

From: [REDACTED]@leadingroles.com.au>
Sent: Friday, 13 September 2024 1:52 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Leading Roles Recruitment Proposal for Redland City Council Chief Executive Officer

Thanks [REDACTED] much appreciated.

Enjoy your weekend and speak with you next week.

[REDACTED]
r 1800 088 000
ingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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From: [REDACTED]@redland.qld.gov.au>
Date: Friday, 13 September 2024 at 12:59 PM
To: [REDACTED]@leadingroles.com.au>
Cc: [REDACTED]@redland.qld.gov.au>
Subject: Re: Leading Roles Recruitment Proposal for Redland City Council Chief Executive Officer

Hi [REDACTED]

I'm hoping we have the panel sorted by Monday, but will ask [REDACTED] to set up a call between us for Monday so we can go over a few things to kick it off.

Have a lovely weekend.

Thanks

[REDACTED]
Sent from my iPhone

On 13 Sep 2024, at 11:00 AM [REDACTED]@leadingroles.com.au> wrote:

You don't often get email from [REDACTED]@leadingroles.com.au. [Learn why this is important](#)

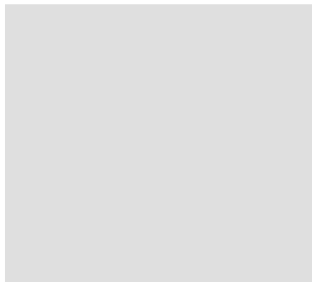
Thanks [REDACTED]

Sorry for my delay

I'll need to have a brief to work for Council on for this role – it's unusual to take a brief from a staff member for a CEO role, but if you're happy to give me an outline of the Brief in the first instance, we can get started.

Let me know what time suits you and I'll call.

Many thanks,



or 1800 088 000
dingroles.com.au

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From: [Redacted] <[Redacted]@redland.qld.gov.au>

Date: Thursday, 12 September 2024 at 10:45 AM

To: [Redacted] <[Redacted]@leadingroles.com.au>, [Redacted]

[Redacted] <[Redacted]@redland.qld.gov.au>

Cc: [Redacted] <[Redacted]@leadingroles.com.au>

Subject: RE: Leading Roles Recruitment Proposal for Redland City Council Chief Executive Officer

Hi [Redacted]

Great to be working with you. I'll be the main contact (and on the panel) rather than the Mayor please. We are still to work on the panel. Is it possible to get the ad out, to give me time to speak with the Council about the panel composition?

Thanks

[Redacted]

Executive Group Manager
People, Culture and Organisational Performance

Redland City Council

P 3829 8401

M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>

Sent: Thursday, September 12, 2024 10:37 AM

To: [REDACTED] <[REDACTED]@redland.qld.gov.au>

Cc: [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED]

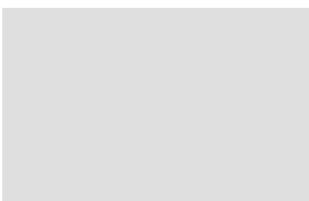
[REDACTED] <[REDACTED]@leadingroles.com.au>

Subject: Re: Leading Roles Recruitment Proposal for Redland City Council Chief Executive Officer

Thanks [REDACTED] that's great news and I'm pleased to be working for Council.

My next step will be to consult with the Mayor and Council's panel - will you facilitate that meeting or would you prefer that I engage with the Mayor directly?

Many thanks,



r 1800 088 000
dingroles.com.au

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From [REDACTED] <[REDACTED]@redland.qld.gov.au>

Date: Thursday, 12 September 2024 at 10:16 AM

To [REDACTED] <[REDACTED]@leadingroles.com.au>

Cc [REDACTED] <[REDACTED]@redland.qld.gov.au>

Subject: Leading Roles Recruitment Proposal for Redland City Council Chief Executive Officer

Hi [REDACTED] – please find [REDACTED] proposal approval.

We will raise a purchase order today.

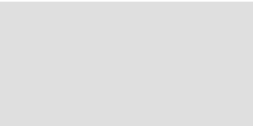
In addition, please find

- Final position description
- Values
- Logo formats for advertising.

If you have any questions in relation to the CEO position, please call [REDACTED]

Please forward the advert to [REDACTED] for approval with cc to me.

Many thanks



Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>

Sent: Thursday, September 12, 2024 10:05 AM

To: [REDACTED] <[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>

Subject: RE: PLEASE REVIEW ASAP: Leading Roles Recruitment Proposal for Redland City Council
Chief Executive Officer

Approved.

Thanks

[REDACTED]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M [REDACTED]



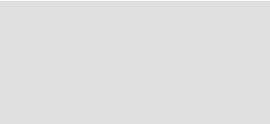
I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Sent: Thursday, September 12, 2024 6:37 AM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: PLEASE REVIEW ASAP: Leading Roles Recruitment Proposal for Redland City Council Chief Executive Officer

Hi [REDACTED] please find the Leading Roles recruitment proposal.

Your approval is required.

Many thanks



Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Wednesday, September 11, 2024 5:47 PM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Re: Recruitment of Redland City Council Chief Executive Officer

Good afternoon [REDACTED]

Thanks again for speaking with me yesterday, I'm pleased to have the opportunity to present our offer to assist the Mayor and Council's recruitment of their next CEO.

I've attached our proposal for your consideration, please let me know if you need anything further.

Best regards,



r 1800 088 000
dingroles.com.au

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From: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Date: Tuesday, 10 September 2024 at 2:56 PM
To: [REDACTED] <[REDACTED]@leadingroles.com.au>
Subject: Recruitment of Redland City Council Chief Executive Officer

Hi [REDACTED] many thanks for your call.

Please provide your proposal for the above recruitment.

I've enclosed the CEO position description for your reference (there will be some minor changes but nothing that changes the context). Total remuneration is circa \$502,000 (base, 15% super and vehicle allowance). I can provide a detailed breakdown if you need more information.

Many thanks

[REDACTED]
Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted] leadingroles.com.au>
Sent: Monday, 23 September 2024 7:54 PM
To: [redacted]
Cc: [redacted]
Subject: Draft Documents - CEO recruitment Project
Attachments: Redland City Council CEO Applicant Pack[85].pdf; Chief Executive Officer - Ad Text.docx; Message from the Mayor.docx; Video Script - Mayor's Message.docx

Good evening [redacted]

Thanks again for your excellent briefing last week, I was glad to speak with you and hear of your needs for your next CEO.

I've drafted the information to support the CEO recruitment project, and have attached:

- The Applicant Information Pack – which informs the applicants about the role, the Council, and living and working in the region.
- The draft ad text
- The draft Mayor's message to applicants for inclusion in the interview pack
- The draft script for the Mayor's video message to applicants for inclusion in the Applicant Pack and in social media postings.

Naturally, these are the first drafts and I expect that you may want some things changed – please send comments back to [redacted] details attached, and myself and we'll update the information.

Many thanks and best regards,

[redacted]
or 1800 088 000
dingroles.com.au

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[REDACTED]

From: [REDACTED]
Sent: Wednesday, 25 September 2024 1:22 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Draft Documents - CEO recruitment Project

Good afternoon [REDACTED]

Thank you for sending the pack. It looks great to me.

Kind regards

[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Monday, September 23, 2024 7:56 PM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>
Cc: [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@leadingroles.com.au>
Subject: Draft Documents - CEO recruitment Project

Good evening [REDACTED]

Thanks again for your excellent briefing last week. I was glad to speak with you and hear of your needs for your next CEO.

I've drafted the information to support the CEO recruitment project, and have attached:

- The Applicant Information Pack – which informs the applicants about the role, the Council, and living and working in the region.
- The draft ad text
- The draft Mayor's message to applicants for inclusion in the interview pack
- The draft script for the Mayor's video message to applicants for inclusion in the Applicant Pack and in social media postings.

Naturally, these are the first drafts and I expect that you may want some things changed – please send comments back to [REDACTED] details attached, and myself and we'll update the information.

Many thanks and best regards,

[REDACTED]
or 1800 088 000
dingroles.com.au

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Right to Information Release

[REDACTED]

From: [REDACTED]
Sent: Thursday, 26 September 2024 11:22 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: CEO recruitment pack approval

Hi [REDACTED]

I've read the CEO recruitment pack and provide approval to go ahead. I previously provided feedback to the original email sent by [REDACTED]

I now note the changes made as per the requests of the deputy mayor which include –

- 1) The removal of 'actively engaging the community in decision making processes' and
- 2) The removal of 'Jos Mitchell and some of her council were elected to their first term in local government in March 2024, and will value a CEO who will work with them to build their knowledge and capability and optimise the performance of the Elected Member group through provision of leadership, guidance and resources.

I prefer a reference to community engagement remain in the application pack.

Thank you

[REDACTED]
Mayor of Redland City
Redland City Council
P +617 3829 8623



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

Right to Information Please

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 1 October 2024 4:35 PM
To: [REDACTED]
Subject: RE: Draft Documents - CEO recruitment Project

Hi [REDACTED]

[REDACTED] but have kept across the preparation work with [REDACTED] It all looks great.

I'll buzz you tomorrow to touch base.

Thanks

[REDACTED]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Tuesday, October 1, 2024 3:34 PM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Cc: [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@leadingroles.com.au>
Subject: Re: Draft Documents - CEO recruitment Project

Thanks [REDACTED]

The video looks great. We'll update the information and will take the project live.

I'll send through all of the links to the online ad placements - if you could put the link to the ad on our website on your job board, that would be fantastic

Thanks to all involved, and wish us luck.

[REDACTED]

or 1800 088 000
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From: [redacted] <[redacted]@redland.qld.gov.au>

Date: Tuesday, 1 October 2024 at 3:27 PM

To: [redacted] <[redacted]@leadingroles.com.au>

Cc: [redacted] <[redacted]@redland.qld.gov.au>, [redacted] <[redacted]@redland.qld.gov.au>, [redacted] <[redacted]@redland.qld.gov.au>

Subject: FW: Draft Documents - CEO recruitment Project

Hi [redacted] please find attached the CEO recruitment video.

Please confirm you have everything you need to commence advertising the CEO role.

Many thanks

[redacted]
Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted]

Sent: Thursday, September 26, 2024 12:42 PM

To: [redacted] <[redacted]@leadingroles.com.au>

Cc: [redacted] <[redacted]@redland.qld.gov.au>; [redacted] <[redacted]@redland.qld.gov.au>;

[redacted] <[redacted]@redland.qld.gov.au>; [redacted] <[redacted]@redland.qld.gov.au>

Subject: FW: Draft Documents - CEO recruitment Project

Hi [redacted] thank you for sending these through.

Please find

- an amended job advert that also has changes to the budget numbers;
- revised position description with the new budget numbers, slight change in the Key Accountabilities. The document has also been updated with the correct corporate format;
- change of email address for the Mayor [redacted]
[redacted] all correspondence should go to the Mayor's private email address

Also, can I confirm **Leading Roles** will be videoing the Mayor's message?

I'm also requesting

- the Applicant Pack have the following changes as directed by our Communication Team....
 - left justify our logo on the cover page, and include small black text (possibly 8 pt) above the logo- Recruiting for:
 - In the document footer, please represent the logos separately, with no vertical line between them.
 - In the Message from the Mayor page:
 - remove the Council logo.
 - change the sign off protocol we have used before is:

Cr Jos Mitchell
Mayor of Redland City
 - move the picture up to the right hand corner, removing the maroon shadow effect.
- your proposed timelines so I can secure shortlisting meetings and interview date claimers;
- the date the advert goes live (we will need to include the ad on our website and post internally);
- links to where the position is being advertised eg Seek and your website so we can refer our ad to yours.

As I am the administration coordinator for this recruitment process, it would be great to be cc'd into all correspondence. Many thanks

Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



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From: [redacted]@redland.qld.gov.au> **On Behalf Of** [redacted]
Sent: Tuesday, September 24, 2024 6:13 AM
To: Ta [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>
Subject: FW: Draft Documents - CEO recruitment Project

Hi [redacted] I'll follow up with the OOM and remind [redacted] to cc me.

Thanks

Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted]@leadingroles.com.au>
Sent: Monday, September 23, 2024 7:54 PM
To: [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>

Cc: [redacted]@redland.qld.gov.au>; [redacted]@leadingroles.com.au>
Subject: Draft Documents - CEO recruitment Project

Good evening [redacted]

Thanks again for your excellent briefing last week, I was glad to speak with you and hear of your needs for your next CEO.

I've drafted the information to support the CEO recruitment project, and have attached:

- The Applicant Information Pack – which informs the applicants about the role, the Council, and living and working in the region.
- The draft ad text
- The draft Mayor's message to applicants for inclusion in the interview pack
- The draft script for the Mayor's video message to applicants for inclusion in the Applicant Pack and in social media postings.

Naturally, these are the first drafts and I expect that you may want some things changed – please send comments back to Dee du Toit, details attached, and myself and we'll update the information.

Many thanks and best regards,

[redacted] or 1800 088 000
dingroles.com.au

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From:
Sent:
To:
Cc:
Subject:

Wednesday, 2 October 2024 1:11 PM

Re: CEO Recruitment Project Now Live

Good afternoon everyone

Thank you very much for the advice and work you've all put into getting the process and pack ready and live.

An exciting opportunity ahead!

Regards

Mayor of Redland City
Redland City Council

P +617 3829 8623



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: @leadingroles.com.au>
Sent: Wednesday, October 2, 2024 12:06:29 PM
To: @redland.qld.gov.au>
Cc: @redland.qld.gov.au>; @redland.qld.gov.au>; @redland.qld.gov.au>
Subject: CEO Recruitment Project Now Live

Good afternoon

I'm pleased to advise that we've just taken the CEO recruitment project live, and within 2 minutes had our first applicant.

The Ads are posted on our website and the following job boards.

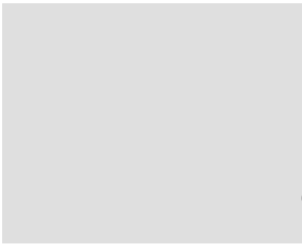
Leading Roles: <https://www.leadingroles.com.au/job/chief-executive-officer-41>

Seek: <https://www.seek.com.au/job/79220129>

ALGJD: <https://www.job-directory.com.au/jobs/344559468-chief-executive-officer-at-leading-roles>

Thanks again for all your work and contributions to get this project ready, it's been a team effort and it looks fantastic.

Best regards,



or 1800 088 000
dingroles.com.au

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Right to Information Release

[REDACTED]

From: [REDACTED]
Sent: Friday, 4 October 2024 5:14 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Follow-up to your feedback

No worries [REDACTED] All the best with Tuesdays interviews.

I'll get [REDACTED] to schedule something in next week. Will be good to hear how the initial interest has gone over the weekend.

Thanks

[REDACTED]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council
P 3829 8401
M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Friday, October 4, 2024 5:13 PM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Re: Follow-up to your feedback

No problems about today [REDACTED]

[REDACTED] so it'll need to be later in the week if possible.

Let me know when it might work, and have a great weekend.

[REDACTED]
r 1800 088 000
dingroles.com.au

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From: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Date: Friday, 4 October 2024 at 4:18 PM
To: [REDACTED] <[REDACTED]@leadingroles.com.au>
Subject: RE: Follow-up to your feedback

Hi [REDACTED]

My apologies, a few urgent meetings have come up today.

How are you placed for 9am Tuesday?

Thanks

[REDACTED]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

Fro [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Thursday, October 3, 2024 9:16 AM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Re: Follow-up to your feedback

Thanks [REDACTED] Friday would be good – let me know what time suits you.

[REDACTED]
or 1800 088 000
dingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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From: [redacted]@redland.qld.gov.au>
Date: Wednesday, 2 October 2024 at 4:32 PM
To: [redacted]@leadingroles.com.au>
Subject: RE: Follow-up to your feedback

Hi [redacted]

Thanks for your email, and I appreciate your response to the feedback. I think that is a great suggestion.

I'm offsite tomorrow, but how about a teams call Friday, or we could meet in person early next week.

Thanks

[redacted]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M [redacted]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted]@leadingroles.com.au>
Sent: Wednesday, October 2, 2024 2:34 PM
To: [redacted]@redland.qld.gov.au>
Subject: Follow-up to your feedback

Hi [redacted]

Thanks for calling earlier and letting me know about the adverse feedback you'd received – it could only have been from a discussion that I had had with a potential candidate, although I'm was quite taken aback about the negativity of tone and interpretation of the feedback you've received, and it's taken me a little while to get over the shock.

If it would give you comfort, I can take you through the verbal brief I'm offering candidates – we'll need about 20 minutes to run through it, and you'll see how I paint out the opportunities and challenges of the role.

Many thanks,

r 1800 088 000
ingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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Right to Information Release

From: [REDACTED]@leadingroles.com.au>
Sent: Saturday, 12 October 2024 11:02 AM
To: [REDACTED]
Subject: Weekly Report - CEO Recruitment Project
Attachments: Weekly Update - 12 Oct 24.pdf

You don't often get email from [REDACTED]@leadingroles.com.au. [Learn why this is important](#)

Good mornin [REDACTED]

I've attached our weekly recruitment project update, which outlines the full spectrum of applicants and Expressions of Interest generated in our project so far.

As is customary at this stage of our recruitment projects, most of the good candidates are in the "Expressions of Interest" group, have been brief and are preparing their applications.

Let me know if you'd like to discuss any of these candidates, and I'll look forward to communicating with you in the coming week.

Best regards,

[REDACTED]
or 1800 088 000
dingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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From: [REDACTED]
Sent: Tuesday, 15 October 2024 1:30 PM
To: [REDACTED]
Subject: Re: Weekly Report - CEO Recruitment Project

Good afternoon [REDACTED]

Thank you very much for the update and the concise appraisal of each applicant and interested party. I greatly appreciate the comprehensive approach as we work towards finding the new CEO to serve the Redlands for the next chapter.

Kind regards

Mayor of Redland City
Redland City Council

P +617 3829 8623



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Saturday, October 12, 2024 11:01 AM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Weekly Report - CEO Recruitment Project

You don't often get email from [REDACTED] <[REDACTED]@leadingroles.com.au>. [Learn why this is important](#)

Good morning [REDACTED]

I've attached our weekly recruitment project update, which outlines the full spectrum of applicants and Expressions of Interest generated in our project so far.

As is customary at this stage of our recruitment projects, most of the good candidates are in the "Expressions of Interest" group, have been brief and are preparing their applications.

Let me know if you'd like to discuss any of these candidates, and I'll look forward to communicating with you in the coming week.

Best regards,

[REDACTED]
or 1800 088 000
dingroles.com.au



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Right to Information Release

[REDACTED]

From:

[REDACTED]@leadingroles.com.au>

Sent:

Saturday, 26 October 2024 2:03 PM

To:

Subject:

Recall: CEO Recruitment Project Update

[REDACTED] leadingroles.com.au would like to recall the message, "CEO Recruitment Project Update".

Right to Information Release

From: [redacted]@leadingroles.com.au>
Sent: Saturday, 26 October 2024 1:59 PM
To: [redacted]
Subject: FW: CEO Recruitment Project Update
Attachments: Weekly Update - 26 Oct 24.pdf

You don't often get email from [redacted] leadingroles.com.au. [Learn why this is important](#)

Hi [redacted] I just realised that I sent this to your general email address – you may wish to delete the original message [redacted]

Full applicant list attached, big response and some great people.

Best regards,

[redacted]
or 1800 088 000
leadingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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From: [redacted]@leadingroles.com.au>
Date: Saturday, 26 October 2024 at 1:55 PM
To: [redacted]@redland.qld.gov.au>
Subject: CEO Recruitment Project Update

Good afternoon [redacted]

I'll touch the recruitment project summary report with applicant information that is up to date as of this moment.

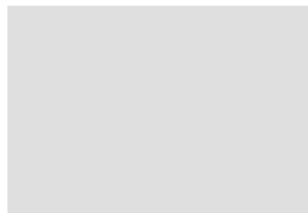
We currently have about 110 submissions, including a number of EOIs that I am managing into the process over the next couple of days. There are a couple of good candidates who I've given a little bit of extra time to finalise their submissions.

Of the Long-listed candidates, I've signalled the ones that I think good with a light green shading, and in the Expressions of Interest category, the good quality candidates have a light yellow shading. These are the ones that I want in the process and have given extra time over the weekend to finalise their submissions.

Everyone else are candidates that I have rejected from this process because they appear unsuitable from the applications they've submitted.

I think we've had a good result and I'm looking forward to speaking with you about these people.

Best regards,



or 1800 088 000
dingroles.com.au

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Right to Information Release

From: [REDACTED]
Sent: Monday, 4 November 2024 4:57 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Longlisting meeting Wednesday 6th November

Hi [REDACTED]

I've spoken with the consultant, and they are unable to change their booking on Thursday, which requires the Mayor from 12pm through to 4.30pm. Are you able to do earlier on Thursday?

I'll need to confirm the Mayor and Deputy Mayor's calendars, but will start with your availability.

Thanks

Executive Group Manager
People, Culture and Organisational Performance
Redland City Council
P 3829 8401
M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Monday, November 4, 2024 4:04 PM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Cc: [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Re: Longlisting meeting Wednesday 6th November

Hi [REDACTED]

Happy to keep 15th and 20th dates in the schedule for interviews and meetings, it's just the Wednesday 6th date that must change due to the volume of interviews, candidate availability and my capacity to prepare reports in time.

They'll be ready on Thursday for the panel's consideration.

Many thanks,

[REDACTED]

or 1800 088 000
adingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



From: [redacted] <[redacted]@redland.qld.gov.au>

Date: Monday, 4 November 2024 at 3:46 PM

To: [redacted] <[redacted]@leadingroles.com.au>

Cc: [redacted] <[redacted]@redland.qld.gov.au>, [redacted]

[redacted] <[redacted]@redland.qld.gov.au>, [redacted] <[redacted]@redland.qld.gov.au>, [redacted]

T [redacted] <[redacted]@redland.qld.gov.au>

Subject: FW: Longlisting meeting Wednesday 6th November

Hi [redacted]

I've been in meetings this morning but [redacted] as advised there are requested changes to the shortlisting and interview dates.

I will need to liaise with the consultant we have booked to see if we can move the shortlisting, but will definitely need to keep the 15th of November for interviews, as our external panel member is not available on the alternate dates.

We also need the panel member to attend a Councillor workshop post the interviews, which is scheduled for 20 November. [redacted]

Thanks

[redacted]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M [redacted]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED]@redland.qld.gov.au>
Sent: Monday, November 4, 2024 1:39 PM
To: [REDACTED]@redland.qld.gov.au>
Subject: FW: Longlisting meeting Wednesday 6th November

Hi [REDACTED]

The proposed dates are now

- Shortlisting from 6 to 7 November. The Workshop with [REDACTED] will need to be cancelled
- Interview date from 15 November to either 27/28 November 2024. New proposed time is 10.30 am until 4.00 pm

I've checked [REDACTED] only available for the shortlist date and not the interviews.

The Deputy Mayor looks to be available on 28 November 2024.

Your thoughts please.

Thanks

[REDACTED]
Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED]
Sent: Monday, November 4, 2024 10:36 AM
To: [REDACTED]@leadingroles.com.au>
Cc: [REDACTED]@redland.qld.gov.au>
Subject: RE: Longlisting meeting Wednesday 6th November

Hi [REDACTED] – despite several attempts we are unable to move either the shortlisting or interview dates.

Sorry

[REDACTED]
Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted]@leadingroles.com.au>
Sent: Monday, November 4, 2024 10:22 AM
To: [redacted]@redland.qld.gov.au>
Cc: [redacted]@redland.qld.gov.au>
Subject: Longlisting meeting Wednesday 6th November

Good morning [redacted]

I hope the week has started well for you.

I was hoping to shift our long-listing meeting from Wednesday 2pm to Thursday afternoon this week.

I have a large number of interviews this week for your CEO role, and they are currently scheduled to finish on Wednesday at lunch time.

I'd like to have my reporting completed before the meeting, and was hoping you could give me an additional 24 hours to have everyone written up and properly presented.

Will a longlist-to-shortlist meeting on Thursday afternoon work for your schedule?

Many thanks,

[redacted] or 1800 088 000
@leadingroles.com.au

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From: [redacted]@leadingroles.com.au>
Sent: Wednesday, 6 November 2024 7:44 PM
To: [redacted]
Subject: CEO Long-list recommendations
Attachments: RCC CEO Recruitment - Final Applicant Report.pdf

Good evening [redacted]

I'm pleased to attach a copy of my long-list recommendations for your CEO role.

The long-list I've submitted are the top-10 of the applications we received, and I've included some brief notes about the people I interviewed and haven't recommended.

a [redacted]

Thanks again for the opportunity to work with you on this project and see you tomorrow.

[redacted]
or 1800 088 000
leadingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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From: [REDACTED]@leadingroles.com.au>
Sent: Wednesday, 6 November 2024 7:49 PM
To: [REDACTED]
Subject: Recall: CEO Long-list recommendations

[REDACTED]@leadingroles.com.au would like to recall the message, "CEO Long-list recommendations"

Right to Information Release

From: [REDACTED]
Sent: Saturday, 9 November 2024 12:41 PM
To: [REDACTED] leadingroles.com.au
Cc: [REDACTED]
Subject: Redland CEO Recruitment - Request To Leading Roles to Provide Recruitment Records - Shortlisting Pack

Hi [REDACTED]
I have left a message on you work phone to discuss and obtain a copy of the CEO recruitment records noting applications closed some weeks ago.

I am preparing a report to full Council next week to provide an update on the CEO Recruitment.

I note our [REDACTED] and our Deputy Mayor as part of the selection panel have also requested copies of the recruitment records.

Please appreciate it is the full council that appoints the CEO under the Local Government Act 2009 and you have been engaged to assist them in this process together with Clayton Utz lawyers.

[REDACTED] and myself are available by phone over the weekend as I am preparing the council report.

Thank you in anticipation of your cooperation.

General Counsel
Redland City Council

P [+617 3829 8892](tel:+61738298892)

M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future

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From: [REDACTED]@leadingroles.com.au>
Sent: Thursday, November 7, 2024 9:21 AM
To: [REDACTED]@redland.qld.gov.au>; [REDACTED]
[REDACTED]@redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>
Cc: [REDACTED]@redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>;
J [REDACTED]@gmail.com>; [REDACTED]@redland.qld.gov.au>
Subject: Re: Shortlisting Pack

Good morning [REDACTED]

I've not included you in the candidate information packages as I believe [REDACTED]
[REDACTED] which I've raised for the Mayor's information and consideration.

The foundation of this, from my perspective, is:

- There is information I'm sharing with the panel that has been shared with me through application and interview that is confidential and sensitive, and not for staff who are potential employees of this person.
- There are Redland City staff members involved [REDACTED]
- The majority of my candidates have expressed concern [REDACTED] in the selection process after I've advised them about the panel's constituents.

I've raised this for the Mayor's attention, ultimately panel make-up and who she shares this information with is her choice.

Kind regards,

[REDACTED]

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From [REDACTED] <[REDACTED]@redland.qld.gov.au>
Sent: Thursday, November 7, 2024 8:33:45 AM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>
Cc: [REDACTED] <[REDACTED]@leadingroles.com.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@gmail.com>; [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Shortlisting Pack

Hi [REDACTED]

I believe [REDACTED] sent you the shortlisting pack last night for circulation. Unfortunately, the panel did not receive this. Can you please circulate asap.

[REDACTED] can you please ensure that [REDACTED] receive all correspondence to ensure the smooth running of the process.

Thanks

[REDACTED]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council
P 3829 8401
M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

[REDACTED]

From: [REDACTED]
Sent: Saturday, 9 November 2024 10:07 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: CEO Recruitment Documents - Request for Documents

Hi [REDACTED]

We have requested but have not received the CEO recruitment documents from the recruiter eg the full applicant list, long list and short list.

We understand the Mayor has received these documents but also has not released these documents [REDACTED] or the organisation.

These documents are required as a matter of urgency and I will work with our records team to recover these documents from the council records systems.

I anticipate receiving the recruitment documents by Monday and will arrange the Special Meeting (which has been requested by Councillors) for full Council to consider the update on the CEO requirement process.

[REDACTED] and myself are available by phone over the weekend if you require further information or clarification, noting I will also provide an update to councillors.

Please can we have your cooperation to arrange to provide these documents.

[REDACTED]

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[REDACTED]

From: [REDACTED]
Sent: Saturday, 9 November 2024 3:49 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Confidential CEO Recruitment Panel -

Hi [REDACTED]
Please let's limit future communications to staff not involved in the recruitment process noting I appreciate they will ensure the confidentiality of the information.

I have written separately to the recruiter [REDACTED] Leading Roles to clarify that:

- The Mayor and Councillors have no individual authority to pause the CEO recruitment process;
- The Mayor and Councillors have been provided legal advice [REDACTED] as a voting member on the recruitment panel.

I have repeated my requests to the recruiter to provide [REDACTED] and myself the recruitment records so we can report to full Council.

I have also emailed the Mayor and councillors acknowledging multiple councillor requests to call a Special Meeting to update council on the CEO recruitment process. I will keep you updated.

[REDACTED]
Private and Confidential

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From: [REDACTED]@redland.qld.gov.au>
Sent: Saturday, November 9, 2024 2:45 pm
To: [REDACTED]@redland.qld.gov.au>; [REDACTED]
[REDACTED]@redland.qld.gov.au>; [REDACTED]@leadingroles.com.au>
Cc: [REDACTED]@redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>;
[REDACTED]@redland.qld.gov.au>; [REDACTED]
[REDACTED]@redland.qld.gov.au>
Subject: Re: CEO Recruitment Panel

Dear [REDACTED]

Thank you for your notes on your recollection of events. It was unnecessary for you to take time to add all of this via your small device while out at community events as the only necessary action was for the recruiter [REDACTED] to comply with [REDACTED] contract to council and provide the full list and all information as has been repeatedly requested by the relevant council officers charged by council to manage this process. But I thank you for your time in doing so, and also for the time spent over a number of meetings this week where we have discussed these concerns in person. I will provide the following in response.

Right to Information Release

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From [REDACTED]
Sent: Saturday, November 9, 2024 12:37 PM
To: [REDACTED]@redland.qld.gov.au>; [REDACTED]@leadingroles.com.au>
Cc: [REDACTED]@redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>;
[REDACTED]@redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>;
[REDACTED]@redland.qld.gov.au>
Subject: Re: CEO Recruitment Panel

Good afternoon all

[REDACTED]

I'll provide some notes so there is transparency around what has occurred over the last 48 hours.

Right to Information Release

This should bring everyone up-to-date.

I will now forward the pack.

Mayor of Redland City

Redland City Council

P +617 3829 8623

I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED]@redland.qld.gov.au>
Sent: Friday, November 8, 2024 4:54 PM
To: [REDACTED]@leadingroles.com.au>
Cc: [REDACTED]@redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>; [REDACTED]@gmail.com>; [REDACTED]redland.qld.gov.au>; [REDACTED]redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>
Subject: CEO Recruitment Panel

Can you please send the full shortlisting pack through to all panel members today, so that it can be reviewed in a timely manner.

It is likely Council will be calling a 'Special Meeting' for Wednesday or Thursday next week to finalise the panel composition. I would like to suggest that we set a teams meeting for Friday, which was initially held for interviews to conduct the shortlisting process in preparation for interviews.

Please ensure all future meetings and correspondence are co-ordinated through [REDACTED]

Thanks

Executive Group Manager

People, Culture and Organisational Performance

Redland City Council

P 3829 8401



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

Right to Information Release

Right to Information Release

Good morning [REDACTED]

I've not included you in the candidate information packages as I believe [REDACTED] which I've raised for the Mayor's information and consideration.

The foundation of this, from my perspective, is:

- There is information I'm sharing with the panel that has been shared with me through application and interview that is confidential and sensitive, and not for staff who are potential employees of this person.
- There are Redland City staff members involved [REDACTED]
- The majority of my candidates have expressed concern about [REDACTED] in the selection process after I've advised them about the panel's constituents.

I've raised this for the Mayor's attention, ultimately panel make-up and who she shares this information with is her choice.

Kind regards,

[REDACTED]
Get [Outlook for iOS](#)

From: [REDACTED] <[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>

Sent: Thursday, November 7, 2024 8:33:45 AM

To: [REDACTED] <[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>; [REDACTED]

<[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>

Cc: [REDACTED] <[\[REDACTED\]@leadingroles.com.au](mailto:[REDACTED]@leadingroles.com.au)>; [REDACTED]

[REDACTED] <[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>; [REDACTED]

[REDACTED] <[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>; [REDACTED]

[REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)>; [REDACTED]

[REDACTED] <[\[REDACTED\]@redland.qld.gov.au](mailto:[REDACTED]@redland.qld.gov.au)>

Subject: Shortlisting Pack

Hi [REDACTED]

I believe [REDACTED] sent you the shortlisting pack last night for circulation. Unfortunately, the panel did not receive this. Can you please circulate asap.

[REDACTED] can you please ensure that [REDACTED] receive all correspondence to ensure the smooth running of the process.

Thanks

Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M

	
---	---

I acknowledge the traditional custodians of the
lands and seas where I work. I pay my respects
to Elders, past, present and future.

Right to Information Release

[REDACTED]

From:

Sent:

Monday, 4 November 2024 10:38 AM

To:

Cc:

Subject:

Re: Longlisting meeting Wednesday 6th November

Hi [REDACTED]

As discussed, the proposed changes are fine with me.

I understand [REDACTED] is seeking confirmation.

Kind regards

Mayor of Redland City

Redland City Council

P +617 3829 8623



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>

Sent: Monday, November 4, 2024 10:21:58 AM

To: [REDACTED] <[REDACTED]@redland.qld.gov.au>

Cc: [REDACTED] <[REDACTED]@redland.qld.gov.au>

Subject: Longlisting meeting Wednesday 6th November

Good morning [REDACTED]

I hope the week has started well for you.

I was hoping to shift our long-listing meeting from Wednesday 2pm to Thursday afternoon this week.

I have a large number of interviews this week for your CEO role, and they are currently scheduled to finish on Wednesday at lunch time.

I'd like to have my reporting completed before the meeting, and was hoping you could give me an additional 24 hours to have everyone written up and properly presented.

Will a longlist-to-shortlist meeting on Thursday afternoon work for your schedule?

Many thanks

[REDACTED]

or 1800 088 000

Email: leadingroles.com.au
Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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Right to Information Release

From:
Sent:
To:
Cc:
Subject:

Tuesday, 5 November 2024 5:01 PM
RE: Longlisting meeting Wednesday 6th November

Thank

We will confirm with Mayor, Deputy Mayor and external panel member first thing tomorrow morning.

Thanks

Executive Group Manager
People, Culture and Organisational Performance
Redland City Council
P 3829 8401
M



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: @leadingroles.com.au>
Sent: Tuesday, November 5, 2024 4:51 PM
To: @redland.qld.gov.au>
Subject: Re: Longlisting meeting Wednesday 6th November

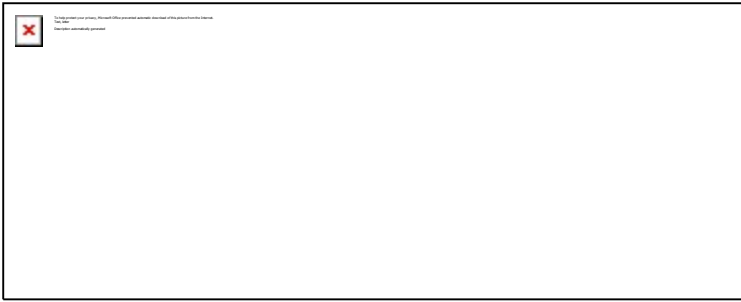
Hi

I've been interviewing for Redland all day - just finished my last one for the day, 5 more to go tomorrow.

Thursday between 9.45 and 2pm is clear- let me know if the panel can fit me in.

Best regards,

or 1800 088 000
dingroles.com.au
Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



From: [redacted]@redland.qld.gov.au>
Date: Tuesday, 5 November 2024 at 4:36 PM
To: [redacted]@leadingroles.com.au>
Cc: [redacted]@redland.qld.gov.au>
Subject: FW: Longlisting meeting Wednesday 6th November

Hi [redacted]

We haven't been able to catch you today, assuming you are in a panel.

We don't have a scheduled time for shortlisting Thursday. Can you please advise if Thursday morning works, then we will see if the panel can make that time work.

Thanks

[redacted]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M [redacted]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From [redacted]
Sent: Monday, November 4, 2024 4:57 PM
To: [redacted]@leadingroles.com.au>
Cc: [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>; [redacted]
Yo [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>
Subject: RE: Longlisting meeting Wednesday 6th November

Hi [redacted]

I've spoken with the consultant, and they are unable to change their booking on Thursday, which requires the Mayor from 12pm through to 4.30pm. Are you able to do earlier on Thursday?

I'll need to confirm the Mayor and Deputy Mayor's calendars, but will start with your availability.

Thanks

Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

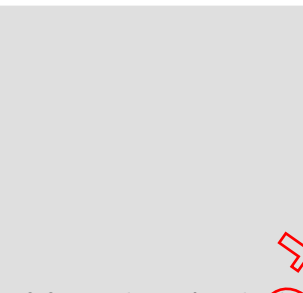
From: [redacted]@leadingroles.com.au>
Sent: Monday, November 4, 2024 4:04 PM
To: [redacted]redland.qld.gov.au>
Cc: [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>
Subject: Re: Longlisting meeting Wednesday 6th November

Hi [redacted]

Happy to keep 15th and 20th dates in the schedule for interviews and meetings, it's just the Wednesday 6th date that must change due to the volume of interviews, candidate availability and my capacity to prepare reports in time.

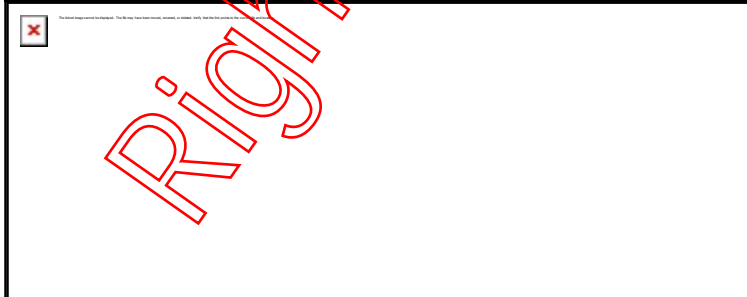
They'll be ready on Thursday for the panel's consideration.

Many thanks,



or 1800 088 000
dingroles.com.au

Visit: Website | LinkedIn | Facebook



From: [redacted]@redland.qld.gov.au>

Date: Monday, 4 November 2024 at 3:46 PM

To: [redacted]adingroles.com.au>

Cc: [redacted]@redland.qld.gov.au>, [redacted]

[redacted]@redland.qld.gov.au>, [redacted]

[redacted]@redland.qld.gov.au>, [redacted]

[redacted]@redland.qld.gov.au>

Subject: FW: Longlisting meeting Wednesday 6th November

Hi [redacted]

I've been in meetings this morning but [redacted] as advised there are requested changes to the shortlisting and interview dates.

I will need to liaise with the consultant we have booked to see if we can move the shortlisting, but will definitely need to keep the 15th of November for interviews, as our external panel member is not available on the alternate dates.

We also need the panel member to attend a Councillor workshop post the interviews, which is scheduled for 20 November. The panel member is out of the country from the 26 November.

Thanks

[redacted]
Executive Group Manager

People, Culture and Organisational Performance

Redland City Council

P 3829 8401

M [redacted]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted]@redland.qld.gov.au>

Sent: Monday, November 4, 2024 1:39 PM

To: [redacted]@redland.qld.gov.au>

Subject: FW: Longlisting meeting Wednesday 6th November

Hi [redacted]

The proposed dates are now

- Shortlisting from 6 to 7 November. The Workshop [redacted] will need to be cancelled
- Interview date from 15 November to either 27/28 November 2024. New proposed time is 10.30 am until 4.00 pm

I've checked with [redacted] only available for the shortlist date and not the interviews.

The Deputy Mayor looks to be available on 28 November 2024.

Your thoughts please.

Thanks

[REDACTED]
Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED]
Sent: Monday, November 4, 2024 10:36 AM
To: [REDACTED] <[REDACTED]@leadingroles.com.au>
Cc: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: RE: Longlisting meeting Wednesday 6th November

H [REDACTED] despite several attempts we are unable to move either the shortlisting or interview dates.

Sorry

[REDACTED]
Executive Assistant to the Executive Group Manager - People, Culture and Organisational Performance
Redland City Council

P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@leadingroles.com.au>
Sent: Monday, November 4, 2024 10:22 AM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Cc: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Longlisting meeting Wednesday 6th November

Good morning [REDACTED]

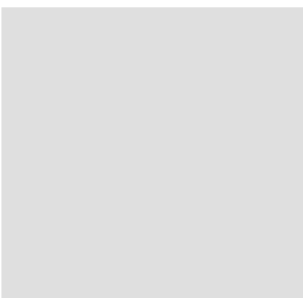
I hope the week has started well for you.

I was hoping to shift our long-listing meeting from Wednesday 2pm to Thursday afternoon this week.

I have a large number of interviews this week for your CEO role, and they are currently scheduled to finish on Wednesday at lunch time.

I'd like to have my reporting completed before the meeting, and was hoping you could give me an additional 24 hours to have everyone written up and properly presented.

Will a longlist-to-shortlist meeting on Thursday afternoon work for your schedule?



or 1800 088 000
dingroles.com.au

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Right to Information Release

From: [redacted]@leadingroles.com.au>
Sent: Wednesday, 6 November 2024 7:44 PM
To: [redacted]
Subject: CEO Long-list recommendations
Attachments: RCC CEO Recruitment - Final Applicant Report.pdf

Good evening [redacted]

I'm pleased to attach a copy of my long-list recommendations for your CEO role.

The long-list I've submitted are the top-10 of the applications we received, and I've included some brief notes about the people I interviewed and haven't recommended.

Thanks again for the opportunity to work with you on this project and see you tomorrow.

[redacted]
or 1800 088 000
dingroles.com.au

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Right to Information Release

From: [REDACTED]
Sent: Thursday, 7 November 2024 9:22 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Shortlisting Pack

Dear

I have just written to you to clarify your role in the recruitment process?

Could you please let me know asap?

Regards

Mayor of Redland City

Redland City Council

P +617 3829 8623



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED] <[REDACTED]@redland.qld.gov.au>
Sent: Thursday, November 7, 2024 8:34 AM
To: [REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>
Cc: [REDACTED] <[REDACTED]@leadingroles.com.au>; [REDACTED] <[REDACTED]@redland.qld.gov.au>;
[REDACTED] <[REDACTED]@redland.qld.gov.au>; [REDACTED] <[REDACTED]gmail.com>
[REDACTED] <[REDACTED]@redland.qld.gov.au>
Subject: Shortlisting Pack

H

I believe [REDACTED] sent you the shortlisting pack last night for circulation. Unfortunately, the panel did not receive this. Can you please circulate asap.

an you please ensure that [REDACTED] receive all correspondence to ensure the smooth running of the process.

Thanks

Executive Group Manager

People, Culture and Organisational Performance

Redland City Council

P 3829 8401

M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

Right to Information Release

[REDACTED]

From: [REDACTED]
Sent: Saturday, 9 November 2024 12:42 PM
To: [REDACTED]
Subject: Fw: CEO Long-list recommendations
Attachments: RCC CEO Recruitment - Final Applicant Report.pdf

Good afternoon all

The pack as requested [REDACTED] at 4.56pm yesterday.

I have now unpaused the process, after receiving a partial response to my queries from [REDACTED] Council's legal officer.

[REDACTED]
Mayor of Redland City
Redland City Council

P +617 3829 8623



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

Right to Information Release

[REDACTED]

From: [REDACTED]@leadingroles.com.au>
Sent: Monday, 11 November 2024 9:19 AM
To: [REDACTED]
Subject: Fw: CEO Recruitment Panel

Good morning [REDACTED]

I've received this message from [REDACTED] and will comply, if this is the decision of Council.

[REDACTED]

Let me know and I'll forward through the package to [REDACTED]

Best regards, and I hope you get a break from all this over the weekend.

[REDACTED]

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Right to Information Release

Right to Information Release

[Redacted]

From: [Redacted]
Sent: Monday, 11 November 2024 11:52 AM
To: [Redacted]
Subject: Re: Termination of Contract Notice

Good morning [Redacted]

Firstly, let me convey my apologies for the experience.

Thank you for the work you completed and your diligence in trying to find the best candidates for the position for CEO.

I personally want to articulate how pleased I was with your professionalism, attention to detail and consideration of the specific needs of the local government area and council.

I wish you, and the Leading Roles team, all the very best for the future.

Kind regards

[Redacted]
Mayor of Redland City
Redland City Council

P +617 3829 8623



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

Right to Information Release

We attach the Recruitment Project Summary which includes a full list of applications received at the close of the recruitment project (noting that no applicants have been removed or filtered) as well as our recommendations on the candidates that we believe had the strongest fit to the role.

For the record Leading Roles has met our contractual obligations and followed the process as set out in our proposal. A copy of this is also attached for your records.

We will inform all applicants that Leading Roles is no longer delivering this project. Should any candidates withdraw we will advise you of this. All applications will be uploaded to a Dropbox folder and sent to all recipients of this email where you will take custody of this information.

In regard to our fees, we have invoiced council our Retainer fee on 17th October which is due for payment by 17 November 2024. No further fees will be billed.



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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Termination of Contract Notice
Date: Wednesday, 13 November 2024 7:51:00 AM
Attachments: [20241113 Letter to Leading Roles - Termination of Contract Notice.docx](#)
[image001.png](#)
[image002.png](#)

Find attached Council's response to the Termination of Contract Notice.

[REDACTED]
Executive Group Manager
People, Culture and Organisational Performance
Redland City Council
P 3829 8401
M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

We attach the Recruitment Project Summary which includes a full list of applications received at the close of the recruitment project (noting that no applicants have been removed or filtered) as well as our recommendations on the candidates that we believe had the strongest fit to the role.

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In regard to our fees, we have invoiced council our Retainer fee on 17th October which is due for payment by 17 November 2024. No further fees will be billed.

Get [Outlook for iOS](#)

Right to Information Release

From: [redacted]@leadingroles.com.au>
Sent: Friday, 15 November 2024 7:49 AM
To: [redacted]
Subject: Re: CEO Applicant Information – Confidential and Without Prejudice

[redacted] we'll deal with this urgently.

or 1800 088 000
dingroles.com.au

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From: [redacted]@redland.qld.gov.au>
Date: Friday, 15 November 2024 at 7:40 AM
To: [redacted]@leadingroles.com.au>
Cc: [redacted]@redland.qld.gov.au>, [redacted]
[redacted]@redland.qld.gov.au>
Subject: RE: CEO Applicant Information – Confidential and Without Prejudice

Hi [redacted]

It's not allowing accessing, and I believe may have sent you an approval to provide me access. Can you please review asap as contact with applicants needs to occur today.

Thanks

Executive Group Manager
People, Culture and Organisational Performance
Redland City Council

P 3829 8401

M [redacted]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted]@leadingroles.com.au>
Sent: Thursday, November 14, 2024 8:42 AM
To: [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>; [redacted]@redland.qld.gov.au>
Subject: CEO Applicant Information – Confidential and Without Prejudice

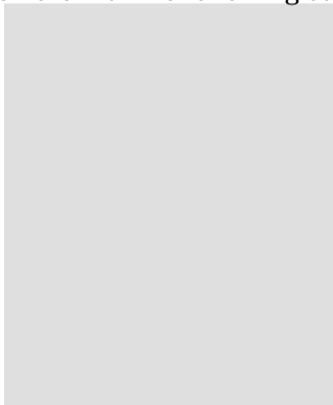
Dear all,

We refer to your letter dated 13 November 2024 requesting the contact details of each applicant for the role of Chief Executive Officer.

On a without prejudice basis and without any admission of liability we enclose a link to an online folder which contains all applications received for the CEO recruitment project.

<https://www.dropbox.com/scl/fo/h2i4c0lqhskhouchhdwbh/ABxZym12fNHFcS7UyYR2Ew?rlkey=4dh4vagjzdk0igv3i2cvtbjp&st=buijmqno&dl=0>

We note that the following candidates have withdrawn their applications:

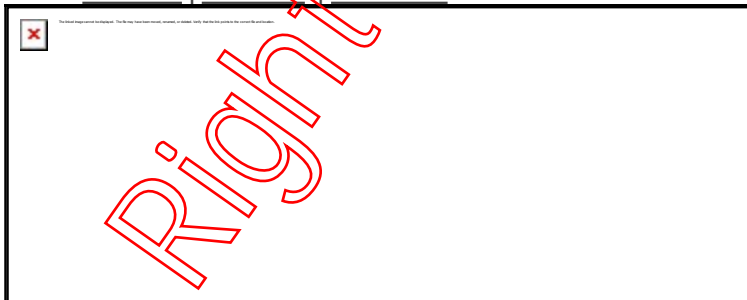


We are obliged to remind you that applications are made in confidence and constitute personal information as per the Privacy Act 1988. We have taken steps to ensure personal information collected during the application process is protected from unauthorised access, use or sharing, and we strongly recommend that you ensure the applicants' privacy is maintained and only shared to those within the selection panel.

Best regards,

[redacted]
or 1800 088 000
dingroles.com.au

Visit: Website | LinkedIn | Facebook



From: [REDACTED]@leadingroles.com.au>
Sent: Friday, 15 November 2024 8:03 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: CEO Applicant Information – Confidential and Without Prejudice

You don't often get email from [REDACTED]@leadingroles.com.au. [Learn why this is important](#)
Good morning [REDACTED]

I've just approved the Dropbox request that came through this morning. Please let me know if continue to have issues accessing the folder.

[REDACTED]
or 1800 088 000
[leadingroles.com.au](https://www.leadingroles.com.au)

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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From: [REDACTED]@leadingroles.com.au>
Date: Friday, 15 November 2024 at 7:48 AM
To: [REDACTED]@leadingroles.com.au>
Subject: FW: CEO Applicant Information – Confidential and Without Prejudice

FYI

[REDACTED]
r 1800 088 000
dingroles.com.au
Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)



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From: [REDACTED]@redland.qld.gov.au>

Date: Friday, 15 November 2024 at 7:40 AM

To: [REDACTED]@leadingroles.com.au>

Cc: [REDACTED]@redland.qld.gov.au>, [REDACTED]
[REDACTED]@redland.qld.gov.au>

Subject: RE: CEO Applicant Information – Confidential and Without Prejudice

Hi [REDACTED]

It's not allowing accessing, and I believe may have sent you an approval to provide me access. Can you please review asap as contact with applicants needs to occur today.

Thanks

[REDACTED]
Executive Group Manager

People, Culture and Organisational Performance

Redland City Council

P 3829 8401

M [REDACTED]



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [REDACTED]@leadingroles.com.au>

Sent: Thursday, November 14, 2024 8:42 AM

To: [REDACTED]@redland.qld.gov.au>; [REDACTED]@redland.qld.gov.au>; [REDACTED]
[REDACTED]@redland.qld.gov.au>

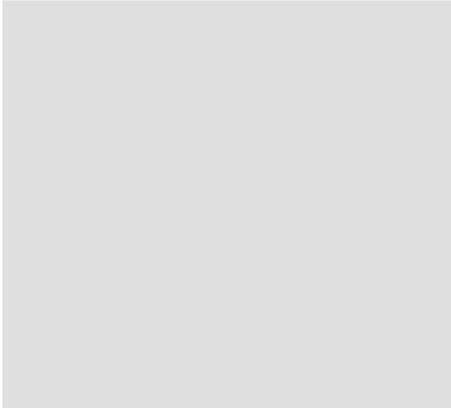
Subject: CEO Applicant Information – Confidential and Without Prejudice

Dear all,

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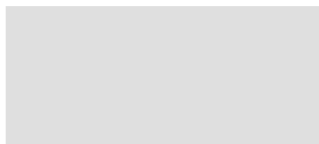
On a without prejudice basis and without any admission of liability we enclose a link to an online folder which contains all applications received for the CEO recruitment project.

We note that the following candidates have withdrawn their applications:



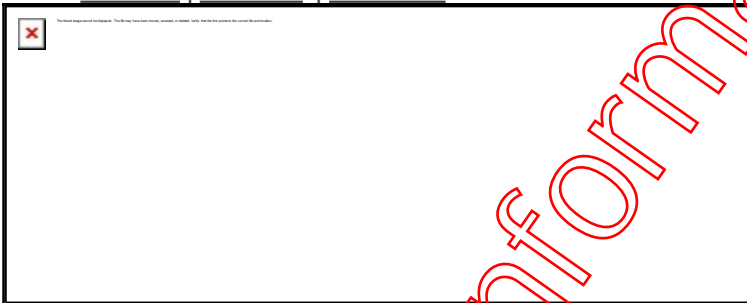
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Best regards,



r 1800 088 000
ingroles.com.au

Visit: [Website](#) | [LinkedIn](#) | [Facebook](#)

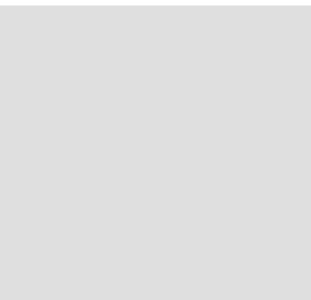


From: [redacted]@leadingroles.com.au>
Sent: Wednesday, 20 November 2024 9:42 AM
To: [redacted]
Subject: Re: [redacted] shared "Redland CC CEO Project" with you

You don't often get email from [redacted]@leadingroles.com.au. [Learn why this is important](#)
Hi [redacted]

Yes, no problem. You'll receive an email from Dropbox with the link.

Cheers,



r 1800 088 000
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From: [redacted]@redland.qld.gov.au> on behalf of [redacted]
[redacted]@redland.qld.gov.au>
Date: Wednesday, 20 November 2024 at 9:07 AM
To: [redacted]@leadingroles.com.au>
Subject: FW: [redacted] shared "Redland CC CEO Project" with you

Good morning [redacted] Is it possible for me to have access to this dropbox?

I've been asked to download the applications for [redacted]

Many thanks



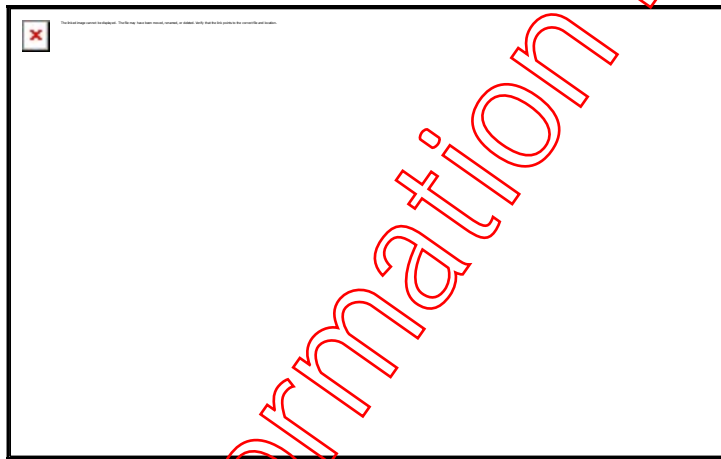
P +617 3829 8821



I acknowledge the traditional custodians of the lands and seas where I work. I pay my respects to Elders, past, present and future.

From: [redacted] (via Dropbox) <no-reply@dropbox.com>
Sent: Friday, November 15, 2024 8:01 AM
To: [redacted] @redland.qld.gov.au>
Subject: [redacted] shared "Redland CC CEO Project" with you

You don't often get email from no-reply@dropbox.com. [Learn why this is important](#)



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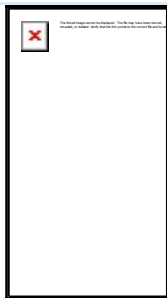
Hi [redacted]

[redacted] [@leadingroles.com.au](mailto:[redacted]@leadingroles.com.au)) invited you to edit
the folder "Redland CC CEO Project" on Dropbox.

[Go to folder](#)

Enjoy!

The Dropbox team



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