Candidate Information Pack

Botanic Gardens and Centennial Parklands
Director Corporate Services and Governance
Andrew McEncroe, Partner
March 2019
Botanic Gardens & Centennial Parklands

Botanic Gardens & Centennial Parklands organisation was formed in 2014 with the integration of the operational staff from the Royal Botanic Gardens and Domain Trust and the Centennial Park & Moore Park Trust. The organisations strategic goal is to deliver sustainable and world-leading botanic gardens and parklands to the citizens and visitors to NSW. The Botanic Gardens & Centennial Parklands organisation is part of the NSW Department of Planning and Environment cluster.

Botanic Gardens & Centennial Parklands aspire to be:

- World-class curators and managers of internationally valued botanic gardens, parklands and collections
- Universally recognised as making a significant contribution to the quality, understanding and enjoyment of life
- Advocates and custodians for their unique heritage and sites, and their national and international significance
- Outstanding leaders in providing exceptional science, horticultural, educational, cultural and recreational offerings
- One of the top five botanic gardens and parklands in the world

Strategic Priorities

To deliver on this aspiration, the Botanic Gardens & Centennial Parklands organisation strategic priorities are:

1. Grow and diversify their funding sources
2. Build a leadership, stakeholder and customer focused organisation
3. Build a world-class education capability
4. Ensure their science-based research, conservation, horticultural capacity, activities and collaborations are locally and globally relevant
5. Focus their operations on efficient and effective asset management
6. Maximise participation in all sporting, leisure activities and reflective recreation
7. Ensure strategies and plans are current, relevant, forward looking and their stakeholders and communities fully consulted
8. Deliver an outstanding visitor experience

Against these priorities, The Botanic Gardens & Centennial Parklands organisation has achieved the following in the last financial year:

- 53% of funding (Botanic Gardens) and 68% (Centennial Parklands) sourced from commercial activities, delivering a total of $15.3 m in revenue to the Botanic Gardens and Centennial Parklands
- Delivered Educational services to 10,500 school students through formal education programs at the Centennial Parklands and achieved 25% growth year on year across the education program at the Botanical Gardens.
- Increased visitation across all three Gardens and reached record levels of visitation across all three Botanic Gardens (Royal Botanic Gardens Sydney, Australian Botanic Gardens and the Blue Mountains Botanic Gardens).
- Unveiled the Moore Park Masterplan
- With Government funding, committed to $60 million to deliver a new purpose-built Centre of Innovation in Plant Sciences to be located at the Australian Botanic Gardens Mount Annan
- Identified 20 new species of plants.

Botanic Gardens & Centennial Parklands Values

For the Botanic Gardens and Centennial Parklands to meet their vision and strategic priorities, the organisation needs a capable, enthusiastic and well-resourced staff, led by an Executive team that exemplars the values of the organisation, these Values include:

- Relevance: Deliver extraordinary quality and value for the community, customers and stakeholders
- Respect: Value, support and develop people
- Energetic: Innovative and adventurous
- Leadership: Inspiring as individuals and as an organisation
- Sustainability: Securing their environmental, social and financial future
- Resilient: Adaptable while focused on their outcomes
- Collaborative: With those around them, within their teams and with their partners, stakeholders and the community
- Integrity: Ethical, responsible, transparent and accountable
The Foundations

The organisation reports to two foundations, which includes influential members of the Community, The Royal Botanic Gardens and Domain Trust and The Centennial Park & Moore Park Trust.

The Royal Botanic Gardens and Domain Trust is the statutory body, established under the Royal Botanic Gardens and Domain Trust Act 1980, to oversee the management and stewardship of the Royal Botanic Garden Sydney, the Domain, the Australian Botanic Garden Mount Annan and the Blue Mountains Botanic Garden Mount Tomah. The Royal Botanic Gardens and Domain Trust is responsible for three iconic botanic gardens and one of Australia's most significant public parks.

Centennial Park and Moore Park Trust. The Trust is responsible for the long-term strategic planning of the Parklands, as well as the operational day-to-day management of the three parks - Centennial Park, Moore Park and Queens Park. The management of Centennial Parklands is guided by legislation, most relevantly the Centennial Park and Moore Park Trust Act 1983. The primary objective is to secure a sustainable future for Centennial Parklands and its assets. Centennial Parklands is one of the world’s most visited public parklands, with more than 31 million visits made to the Parklands annually. The Parklands covers over 360 hectares and is made of three major urban parks — Centennial Park, Moore Park and Queens Park. It is listed on the State Heritage Register and the Register of the National Estate. The Centennial Park and Moore Park Trust Act 1983 guides the management parameters and the Centennial Park and Moore Park Trust Regulation 2014 guides the operational parameters.

Royal Botanic Gardens and Domain Trust

Royal Botanic Garden Sydney

The Royal Botanic Garden Sydney encompasses 30 hectares and is the oldest botanic garden in Australia. It is also Australia’s oldest living scientific institution and home to an outstanding collection of plants from around the world. The Garden is also home to the National Herbarium of New South Wales which contains more than 1.2 million plant specimens, including scientific and historically significant collections and samples gathered by Banks and Solander during the voyage of the Endeavour in 1770. Within the Herbarium is the Daniel Solander Library which is the premier botanical and horticultural library in Australia, with a world-class collection of botanic, taxonomic and horticultural literature. In November 2017, the Royal Botanic Garden Sydney was named the Major Tourist Attraction of the Year at the NSW Tourism Awards. The Garden attracts more than five million visits from around Australia and the world each year.

Australian Botanic Garden Mount Annan

The Australian Botanic Garden Mount Annan showcases the enormous diversity of Australian flora. Covering 416 hectares between Camden and Campbelltown in Sydney’s south-west, it is Australia’s largest botanic garden. Its horticultural displays contrast with natural areas of remnant Cumberland Plain Woodland, an endangered ecological community of the region. The Trust’s plant conservation research facilities are based at the Garden, including the award-winning Australian PlantBank which houses the New South Wales Seedbank. In June 2018, the NSW Government announced that the Australian Botanic Garden Mount Annan will become the new home of the National Herbarium of NSW.

Blue Mountains Botanic Garden Mount Tomah

The Blue Mountains Botanic Garden Mount Tomah is situated 1,000 metres above sea level in the World Heritage-listed Greater Blue Mountains. It features 28 hectares of manicured gardens showcasing cool climate plants from around the world. The botanical collection sits adjacent to 10 hectares of pristine, warm temperate rainforest within a 33-hectare heritage property known as ‘The Jungle’. Separated by Bells Line of Road, the Garden also manages a conservation area of 189 hectares of wet and dry sclerophyll forest including heath, rainforest and some closed forest.

The Domain

These 34 hectares of urban parkland wraps around the Royal Botanic Garden Sydney. It is endowed with significant natural and cultural heritage values and plays a central role in Sydney’s festivals and cultural events, as well as the recreational and sporting pursuits of city workers and residents.
Centennial Parklands & Moore Park Trust

Centennial Park
Centennial Park was dedicated by Sir Henry Parkes in 1888 as a public open space for the enjoyment of the people of NSW, and it was dubbed “The People’s Park” at time of opening. On 1 January 1901, the Park was chosen as the site of the inauguration of Australian Federation. Today Centennial Park remains the people’s park – a playground for adults and children alike, one of the most important community sports venues in the state, and one of the world’s few inner city parks to still offer full horse riding facilities. It is home to diverse flora and fauna and many significant tree plantings, as well as encompassing Lachlan Swamp, one of the original water sources for Sydney at time of settlement.

Moore Park
Moore Park was declared a public park in 1866. It lies at the crossroads of some of Sydney’s busiest thoroughfares providing a necessary green-belt of nearly 4,000 trees, numerous sports fields and walking paths adjacent to one of the busiest sports, leisure and entertainment precincts in Australia. Today Moore Park features a number of high profile and highly-prized venues and facilities for sports and entertainment, including Moore Park Golf, the Entertainment Quarter, Fox Studios, Royal Hall of Industries, Hordern Pavilion, Centennial Parklands Equestrian Centre, Parklands Sports Centre and ES Marks Athletics Field.

Queens Park
Queens Park was established in 1888 to commemorate the centenary of European settlement. A total of 490 trees include dramatic Port Jackson and Moreton Bay figs, Holm oaks, Monterey pines, Araucarias and coral trees. Today the Park provides leisure areas and some of Sydney’s busiest sporting fields all set within a natural amphitheatre surrounded by dramatic sandstone cliffs.

Botanic Gardens & Centennial Parklands Strategic Plan 2015-2020

In 2014 the Minister for Environment and Heritage announced the operational integration of the staff from the Centennial Park and Moore Park Trust and the Royal Botanic Gardens and Domain Trust. The integration did not impact the Trusts or legislation governing the lands under management. As a result of this management integration a Strategic Plan was developed to drive the work of the new organisation.

See below for information about the Trust Boards.

Further Reading:
Royal Botanic Gardens and Domain Trust Annual Reports 2017-18
Centennial Park Moore Park Trust Annual Report 2017-18
Role Description

Director Corporate Services and Governance

<table>
<thead>
<tr>
<th>Cluster/Agency</th>
<th>Planning and Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Office of Environment &amp; Heritage</td>
</tr>
<tr>
<td>Division/Branch/Unit</td>
<td>Botanic Gardens &amp; Centennial Parklands/Corporate Services and Governance</td>
</tr>
<tr>
<td>Location</td>
<td>Sydney</td>
</tr>
<tr>
<td>Classification/Grade/Band</td>
<td>Senior Executive Band 1</td>
</tr>
<tr>
<td>Kind of Employment</td>
<td>Ongoing</td>
</tr>
<tr>
<td>ANZSCO Code</td>
<td>339191</td>
</tr>
<tr>
<td>Role Number</td>
<td>13727</td>
</tr>
<tr>
<td>PCAT Code</td>
<td>1112113</td>
</tr>
<tr>
<td>Date of Approval</td>
<td>May 2015</td>
</tr>
</tbody>
</table>

Agency overview

Botanic Gardens & Centennial Parklands (BGCP) is the operating name used following the operational integration of the Royal Botanic Gardens and Domain Trust and the Centennial Park and Moore Park Trust.

The Royal Botanic Gardens and Domain Trust is responsible for the management and stewardship of the Royal Botanic Garden Sydney, the Domain, the Australian Botanic Garden, Mount Annan and the Blue Mountains Botanic Garden, Mount Tomah.

The Centennial Park and Moore Park Trust is responsible for the long-term strategic planning of the Parklands, as well as the operational day-to-day management of the three parks - Centennial Park, Moore Park and Queens Park.

BGCP operates within the Office of Environment and Heritage for the purpose of public sector employment and governance arrangements delivering to the strategic direction set by the Trusts.

BGCP aims to minimise our environmental footprint through pollution prevention practices, and be a role model for others to follow.

Primary purpose of the role

The Director Corporate Services and Governance provides expert leadership, professional advice and develops strategies to ensure the BGCP meets the highest standards in governance, risk management, probity and legal/statutory processes. The role also leads and directs a range of business, executive and administrative support functions to meet strategic and operational objectives.

Key accountabilities

- Develop and implement BGCP’s governance and risk management frameworks, strategies and policies, and monitor and report on performance and compliance to enable the Trusts to deliver on objectives within legal/statutory, public service and ethical obligations.
• Ensure the provision of strategic, consistent, high quality and timely advice, issues management and services to the Executive Director BGCP, Chief Executive OEH, Trust Boards and Ministers Office through effective oversight and coordination of parliamentary, ministerial, and executive services
• Lead and manage the secretariat for the Trust Boards including reporting on finance, performance and adherence to probity and governance to ensure the fulfilment of the Trusts legal and statutory requirements
• Direct and manage the delivery of high quality strategic and operational financial performance reporting and analysis, to underpin effective business planning, forecasting, budgeting, cost reporting for the two Trusts and resource management within BGCP
• Negotiate, oversee and manage the service agreement with OEH to ensure BGCP receives value for money and effective corporate services support from OEH; develop and implement effective systems and processes in the provision of internal IT, administrative, executive and records management support services
• Establish and maintain effective relationships with existing and potential philanthropic donors, corporate sponsors, and the Foundation and Foundation and Friends; and oversee the management of grants to facilitate and maximise funding opportunities
• Lead and direct the functions of the Branch, including effective management of staff and resources; and the development and implementation of strategies to improve work practices, systems and processes to ensure the delivery of high quality services and outcomes
• As a member of the Senior Leadership Team contribute to business and strategic planning to represent the Corporate Services and Governance Branch in setting key priorities and targets and advocate new approaches to achieving organisational outcomes based on sound evidence and professional knowledge

Key challenges
• Managing competing and complex priorities in a dynamic work environment with considerable time and financial pressures and subject to high levels of public scrutiny
• Anticipating, responding to and mitigating issues which are likely to impede effective implementation of governance and risk management strategies across a diverse and geographically dispersed environment
• Servicing and managing the reporting requirements, priorities, and expectations of two Trust Boards while delivering efficient and integrated support services, including adherence to the highest standards in probity, reporting and accountability

Key relationships

<table>
<thead>
<tr>
<th>Who</th>
<th>Why</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Internal</strong></td>
<td></td>
</tr>
<tr>
<td>Executive Director Botanic Gardens &amp; Centennial Parklands</td>
<td>Receive guidance; provide expert, authoritative and evidence based advice and exchange information</td>
</tr>
<tr>
<td>Senior Executives and Management</td>
<td>Provide expert advice and analysis on a full range of matters, collaborate and share accountability; and negotiate and resolve conflicts</td>
</tr>
<tr>
<td>Who</td>
<td>Why</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>Direct Reports</td>
<td>Provide broad guidance, direction and leadership, exchange information, assign work, appraise performance and facilitate their ongoing professional development</td>
</tr>
<tr>
<td>OEH Key staff - Shared Services, Finance and Governance functions</td>
<td>Develop a strong business partnering in negotiating and monitoring corporate services support arrangements; Engage, collaborate and receive guidance on finance and governance matters.</td>
</tr>
</tbody>
</table>

**External**

| Centennial Park and Moore Park Trust Board; and the Royal Botanic Gardens and Domain Trust Board | Provide expert and strategic advice, receive guidance; and oversee the provision of secretariat support |
| Individual and corporate sponsors and philanthropic donors; Foundation and Foundation and Friends | Develop and maintain effective relationships, provide advice, and represent the interests of BGCP |
| Committees and working groups                                      | Engage, consult and represent on committees |
| NSW Government and relevant Commonwealth agencies                   | Collaborate, provide and seek advice on strategy, policy, project |
| External Auditors                                                   | Engage and consult on strategy, policy, project |
| NSW Public Sector Values Group (PSC)                                | Engage and consult to align frameworks and implement ethical standards with sector directions and requirements |

**Role dimensions**

**Decision making**

The Director Corporate Services and Governance works within the broadly defined outcomes of Botanic Gardens & Centennial Parklands and within a framework of policies and professional standards established and managed by OEH. Within this framework the Director has considerable independence in determining how to achieve their objectives, including deciding on methods and approaches, business and project planning and allocation of resources.

The Director is required to ensure that decisions are based on sound evidence, but at times may be required to make effective judgements under pressure or in the absence of complete information or expert advice.

**Reporting line**

The Director Corporate Services and Governance reports to the Executive Director Centennial Parklands & Botanic Gardens

**Direct reports**

5 direct reports and 25 indirect reports

**Budget/Expenditure**

Operating expenditure approximately $8.113m

Capital works expenditure approximately $1.248m

Budgets managed (for the two Trusts) approximately $100m
Essential Requirements

- Proven ability to develop and implement governance and enterprise risk management policies and practices
- Demonstrated ability to exercise sound judgement, particularly in matters of political sensitivity, strict confidentiality and/or potential controversy
- Appropriate tertiary qualifications in business or finance or demonstrated equivalent professional experience
- Experience at a senior level managing a full range of business and corporate services, including negotiating and monitoring service agreements

Capabilities for the role


Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

![NSW Public Sector Capability Framework](image)

<table>
<thead>
<tr>
<th>Capability Group</th>
<th>Capability Name</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Display Resilience and Courage</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Act with Integrity</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Manage Self</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Value Diversity</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Communicate Effectively</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Commit to Customer Service</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Work Collaboratively</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Influence and Negotiate</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Deliver Results</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Plan and Prioritise</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Think and Solve Problems</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Demonstrate Accountability</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Finance</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>Adept</td>
<td></td>
</tr>
<tr>
<td>Procurement and Contract Management</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Project Management</td>
<td>Advanced</td>
<td></td>
</tr>
</tbody>
</table>
### NSW Public Sector Capability Framework

<table>
<thead>
<tr>
<th>Capability Group</th>
<th>Capability Name</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage and Develop People</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Inspire Direction and Purpose</td>
<td>Adept</td>
<td></td>
</tr>
<tr>
<td>Optimise Business Outcomes</td>
<td>Advanced</td>
<td></td>
</tr>
<tr>
<td>Manage Reform and Change</td>
<td>Advanced</td>
<td></td>
</tr>
</tbody>
</table>

**Focus capabilities**

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

### NSW Public Sector Capability Framework

<table>
<thead>
<tr>
<th>Group and Capability</th>
<th>Level</th>
<th>Behavioural Indicators</th>
</tr>
</thead>
</table>
| **Personal Attributes** | Advanced | • Model the highest standards of ethical behaviour and reinforce them in others  
• Represent the organisation in an honest, ethical and professional way and set an example for others to follow  
• Ensure that others have a working understanding of the legislation and policy framework within which they operate  
• Promote a culture of integrity and professionalism within the organisation and in dealings external to government  
• Monitor ethical practices, standards and systems and reinforce their use  
• Act on reported breaches of rules, policies and guidelines     |
| Act with Integrity   |           |                                                                                                                                                                                                                        |
| **Relationships**    | Advanced  | • Promote a culture of quality customer service in the organisation  
• Initiate and develop partnerships with customers to define and evaluate service performance outcomes  
• Promote and manage alliances within the organisation and across the public, private and community sectors  
• Liaise with senior stakeholders on key issues and provide expert and influential advice  
• Identify and incorporate the interests and needs of customers in business process design  
• Ensure that the organisation's systems, processes, policies and programs respond to customer needs     |
| Commit to Customer Service |          |                                                                                                                                                                                                                        |
| **Relationships**    | Advanced  | • Build a culture of respect and understanding across the organisation  
• Recognise outcomes which resulted from effective collaboration between teams  
• Build co-operation and overcome barriers to information sharing and communication and collaboration across the organisation and cross government  
• Facilitate opportunities to engage and collaborate with external stakeholders to develop joint solutions     |
| Work Collaboratively |           |                                                                                                                                                                                                                        |
### NSW Public Sector Capability Framework

<table>
<thead>
<tr>
<th>Group and Capability</th>
<th>Level</th>
<th>Behavioural Indicators</th>
</tr>
</thead>
</table>
| **Results**<br>Deliver Results | Advanced | - Drive a culture of achievement and acknowledge input of others  
- Investigate and create opportunities to enhance the achievement of organisational objectives  
- Make sure others understand that on-time and on-budget results are required and how overall success is defined  
- Control output of business unit to ensure government outcomes are achieved within budget  
- Progress organisational priorities and ensure effective acquisition and use of resources  
- Seek and apply the expertise of key individuals to achieve organisational outcomes |
| **Results**<br>Plan and Prioritise | Advanced | - Understand the links between the business unit, organisation and the whole-of-government agenda  
- Ensure business plan goals are clear and appropriate including contingency provisions  
- Monitor progress of initiatives and make necessary adjustments  
- Anticipate and assess the impact of changes, such as government policy/economic conditions, to business plans and initiatives, and respond appropriately  
- Consider the implications of a wide range of complex issues, and shift business priorities when necessary  
- Undertake planning to transition the organisation through change initiatives and evaluate progress and outcome to inform future planning |
| **Business Enablers**<br>Finance | Advanced | - Apply a thorough understanding of recurrent and capital financial terminology, policies and processes to planning, forecasting and budget preparation and management  
- Identify and analyse trends, review data and evaluate business options to ensure business cases are financially sound  
- Assess relative cost benefits of direct provision or purchase of services  
- Understand and promote the role of sound financial management and its impact on organisational effectiveness  
- Involve specialist financial advice in review and evaluation of systems and processes used to identify opportunities for improvement  
- Respond to financial and risk management audit outcomes, addressing areas of non-compliance |
| **People Management**<br>Optimise Business Outcomes | Advanced | - Develop workforce plans that effectively distribute organisational resources to achieve business goals  
- Plan for strategic use of human resources that links to wider organisational aims and goals  
- Encourage others to strive for ongoing performance improvement  
- Align systems and processes to encourage improved performance and outcomes |
<table>
<thead>
<tr>
<th>Group and Capability</th>
<th>Level</th>
<th>Behavioural Indicators</th>
</tr>
</thead>
</table>
| **People Management**             | Advanced| - Clarify purpose and benefits of continuous improvement for staff and provide coaching and leadership in times of uncertainty  
| Manage Reform and Change          |         | - Assist others to address emerging challenges and risks and generate support for change initiatives  
|                                   |         | - Translate change initiatives into practical strategies and explain these to staff and their role in implementing them  
|                                   |         | - Implement structured change management processes to identify and develop responses to cultural barriers |
Foundation Boards
Royal Botanic Gardens & Domain Trust

Philip Marcus Clark AM - Chairperson
Philip is a member of the J P Morgan Advisory Council. He was Managing Partner and CEO of Minter Ellison and worked with that firm from 1995 until June 2005. Prior to joining Minter Ellison, Philip was Director and Head of Corporate with ABN Amro Australia and prior to that he was Managing Partner of Mallesons Stephen Jaques for 16 years. Philip now serves on a number of boards and advisory boards. His current roles include chairing SCA Property Group (SCP) and NSW Skills Board. Philip has been active in the innovation and research sectors and recently served as Chair of the CRC Advisory Committee. Philip has also worked with various organisations in the not-for-profit sector. He was appointed as a Member in the General Division of the Order of Australia in 2007 for his contribution to the development of national law firms and encouraging corporate involvement in community programs.

Other Trustees
Professor Michelle Leishman
Michelle is an internationally recognised scientist with research interests in plant ecology, plant conservation biology, climate change adaptation and urban greening. She was previously the Chair of the NSW Scientific Committee and currently serves as a Councillor of the Australian Flora Foundation, Director of Bush Heritage and Deputy Director of the Biodiversity Node of the NSW Office of Environment and Heritage Adaptation Hub. She is Head of the Department of Biological Sciences, Macquarie University and Co-Leader of Macquarie University’s Centre for Smart Green Cities.

Penelope Diamantakiou
Penelope has extensive experience in digital media, financial management and leadership. She was previously the COO and CFO at Yahoo!7 and was awarded the Telstra Women’s Business Award NSW in 2015.

Tony Pearson
Tony is currently a Commissioner at the Independent Planning Commission and a Non-Executive Director of ASX listed Cellnet, and Peak Resources. Tony has over 15 years’ commercial and investment banking experience, covering the Asia Pacific natural resources and infrastructure sectors, most recently as a Managing Director at HSBC. Tony is also a White Ribbon Ambassador and a Women in Mining network (WIMnet) mentor.

Giselle Collins
Giselle Collins is a company director with significant experience in property, tourism and financial services. Giselle is past Chairman of Aon Superannuation, the Travelodge Hotel Group and the Heart Research Institute. Giselle sits on the boards of listed and non-listed companies including Hotel Property Investments Limited, Generation Life, and the Royal Australian Institute of Architects.

Debra Townsend
Debra is a Partner and National Head of Environment and Planning Practice Team at King and Wood Mallesons. She is an experienced lawyer and has been a partner at the firm for over 20 years.

Mark Fleming
Mark is CFO and Executive Director with SCA Property Group and previously held senior financial positions with Treasury Wine Estates and Woolworths.

Centennial Park and Moore Park Trust

Current Trustees

Mr Brian Schwartz – Chairman
Brian Schwartz is the non-executive Chairman of the Scentre Group and was recently appointed non-executive director of Guardian Early Learning Group. He was previously a non-executive director and Deputy Chairman of Westfield Corporation, Chairman of IAG, Deputy Chairman of the Football Federation of Australia, and Deputy President of the Australian Museum.

Ms Ita Buttrose AO, OBE
Ms Ita Buttrose is an accomplished communicator advising corporate, community and welfare organisations and has a wealth of experience across a broad range of industry sectors. She combines many roles – businesswoman, journalist and author. She is also national ambassador Alzheimer’s Australia, having served as national president from 2011-14; patron of the Macular Disease Foundation and Emeritus Director of Arthritis Australia. She is a founding member and former president of Chief Executive Women and a Member of the Sydney Symphony Council. Ms Buttrose was the 2013 Australian of the Year. In 2014 Macquarie University conferred an Honorary Doctor of Letters on Ms Buttrose for her contribution to the Arts. In 2015, she was conferred an Honorary Doctor of Letters by the University of Wollongong for her contribution to mental health and ageing.
Ms Fiona de Jong, LLB (Hons), BIT, AMP (Harvard)
Fiona is Head of Australia’s Nation Brand at Austrade, leading the Australian Government’s most ambitious global brand platform - to develop a unifying nation brand for Australia and its expression across government, private sector and community in order to inspire the world to visit, study, invest and do business with Australia. Fiona is a former triathlete and lawyer with 12 years’ in Olympic sport administration. As the CEO and Director of Sport at the Australian Olympic Committee she delivered 10 Australian Olympic Team campaigns – 3 summer, 3 winter and 4 youth Olympic Teams - in 9 countries, making Olympic dreams a reality for over 1600 Australian athletes. Prior to sport, Fiona was an IT lawyer with law firm Blake Dawson Waldron (now Ashursts) and implemented eCommerce projects with leading funds manager Colonial First State. Fiona holds degrees in Law (Hons), Information Technology and is a graduate of the Harvard Business School Advanced Management Program. She is a board member of Surfing Australia, Governor of the Centennial Parklands Foundation, and former member of the AOC Executive, Australian Olympic Foundation, Olympic Winter Institute of Australia, International Olympic Committee (IOC) Marketing Commission and various IOC and sports advisory boards. As a recreational athlete, Fiona enjoys running and cycling in the Parklands and lives locally with her husband and young son.

Ms Nina Murray (CCC Representative)
Nina Murray is the Chair of the Centennial Parklands Community Consultative Committee. She is an avid park user and has run, picnicked, dog walked, watched movies, scootered and cycled in and around Centennial and Moore Parks for more than 20 years. She is particularly interested in the visitor experience to the Park and in the promotion of its place in the life of Sydney. In this way she hopes to help its enhancement and preservation by helping to strengthen its voice in the community. She enjoys playing an active part of the local community, has been involved in many school events, local groups and is also a Red Cross Emergency Volunteer. Nina is currently involved in a start-up and is also a banking consultant, previously having worked at Macquarie Bank and PricewaterhouseCoopers. She graduated locally from UNSW with a BA in Commerce and recently completed her MBA at UTS. She is married and they have two children.

Ms Caroline Gurney
Caroline Gurney is a Managing Director, Head of Marketing & Corporate Communications, Australasia and Deputy Chief Communication Officer, Asia Pacific at UBS. She is a member of the UBS Management Committee and a Director of the UBS Australia Foundation. Prior to joining UBS in 2002, Caroline was Vice President, Director of Corporate Affairs, Asia Pacific for Citibank N.A. Caroline has worked in Singapore, Hong Kong, London and Australia. Caroline is a member of the Ascham School Council; a director of Our Watch; the Advisory Council and the Dean’s Circle, UNSW Medicine; and an ambassador for the Australian Indigenous Education Foundation.

Mr Brian Long
Mr Long is a Fellow of The Institute of Chartered Accountants in Australia And New Zealand and is a director of Commonwealth Bank of Australia, Onemarket Limited and Brambles Limited. Prior to his retirement in 2010, Mr Long had been a partner of Ernst & Young since 1981. He was the Chairman of both the Ernst & Young Global Advisory Council (worldwide partner governing body) and of the Oceania Area Advisory Council (local partner governing body). He worked with the firm, primarily serving audit clients in many of the firm’s offices including Sydney, Perth, Toronto and Hong Kong with responsibility for major clients of the firm and specialising in significant transactions, initial public offerings and matters relating to governance and risk management. He is a member of Council of the University of NSW and a director of Cantarella Bros. Pty Ltd

Mr Nicholas Davie
Nicholas Davie is a well-seasoned marketer, advertising executive, strategist and now a big data analyst. After completing his BA in Sociology, Nicholas began his career as a marketer with Unilever and Procter & Gamble. He then followed his love of the creative industry and moved to the famous Mojo advertising agency in 1987 in New York and Chicago. In 1995, Nicholas bought into the original Mojo in Australia/NZ, and over a 17-year period, both he and his partner took the agency back to one of the most highly awarded and respected creative agencies in Australia/NZ. After selling to the large French based advertising agency group, Publicis, Nicholas set up a Big Data Analytics company called Centrifuge360 and Centrifuge Capital. This business applies criminology maths and logic to large business and more recently, the capital markets. Other than business, Nicholas spent 6 years as a Councillor for the National Museum of Australia in Canberra (NMA) and 12 years ago, co-created and still co-chairs with Bob Hawke his much loved children’s charity, Bestest.

Mr Robert Regan
Mr Regan is the Partner in Charge of Corrs Chambers Westgarth Sydney and Chairman of national not-for-profit peak body, Painaustralia.