direction on a broad range of Council operations.
- Generate quarterly reports on corporate targets including budgets, customer service and project progress.
- Deliver Councillor workshops on a range of environment and planning topics to better inform officials.
- Attend all Council and Committee meetings and to respond to all relevant issues.

people realising business potential

Judith Carpenter & Associates

- Liaise closely with Councillors, answering requests for information in a timely manner.
- Facilitate the development application process, submitting selected applications to the Planning and Environment Committee and the Joint Regional Planning Panel.
- Deal with issues relating to building certification, compliance investigation/enforcement, inspection programs and parking matters.
- Oversee staff performance management.

Position: Manager – Urban Planning (April 2003 – Current)

Responsibilities:

- Manage 11 staff to effectively complete a strategic planning program, development contributions framework, heritage, urban design, public domain renewal, place management, and economic development.
- Perform staff management including mentoring/coaching, recruitment, performance appraisal, staff support, team building
- Complete Best Value Reviews on a routine basis to evaluate operational effectiveness regarding project, service and activity delivery; restructured the Unit into three teams following review.
- Engage in annual business planning and process development to ensure the Community Strategic Plan is successfully implemented within the client/provider framework.
- Handle all team finances, managing the budget throughout the fiscal year.
- Provide high quality customer service relating to development and planning issues.
- Oversee both capital and non-capital project delivery.
- Collaborate with the leadership team to prepare the Community Strategic Plan, the Four Year Delivery Plan and Corporate Programs.

Key Projects

- Comprehensive Local Environmental Plan for the City (2014).
- Development Contributions Framework (2012 – 2014) comprising a Development Contributions Plan, Voluntary Planning Agreement Policy and implementation procedures.
- Macquarie Park Corridor (2011-2012) Generated the master plan, LEP and development control plan to revitalise the business park, transforming it into a commercial centre and supporting the Chatswood-Epping Rail Line
- Eastwood Town Centre (2011-2012): Prepared the master plan, including all urban design and economic assessments of relevant draft controls.

people realising business potential

Judith Carpenter & Associates

- Meadowbank Employment Area (2008-2011): Completed the economic assessment, traffic study, master plan and development control plan to create a planning framework to promote residential use.
- Citywide Consolidating LEP (2010): Evaluated and reported on the provisions of the Ryde Planning Scheme Ordinance, converting documentation to the Standard LEP template.
- Local Planning Study (2010): Conducted seven supporting studies including housing, centres/corridors, heritage, environment/open space, small centres, employment and transport; responded to both the direction and actions outlined in the State Government's Metropolitan and Regional Strategies to inform the comprehensive LEP.
- West Ryde Town Centre (2010): Generated an economic assessment, traffic study, master plan and development control plan to encourage town centre renewal and revitalisation.
- Economic Development Strategy (2008): Provided the overall framework to guide the Council's actions regarding City economic development.
- Gladesville Town Centre and Victoria Road Corridor (2008): Facilitated the master plan, heritage study, local environment plan and development controls to revitalise the strip centre.
- Public Domain Upgrade Program: Identified works and preliminary costs and prioritised listings to upgrade the public domain in 32 neighbourhood centres and 5 town centres throughout the City.
- Information Program: Coordinated annual information sessions and generated fact sheets to provide the community with accurate and updated information regarding the City's planning and development programs.

2. December 1999 – March 2003

CITY OF BOTANY BAY

Position: Manager – City Planning

Responsibilities:

- Supervised a team of five employees to successfully complete environmental plans, development control plans, heritage, place management and property system maintenance.
- Facilitated all aspects of recruitment and staffing, providing ongoing professional development and mentorship.
- Conducted routine performance appraisals to evaluate staff achievement.
- Provided annual business planning and budget management to successfully improve service delivery.

people realising business potential

Judith Carpenter & Associates

Key Projects

- Mascot Station Precinct Planning Instruments: Prepared the local environmental, development control and contributions plan for the redevelopment and revitalisation of the Mascot Station industrial neighbourhood.
- Development Control Plan Daceyville Garden Suburb: Outlined conservation mechanisms to ensure the integrity and preservation of the designated historic area.
- Botany South Project: Managed a three year project to revitalise existing mixed-use industrial and residential neighbourhoods; co-funded with Planning NSW under the Urban Improvement Plan.

3. March 1993 – December 1999

WAVERLEY COUNCIL

Position: Senior Strategic Planner
Strategic Planner

Responsibilities:

- Assessed development applications related to both the provision of affordable housing and the loss of low-cost housing within the Council.
- Served as Director of the Local Housing Association, managing housing stock for low-income earners.
- Secured State and Federal funding to purchase housing stock for the lower income demographic

Key Projects

- Affordable Housing Study (1996): Analysed City demographics and housing trends over a decade, identifying the level of housing stress experienced by households either purchasing or renting. Explored the effectiveness of existing planning controls to maintain affordable housing and develop mechanisms to encourage the provision of affordable housing.
- Development Control Plan No. 6 Charing Cross Conservation Area: Wrote an amendment to the existing DCP to strengthen controls in order to ensure all future development promoted the heritage character of the centre.
- Residential Zoning Review: Identified areas within the local government where there was potential for increased residential densities. Completed as a part of the Council's Residential Strategy.

people realising business potential

Judith Carpenter & Associates

4. September 1987 – March 1990

MARRICKVILLE COUNCIL

Position: Town Planner

Responsibilities:

- Assessment of all development applications relating to housing, retail, commercial and industrial developments.

people realising business potential

Judith Carpenter & Associates



Judith Carpenter & Associates
Level 25
88 Phillip Street
SYDNEY NSW 2000

Phone: 02 9558-5102
Facsimile: 02 9558-3429
E-mail: mail@jcassoc.com.au

Shortlist Report

on

Vincent Connell

for the position of

Director City Planning

CITY OF CANTERBURY

CANDIDATE DETAILS

Name: Vincent Connell

For position of: Director City Planning

Client name: City of Canterbury

Contact address: Burleigh Waters, QLD

Consultant: Judith Carpenter

Date: November, 2014

Summary

The interview with Vince Connell was conducted by telephone. He is an articulate and thoughtful communicator. Vince is now seeking the next step in his career and a move back to Sydney as his son is about to commence high school. From his time working at Marrickville, Vince knows the Canterbury area well and is excited about the "its amazing built form, character and social fabric, with great potential to accommodate new and innovative forms of housing, business and industry".

When he joined Tweed Shire Council, its Planning Division was characterised by poor processes, low staff morale and a number of ICAC enquiries. The Council itself was under administration. Vince led significant operational efficiencies and improvements and through his ability to secure funding to participate in the NSW Government's Electronic Housing Code project, he successfully reduced (and maintains) determination times from 110 to 62 days. He also implemented significant technical enhancements to improve public access to information and has been recognised for "Excellence in Organisational Improvements" under the Local Government Bluet Awards. More recently, he has been integral in restructuring the Planning and Regulation Division to prepare council to

people realising business potential

Judith Carpenter & Associates

meet the development, compliance and regulatory challenges and opportunities that current State planning reforms will present.

At South Sydney, Vince created the Council-wide LEP, building strong stakeholder relationships in the process. He has continued to develop stakeholder relationships, working with the Department of Planning on regional issues and to get Tweed Shire's LEP in place. He is part of the Local Government Planning Directors Group and has worked with Minister Hazzard and senior members of the Department. Vince has also developed strong ties to his local and Queensland communities, holding breakfast meetings for the business community on the Tweed and Gold Coast, as well as for local and state politicians and community groups.

Tweed Shire has been designated as an area for growth and is strongly pro-development. Vince has been negotiating the inevitable tensions between Council and the community in delivering growth outcomes, managing complex consultation in public forums on difficult development assessment and planning policy matters.

Vince's experience also provides him with deep understanding of how planning integrates with other council deliverables. During his time at Marrickville Council he was, for a period of time, Executive Manager, Major Projects, responsible for the delivery of major civic projects including a new library and civic centre, a new aquatics complex, a water-play park, children's day care centre, the relocation of the State Emergency Services and an upgrade of Council's community buildings. He managed a capital budget in excess of \$50 million.

With deep technical skills, strong stakeholder management and experience in implementing major change, Vince is commended to you as a candidate for the role of Director, City Planning with Canterbury City Council.

Availability

Vince Connell is required to provide four weeks' notice.

Salary

Vince's current remuneration package is valued at \$[REDACTED] and includes base salary, superannuation and a fully maintained car valued at \$15,000.

people realising business potential

Judith Carpenter & Associates

Referees

The referees nominated by Vince Connell have not been checked; however we advise reference checking prior to an employment offer being made. We will contact the referees and report to you if you wish to proceed further with the application.

STRICTLY CONFIDENTIAL

The information provided in this report is confidential and we ask that you treat it with the same degree of care with which you protect your own confidential information. Reports on candidates whose applications are unsuccessful should be destroyed.

people realising business potential

Judith Carpenter & Associates

RESUME

EDUCATIONAL HISTORY

- | | |
|------|--|
| 2014 | Excellence in Local Government Leadership Program
The Australian and New Zealand School of Government |
| 2013 | Company Directors Course
Australian Institute of Company Directors |
| 1986 | Bachelor of Town Planning
University of New South Wales |

BUSINESS EXPERIENCE

1. Jul 2008 – Present

TWEED SHIRE COUNCIL NSW

Position: Director Planning and Regulation

Responsibilities:

- Lead a multidisciplinary team of 80 people with a budget of \$7 million.
- Member of regional planning directors' group which directly advised the Minister on emerging reforms to NSW Planning system.
- Recognised for role in implementing 'Excellence in Organisational Improvements' under the Local Government A. R. Bluet Memorial Awards.
- Finalised and advanced major strategic planning processes including award winning Pottsville Locality Plan 2010, adopted Tweed Urban and Employment Lands Release Strategy 2009, Hastings Point Locality Plan 2010, and gazettal of the Tweed Local Environmental Plan 2014.
- Successfully managed highly complex monitoring and enforcement issues across sensitive rural, coastal, and national park environments.
- Acknowledged for providing a high level of quality leadership to the assessment of two large and complex redevelopment proposals (20,000 residences combined) administered by the NSW State Government (Part 3A) and the Northern Region Joint Regional Planning Panel.
- Key driver for the introduction of "E planning" to improve Council's approvals processes.
- Initiated technical enhancements to improve public access to information including customer friendly mapping, property enquiry, application tracker, and web and smart phone services.

people realising business potential

Judith Carpenter & Associates

- Led and secured funding for Tweed Council's participation in the NSW State Government's E Housing Code project, an online system for electronic applications.
- Reduced development application processing times by 40% over four years.

2. July 2008 – September 2010

TWEED ECONOMIC DEVELOPMENT CORPORATION

Position: Executive Board Director

Responsibilities:

The TEDC was established by Tweed Shire Council as an independent, commercially focused organisation, operating external to council, with the specific task of identifying the social, economic and environmental sustainability challenges faced by the Tweed. The TEDC approach was to develop an understanding of the structure of the local economy in order to develop strategies to facilitate the growth of the local economy. The role of the TEDC was terminated in September, 2010.

3. September 1997 – June 2008

MARRICKVILLE COUNCIL

Position: Executive Manager, Major Projects (June 2006 – June 2008)

Responsibilities:

- With a budget in excess of \$50 million, led the local government major civic projects including the new library/civic centre, re-location of staff, new aquatics complex, water-play park, children's day care centre, re-location of the State Emergency Service (SES) facilities and upgrade of Council's community buildings.
- Developed a communication system, new branding and web site content to improve communication to major stakeholders.
- Promoted and staged major community consultation events and public exhibitions.

Position: Manager Planning Services (November 1998 – June 2006)

Responsibilities:

- Provided specialist input in complex, multi-disciplinary projects, with a specific focus on strategic plans, including major transport impacting uses, heritage planning, tourism, sustainability, community safety and

people realising business potential

equity of access and mobility, main street committees, land rezoning and affordable housing.

- Steered the annual Marrickville Heritage Festival, including the Marrickville Medal Awards for outstanding heritage achievements in the built environment.
- Established and maintained the in-house student planner system in close partnership with the University of New South Wales.

Position: Strategic Planner (September 1997 – October 1998)

Responsibilities:

- Provided advice to Council on major transport and infrastructure for Sydney Airport, Freight Rail Expansion, New Light Rail and Freeway Corridor proposals.
- Responsible for strategic planning tasks, management of consultants, community consultations, processing and reporting to Council on major rezoning applications, preparation of new Council wide LEP, Section 94 Plan and DCP, resulting in a number of awards.
- Maintained and analysed statistical data and reported to Council on emerging demographic, housing density, retail/commercial/industrial floor space trends

4. September 1993 – August 1997

SOUTH SYDNEY COUNCIL

Position: Strategic Planner

Responsibilities:

- Co-authored the South Sydney Brothels Policy, the first of its kind in NSW. The policy was awarded a Commendation in Community Planning by the Royal Australian Planning Institute (RAPI) in 1996. The NSW Department of Health adopted a major portion of its provisions in its 'Health and Safety Code of Practice for Brothels'.
- Project managed the Council wide LEP. Conducted extensive liaison and negotiation with the Department of Urban Affairs and Planning (now Department of Planning), organised extensive community consultation events, public exhibitions and promotions, resulting in an Award for Excellence in Planning by Local Government in 1996.
- Project managed the successful Green Square Urban Design Competition, which became the catalyst for extensive planning analysis into the area surrounding the proposed Green Square Railway Station, as part of the New Southern Railway.
- Oversaw the Green Square Structural Master Plan. Included preparing the tender brief, selecting the preferred tender, managing consultants and budget control, and conducting community consultation events

people realising business potential

and exhibitions.

5. September 1989 – October 1993

RANDWICK CITY COUNCIL

Position: Statutory Planner

6. May 1987 – March 1989

NSW DEPARTMENT OF PLANNING

Position: Assistant Town Planner

people realising business potential

Judith Carpenter & Associates



Judith Carpenter & Associates
Level 25
88 Phillip Street
SYDNEY NSW 2000

Phone: 02 9558-5102
Facsimile: 02 9558-3429
E-mail: mail@jcassoc.com.au

Shortlist Report

on

Karen Jones

for the position of

Director City Planning

CITY OF CANTERBURY

CANDIDATE DETAILS

Name: Karen Jones

For position of: Director City Planning

Client name: City of Canterbury

Contact address: Rozelle, NSW

Consultant: Judith Carpenter

Date: November, 2014

Summary

Karen Jones is an articulate, thoughtful candidate whose presentation at interview was appropriately professional. Although she is enjoying her role at the Department of Planning and Environment, Karen's first love and motivation for work is the community and she believes that Local Government provides much closer interface than is her experience of State Government. For this reason, and because she knows and understands the Canterbury area well, she is keenly interested in pursuing this role at Canterbury City Council.

Karen is an innovator and an early adopter. At Holroyd Council, early in her career as a young planner, she instituted new processes to improve development assessment times. At Bankstown City Council, working within the Civic Approvals Business Unit, Karen provided services to a range of other councils, often delivering process improvement changes and regularly having her contracts extended because of the recognised "value-add" that she provided.

When she joined Leichhardt Council, Karen was responsible for working closely with Councillors (sitting with the Mayor in Council meetings) providing advice on development assessments for residential, commercial and public developments across the LGA. She was the main advisor to
people realising business potential

Judith Carpenter & Associates

Council's Strategic Planner on planning policy matters and provided a similar role for Council's Manager of Legal Services. She acted in the Director's role on a number of occasions.

At Leichhardt Council, Karen inherited a team where DA processing times were slow, there was very negative local press and a lot of political pressure to get the systems right. Karen developed a strategic plan for the unit, educated the Council on the issues that had surfaced in her review of the unit, and set up a strong relationship with the Department of Planning. She successfully reduced DA processing times by 40% within the first year. Despite having a significant number of older, long-term staff members reporting to her, Karen was able to successfully engage them in the change process and they were able to contribute to a positive outcome.

In her current role, Karen is responsible for a diverse group of professionals including planners, environmental scientists, and noise pollution experts. All have been suffering from "change fatigue". To support the ongoing change that the Department experiences, Sharon identified key motivators and has worked with staff to develop skills, as well as bringing in junior staff and students and developing them. She has created a cohesive and positive culture.

Karen currently works closely with the Minister, responsible for briefing her two or three times a week. With Minister Hazzard, she attended public meetings, particularly in relation to the Northern Beaches Hospital development. With the Premier (then Treasurer) she represented the Department in public consultations with Manly residents, and the Premier congratulated her on her work. She also has strong links to the Federal Department of Environment.

Karen brings innovation, energy and strong stakeholder management skills coupled with deep technical skills. She is commended to you as a candidate for the role of Director, City Planning with Canterbury City Council.

Availability

Karen Jones is required to provide two weeks' notice.

people realising business potential

Judith Carpenter & Associates

Salary

Karen is currently on a remuneration package consisting of base salary of [REDACTED] plus superannuation.

Referees

The referees nominated by Karen Jones have not been checked; however we advise reference checking prior to an employment offer being made. We will contact the referees and report to you if you wish to proceed further with the application.

STRICTLY CONFIDENTIAL

The information provided in this report is confidential and we ask that you treat it with the same degree of care with which you protect your own confidential information. Reports on candidates whose applications are unsuccessful should be destroyed.

people realising business potential

Judith Carpenter & Associates

RESUME

EDUCATIONAL HISTORY

- | | |
|------|--|
| 2014 | Master of Business Administration
Royal Melbourne Institute of Technology |
| 2007 | Certificate IV Frontline Management
TAFE |
| 2002 | Graduate Diploma in Building
University of Western Sydney |
| 2000 | Bachelor Environmental Planning (Hons)
University of Western Sydney |
| 1997 | Bachelor Environmental Planning
University of Western Sydney |

BUSINESS EXPERIENCE

1. September 2012 – Present

DEPARTMENT OF PLANNING AND ENVIRONMENT

Position: Director Infrastructure Projects (May 2013 – Present)

Responsibilities:

Senior leader of multi-disciplinary team responsible for the assessment and facilitation of the significant infrastructure projects and the provision of professional advice to Ministers, peers and the community. Examples include WestConnex and CBD Light Rail.

Position: Director Metropolitan and Regional Projects (Sept 2012 – May 2013)

Responsibilities:

Senior leader of multi-disciplinary team responsible for the assessment and facilitation of state significant development proposals and the provision of professional advice to Ministers, peers and the community. Examples include the Darling Harbour and Central Park redevelopments.

people realising business potential

Judith Carpenter & Associates

2. July 2011 - Present

MACQUARIE UNIVERSITY

Position: Lecturer

Responsibilities:

Lecturer for the subject of "Sustainable Urban Regions" in the Masters of Environmental Planning program at Macquarie University.

3. September 2010 – September 2013

PULSE PLANNING

Position: Principal

Responsibilities:

A successful town planning consultancy business venture with a client base of 8 government agencies.

Services included strategic policy formulation, expert witness, assessment of proposals and internal process reviews.

4. February 2006 – September 2010

LEICHHARDT COUNCIL

Positions: Acting Director
Manager Assessments
Team Leader Assessments

Responsibilities:

- Managed a large multi-disciplinary team and instigated change management strategies.
- Division representative in the preparation of strategic plan.
- Provided regular advice to Mayor and Councillors.
- Council's representative at fortnightly Council meetings.
- Responsible for budget collation and management.
- Committed to equal employment opportunity and workplace health and safety.

people realising business potential

Judith Carpenter & Associates

5. November 1999 – February 2006

BANKSTOWN CITY COUNCIL

Civic Approvals (July 2000 – February 2006)

Positions: Special Projects Officer
Senior Assessment Officer
Assessment Officer

Responsibilities:

- Supported business growth by fulfilling contracts with numerous government agencies.
- Managed a team to achieve timely project delivery.
- Completed corporate process and systems reviews.
- Assessed numerous projects of varying complexity.
- Provided professional advice to internal and external stakeholders.

Position: Town Planner (November 1999 – July 2000)

Responsibilities:

- Assisted in policy preparation.
- Responsible for the review of peer's work.
- Assessed numerous projects of varying complexity.

6. June 1998 – March 1999

HOLROYD COUNCIL

Position: Town Planner

7. July 1997 – June 1998

BAULKHAM HILLS SHIRE COUNCIL

Position: Student Town Planner

8. January 1997 - July 1997

PARRAMATTA COUNCIL

Position: Casual Town Planner

people realising business potential

Judith Carpenter & Associates