

FW: PEARCE --- CV

From: Dennis Smith <"/o=sydneyuniversity/ou=first administrative group/cn=recipients/cn=dsmi4658">
To: Steve Sullivan <steve.sullivan@sydney.edu.au>
Date: Thu, 28 Jul 2016 06:35:04 +1000
Attachments: Master CV April 2016.pdf (64.21 kB)

Chat AM

DENNIS SMITH| Operations Manager
Campus Security Unit| Campus Infrastructure Services

THE UNIVERSITY OF SYDNEY
22 Codrington Street, Darlington | The University of Sydney | NSW | 2006
T +61 2 9351 5329| F +61 2 9351 4555 |
E dennis.smith@sydney.edu.au | W [http:// www.facilities.usyd.edu.au/security/index.shtml](http://www.facilities.usyd.edu.au/security/index.shtml)

-----Original Message-----

From: Steven Pearce [REDACTED]
Sent: Wednesday, 27 July 2016 9:35 PM
To: Dennis Smith
Subject: PEARCE --- CV

Dennis

Thanks again for the phone call this morning mate and considering me as an option to meet some of the university's needs at the moment. Attached is my CV to give you guys an indication of my qualifications. I also publish a few articles on LinkedIn so if you want, you can check out my profile to get a feel for what i have been doing.

As discussed, i'm happy to come into the university next week to catch up over a coffee and discuss what you think you may need over the next interim period if you guys like.

Steve

STEVEN PEARCE AFSM MAICD



Executive Profile

Steven Pearce is a highly respected and acknowledged executive leader who has over 31 years emergency, crisis and strategic business management experience within NSW government emergency services and private industry. He is an acknowledged transformational leader that has delivered significant change management to numerous organisations.

Within the national emergency management industry, Steven is one of only a few executive officers in NSW that has blended senior operational practitioner experience in the broad emergency context, inclusive of controlling and coordinating significant and complex urban and wildfire incidents, extensive flooding and extreme weather event emergencies and major hazmat and rescues, all as a result of operating within two major NSW emergency services. He has a high political and public profile having provided leadership and coordination to some of NSW's largest natural disasters.

In these roles he has been responsible for the provision of leadership and management to workforces ranging from 240 to 8000 staff and volunteers, both metropolitan and regionally based.

Steven's emergency and crisis management experience also incorporates involvement in the coordination of relief and recovery teams to the Victorian Black Saturday bushfires, Cyclone Yasi and Cyclone Oswald devastation and the Queensland floods disaster.

Steven has broad strategic corporate services and business planning experience in conjunction with significant analysis experience. He is renowned for being the exemplar of values and conduct sought within each organisation he has worked for. A key attribute that establishes the platform for his business and political success is that of having the ability to build rapport with multiple business teams, providing the authentic stakeholder management and relations highly valued within major business and government.

Core attributes and skills

- Executive leadership
- Strategic political liaison
- Emergency and crisis management
- Organisational and personal resilience
- Lead media spokesperson and liaison
- Strategic networking and partnership management
- Transformational Change leader/manager
- Executive coach and mentor
- Policy development
- Strategic planning and workforce management
- Public speaker and facilitator

Industry Awards

2010 Awarded Australian Fire Service Medal (AFSM)

2009 Awarded NSW Fire Brigades (NSWFB) Individual Commendation for Meritorious Service

2009 Awarded NSW Fire Brigades (NSWFB) Unit Commendation for Meritorious Service

2005 Awarded NSW Fire Brigades (NSWFB) Long Service and Good Conduct Medal

2001 Awarded Australian National Long Service and Conduct Medal

Experience

AIIMS Relationship Manager
Australasian Fire & Emergency Service Authorities Council (AFAC)
June 2015 – Current

- Develop strategies to ensure the integration and coordination of AIIMS within major hazard facilities and critical infrastructure industry.
- Positioned as AFAC's subject matter expert relating to AIIMS establishment and implementation.
- Provide strategic stakeholder and relationship management with both government bodies and commercial industry.
- Provide governance controls on AIIMS vendor licensing and registration.

Director
Groundswell Solutions
May 2015 – Current

- Provide crisis and emergency management capability development to government and private industry.
- Facilitate business continuity assurance and organisational capability health checks.
- Provide independent after Action Reviews, Debriefs and Post Incident Analysis facilitation.
- Provide executive coaching and mentoring to senior organisational managers.
- Facilitate emergency and crisis capability validation exercises.

Associate Director
Janellis Australia Pty Ltd
May 2015 – Current

- Engaged as an Associate Director to provide crisis and emergency capability support to Tier 1 & 2 organisations.
- Facilitate executive capability development coaching and training.
- Develop strategic positioning and branding strategies to better align Janellis to market trends.
- Facilitate serious business disruption After Action Reviews (AAR) and debriefings.
- Develop multi agency functional capability exercises.

Deputy Commissioner
Nov 2010 – May 2015
NSW State Emergency Service

- Responsible for the effective functioning of multiple business directorates inclusive of Human Services, Finance, ICT, Logistics, Community Safety,

Sponsorship & Marketing, Corporate Communications and Operational Capability.

- Provide leadership for approximately 10 000 volunteers and 230 career staff.
- Successfully implemented the corporate rebranding and profiling strategy.
- Negotiated the largest corporate/private sponsorship within Australian emergency services injecting significant capital into community resilience strategies.
- Responsible budget and staff enhancement strategy and proposals.
- Secured the largest budget increase (\$96m) in the agency's history enabling the introduction of the Operational Fleet Replacement Program and Building Improvements Program.
- Key interface in the provision of strategic political liaison to both the Emergency Services Ministry, Minister and Premier.
- Presented operational and leadership presentations to international emergency services. Represented the Australasian Emergency Services, presenting at the European Union F7 Program, Paris.
- Coordinated multiple interstate deployments to major emergencies inclusive of Cyclone Yasi, Cyclone Oswald, Victorian Floods and Queensland Floods.
- Enhanced volunteer recruitment and retention through strategic recruitment strategies.
- Coordinated the NSW government response to the Queensland Floods Inquiry.
- Performed the role of acting Commissioner on numerous occasions and represented the Commissioner at numerous Cabinet meetings and Expenditure Reviews.
- Positioned the NSWSES as the lead flood rescue agency in NSW.
- Performed the role of State Controller for some of NSW's largest floods and storms on record.
- Responsible for development and maintenance of state based Operational plans inclusive of the NSW Flood Plan, NSW Storm Plan and NSW Tsunami Plan.
- Introduced extensive corporate governance controls and frameworks whilst performing the function of Chief Audit Executive.
- Introduced contemporary budget management systems and controls.
- Frequently presented at the Australian Institute Police Management (AIPM) as a visiting fellow.

Chief of Staff, Commissioner

2009---2010

NSW Fire Brigades (NSWFB)

- Provided direct executive support to the Commissioner.
- Represented the Commissioner at various inter government agency meetings.
- Chaired the Senior Officers Strategic Group.
- Responsible for the corporate management of the executive office.
- Provided direct ministerial liaison between the NSWFB and Minister Emergency Services Office.
- Responsible for the provision of Policy development as required.
- Prepared Expenditure Review Committee reports and other executive group reports.
- Provided crisis communications support for internal and external issues.
- Provided on call operational support to the Commissioner and Ministers office.

**Chief Superintendent/Assistant Director Community and Corporate Risk
2007 – 2009**

NSW Fire Brigades (NSWFB)

- Responsible for the introduction of, and amendments to, fire safety legislation.
- Developed NSW fire safety resilience programs.
- Managed the NSWFB's Corporate business (ComSafe), generating a revenue of \$2M+ annually.
- Responsible for state based community engagement and fire safety resilience strategies.
- Project Sponsor for the major rebranding project from NSWFB to Fire & Rescue NSW.
- Chaired numerous governmental community resilience and safety Groups.
- Responsible for the development of reporting metrics to align with targeted State Plan Objectives.
-
- Introduced the Corporate Sponsorship and Grants Program.

Superintendent NSW Metro West Command, Parramatta

2005—2007

NSW Fire Brigades (NSWFB)

- Operational responsibility and leadership direction for a command of 240 firefighters and 18 fire stations.

Superintendent NSW North West Command, Tamworth

2002—2005

NSW Fire Brigades (NSWFB)

- Operational responsibility and leadership direction for a command of 250 firefighters and 21 fire stations within a regional footprint of 230 000 square kilometers.

Operational Commander (Inspector)

2001—2002

NSW Fire Brigades (NSWFB)

Officer/Firefighter

1985—2002

NSW Fire Brigades (NSWFB)

Education / Qualifications

-----	Currently completing Graduate Diploma Executive Leadership, (Australian Institute Police Management)
2009	Graduate Certificate in Applied Management, (Australian Institute Police Management)
1982	Higher School Certificate, Jannali Boys High
1980	School Certificate, Jannali Boys High

Professional Development/Accreditations

2015	AFAC Emergency Management Certification Panel Member
2014	PCTP Level 2 Effective Procurement Capabilities
2014	PCTP Level 1 Understanding Public Sector Procurement, IPAA
2014	Member of the Australian Institute of Company Directors
2013	Prince 2 Foundation, APMG International
2011	Member of the NSW SES Volunteer Association Welfare Fund
2009	Statement of Attainment, Identify Risk and Apply Risk Management Process, TAFE NSW
2009	Merit Selection in the Public Sector
2009	Director in training, Fire Brigades Employee Credit Union
2009	Associate Member Australian Mutual's Institute
2007	Board Director Member NSWFB Museum of Fire
2006	Executive Development Program, (EDP) NSW Department Premiers & Cabinet
2006	Queensland Fire Rescue Service Senior Officers Command and Control Development Program
2005	State Emergency Management Committee Working in Operations Centers

2003	Developing Future Leaders Program (Australasian Fire Authorities Council)
2003	Working with Local Government University of Technology, Sydney
2003	OH&S Investigation Course The Brief Group
2003	Fire Investigator Accreditation NSWFB
2002	Work Cover OH&S Consultation
2002	Environmental Planning and Assessment Act. Section 118L (b) Accreditation Card
2001	Completion of NSWFB Inspectors Promotional Program Media Presentation Skills University of Technology, Sydney
1999	Officer Development Program, NSWFB Introduction to Emergency Management State Emergency Management Committee Occupational Health and Safety National Safety Council of Australia No. 3.01 Workplace Trainer Category 1 Corrective Services NSW Conducting Assessment Unit 3 Workers Educational Association
1998	Train the Trainer Category 1 Anne Fox and Associates
1997	Senior First Aid Certificate NSW Ambulance Service Introduction to Leadership University Western Sydney
1994	Building Contracting Management

Re: position

From: Dennis Smith <"/o=sydneyuniversity/ou=first administrative group/cn=recipients/cn=dsmi4658">
To: Dave Owens <dave@riskebusiness.com.au>
Date: Fri, 29 Jul 2016 12:51:10 +1000

The Latter : budgets etc/ security background- good not show stopper

Sent from my iPhone

On 29 Jul 2016, at 12:33 PM, Dave Owens <dave@riskebusiness.com.au> wrote:

No one jumps to mind at the moment.

Does it have to be ex police?

Or someone with good EM Skills and common sense?

From: Dennis Smith [<mailto:dennis.smith@sydney.edu.au>]
Sent: Wednesday, 27 July 2016 9:47 AM
To: Dave Owens <dave@riskebusiness.com.au>
Subject: position

Hey anyone else you know floating around who may be suitable? Morgans role/interim basis/may lead to full time.

DS

You now what he did/or what he was supposed to do?

\$ 150 plus I guess cant remember and car/laptop 100 days sick a year/etc etc/hi super/but need someone good.

Im gunna call Steve soon.

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FW: Position Description - Manager, Security

From: Dennis Smith <"/o=sydneyuniversity/ou=first administrative group/cn=recipients/cn=dsmi4658">
To: "Duane Ledford (duane.ledford@sydney.edu.au)" <duane.ledford@sydney.edu.au>
Date: Tue, 02 Aug 2016 12:51:33 +1000
Attachments: PD - Morgan Andrews.pdf (697.76 kB)

Thoughts?

I am working up a new draft/alter the Title/and add another Key Result Area around E.M

The position was made redundant and therefore needs a substantial uplift!

I think the bones are there/back end looks ok/just thoughts around new title to reflect high level E/M and a new / KRA on E.M

He leaving BCP out as that will be a standalone position/I can discuss this with you tomorrow.

If you have nothing to do/haa

Quicker we get it out there/a bum in the seat!

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E dennis.smith@sydney.edu.au | W <http://www.facilities.usyd.edu.au/security/index.shtml>

From: Steve Sullivan
Sent: Tuesday, 26 July 2016 11:49 AM
To: Dennis Smith
Subject: FW: Position Description - Manager, Security

STEVE SULLIVAN | Divisional Manager
Facility Management & Services | Campus Infrastructure & Services
THE UNIVERSITY OF SYDNEY
Services Building G12 | 22 Codrington Street Darlington| NSW | 2008
T +61 2 9114 2118 | F +61 2 9351 6129 | M [REDACTED]
E steve.sullivan@sydney.edu.au | W <http://sydney.edu.au>
CRICOS 00026A

This email plus any attachments to it are confidential. Any unauthorised use is strictly prohibited. If you receive this email in error, please delete it and any attachments.

Please think of our environment and only print this e-mail if necessary .

From: HR Service Centre
Sent: Wednesday, 6 April 2016 1:49 PM
To: Steve Sullivan
Subject: Position Description - Manager, Security

Dear Steve

Please see the requested document attached.

Kind regards

Monika Szczepanski

Senior HR Advice Consultant
HR Service Centre
THE UNIVERSITY OF SYDNEY

Level 2, 1-3 Ross Street, Building K06 | The University of Sydney | NSW | 2006

T +61 2 8627 1289

E hr.servicecentre@sydney.edu.au

W <http://sydney.edu.au>

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Please think of our environment and only print this E-Mail if necessary .

Ref:MSG4412215

RE: any thoughts around that job/ be good/we need to change the title as well. quicker someone in there/quiker we get back to normal

From: Duane Ledford <duane.ledford@sydney.edu.au>
To: Dennis Smith <dennis.smith@sydney.edu.au>
Date: Wed, 03 Aug 2016 20:27:20 +1000

Chief Security Officer ????

The Chief Security Officer is a high-level management position responsible for the entire security department and staff. Traditionally this position generally exists in large organizations, like Fortune 500 companies or key government agencies, that have large security staffs and systems.

Will give some thoughts around high level EM stuff to add to KRA

From: Dennis Smith
Sent: Wednesday, 3 August 2016 2:38 PM
To: Duane Ledford <duane.ledford@sydney.edu.au>
Subject: any thoughts around that job/ be good/we need to change the title as well. quicker someone in there/quiker we get back to normal

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Fwd: PEARCE --- CV

From: Dennis Smith <"o=sydneyuniversity/ou=first administrative group/cn=recipients/cn=dsmi4658">
To: Steve Sullivan <steve.sullivan@sydney.edu.au>
Date: Sun, 07 Aug 2016 19:10:59 +1000

Sent from my iPhone

Begin forwarded message:

From: Steven Pearce [REDACTED]
Date: 7 August 2016 at 4:52:37 PM AEST
To: Dennis Smith <dennis.smith@sydney.edu.au>
Subject: Re: PEARCE --- CV

Dennis

Thanks for the coffee and chat on Friday mate. Please pass on my thats to Steve as well.

Steve

On 3 Aug 2016, at 2:44 pm, Dennis Smith <dennis.smith@sydney.edu.au> wrote:

Come to car park Raglan St Darlington/that is at the rear of our building/txt me when there/
come out/

ds

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E dennis.smith@sydney.edu.au | W <http://www.facilities.usyd.edu.au/security/index.shtml>

-----Original Message-----

From: Steven Pearce [REDACTED]

Sent: Wednesday, 3 August 2016 10:58 AM

To: Dennis Smith

Subject: Re: PEARCE --- CV

Easy

I can do that. Whereabouts mate in the Uni

Sent from my iPhone

On 3 Aug 2016, at 10:22 AM, Dennis Smith <dennis.smith@sydney.edu.au> wrote:

Steven, how you placed 11am Friday? Can you come to the University?

Very low -key.

DS

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-----Original Message-----

From: Steven Pearce [REDACTED]

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To: Dennis Smith

Subject: PEARCE --- CV

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you can check out my profile to get a feel for what i have been doing.

As discussed, i'm happy to come into the university next week to catch up over a coffee and discuss what you think you may need over the next interim period if you guys like.

Steve

smithy

From: Dennis Smith <"/o=sydneyuniversity/ou=first administrative group/cn=recipients/cn=dsmi4658">
To: "John Durbridge (john.durbridge@mq.edu.au)" <john.durbridge@mq.edu.au>
Date: Thu, 11 Aug 2016 13:00:51 +1000

Hey, hope you well.

I am deep into the Emergency Management review for two products.....

At Hoc and Critical Arc (safe zone)

In relation to At Hoc I know you use that at Macquarie. Is there any chance you could give me a few dot points on the benefits of the product/any short comings or improvements you would like to see?

I understand the four sections of the sell/however just want to get my head around what the main usage is at Macq Uni. ie/ SMS alerts etc. I don't think there is a safe push application on the smartphones etc for students like Safe zone have in the geofence capabilities.

Also wondering what the back end work load is to administer At Hoc? Do you manage it or have a few administrators?

Any advice would appreciated. Bit under pump at the moment/Morgan left.....covering both positions.....

I will let you know when the job is advertisedso you can apply!!!! Haa

No good to me pre "88 already paying .49c in \$ I am going backyards.....
I am writing the PD soon!!!!!!!!!! Be high \$ position/increasing the EM competencies etc!

Old team be back together!

DS

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Re: new head?

From: dennis.smith@sydney.edu.au
To: johnd@physiol.usyd.edu.au
Date: Fri, 21 Apr 2017 15:13:38 +1000

Hi John 8 months ago/ bought dive shop at Huskisson/ Im not interested / been holding fort doing 3 jobs really / Matt Locksmith left as well in Dec

DS

Sent from my iPhone

> On 21 Apr 2017, at 11:34 am, "johnd@physiol.usyd.edu.au" <johnd@physiol.usyd.edu.au> wrote:
>
>
> Hi Dennis,
> I see an add for a new chief!
>
> <http://sydney.nga.net.au/?jati=9E17E1BA-BC4A-ECB5-8AA1-9AFF09350A69>
>
> Is Morgan Andrews gone? When did that happen?
> Where did he go?
>
> Cheers
>
> johnd [REDACTED] Go Dragons! ;-)
>

RE: FW: dennis

From: Dennis Smith </o=sydneyuniversity/ou=first administrative group/cn=recipients/cn=dsmi4658">
To: hardman [REDACTED]
Date: Tue, 23 May 2017 13:37:47 +1000

Haa/ one of those days/ I need a Manager and fast/15 things today/not even reading email addresses sent!

DENNIS SMITH | Operations Manager
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From: hardman [REDACTED]
Sent: Tuesday, 23 May 2017 1:37 PM
To: Dennis Smith
Subject: Re: FW: dennis

Thanks Dennis.

Just a reminder ... this is my private / home email (shared with my wife).

Regards, Simon.

----- Original Message -----

From:
"Dennis Smith" <dennis.smith@sydney.edu.au>

To:
"hardman" [REDACTED]
Cc:

Sent:
Tue, 23 May 2017 01:57:47 +0000
Subject:
FW: dennis

Commander, this relates to the assessment carried out by D/O last week.

Regards

Dennis.

DENNIS SMITH | Operations Manager
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E dennis.smith@sydney.edu.au | W [http:// www.facilities.usyd.edu.au/security/index.shtml](http://www.facilities.usyd.edu.au/security/index.shtml)

From: Kirsty Leo
Sent: Tuesday, 23 May 2017 11:57 AM
To: Dennis Smith
Subject: RE: dennis

Hi Dennis,

Thanks for catching up this morning.

Attached is a recent image and the current ADVO.

I will provide an update regarding the timing of proposed actions as discussed.

Regards,

KIRSTY LEO | Precinct Manager
Campus Infrastructure & Services

THE UNIVERSITY OF SYDNEY

T +61 2 8627 5704 | M 

Email sent using Optus Webmail