



Vacancy details			
Ad Reference:	QLD/306885/19	Closing Date:	23/04/2019
Position Title:	Deputy Director-General Energy	Position Number:	725327
Classification:	SES 3 (H)	Work Unit:	Energy Division
Employment Type:	<input checked="" type="checkbox"/> Full-time	<input type="checkbox"/> Part-time hrs	<input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary

Appointment Details	
Recommended Candidate:	Kathie Standen
Classification and pay point:	SES3.3
Commencement date:	01/07/2019

Vacancy Applicant Pool			
Number of applications received:	58	Number of applications shortlisted:	3
Were any late applications accepted direct to the panel? (provide details)	No	Were any applications withdrawn? (provide details)	1, before shortlisting, accepted role in current organisation.

Assessment Strategies (list all assessment strategies used, e.g. short-listing, work test, interview)	
<input checked="" type="checkbox"/> Application	<input checked="" type="checkbox"/> Interview

Pre-Employment Checks: (list all pre-employment checks undertaken, including referee reports (e.g. previous discipline history, criminal history checks, and information exchanges)	
<ul style="list-style-type: none"> <li>• 2 Referee Reports</li> <li>• Criminal History Screening</li> <li>• Serious Discipline history declaration</li> </ul>	

Merit Assessment	
Name:	Kathie Standen
Overview:	<p>Kathie Standen has been Acting Deputy Director-General Energy for DNRME since September 2018. Kathie started her 22 career in Commonwealth Government, and transitioned as she grew her career to Queensland state government including Queensland Transport, Department of Fair Trading, Department of Premier and Cabinet and three years in Queensland Health. In 2009, Kathie took the Director Energy Sector Reform, Energy Pricing Policy with DEWS and Department of Employment, Economic Development and Innovation. In 2013 she took the role of Director, Renewal with DEWS and moved to General Manager Liquid Fuels and Energy Emergency Regulation, Governance and Engagement. Kathie has a B.Economics (Hons) from University of Queensland and an Executive MBA from ANZSOG.</p> <p>Kathie Standen is known to the panel members and chair.</p>
Merit Assessment:	<p>Kathie knows the sector very well, has strong relationships and is highly respected. She is a good leader, relatable and a very strong communicator and has the ability to take on and deliver tough assignments. She has acquitted herself very well whilst acting in the role. She showed that she will bring people along with her, build capability and good relationships inside the department and with stakeholders. She has strong technical knowledge and good knowledge of government. This is balanced with a positive and engaging leadership style. She has good self-awareness in terms of what she needs to build and develop to be successful in the role.</p>
Conclusion:	Meritorious

Merit Assessment



Merit Assessment



Comparative Assessment

Recommended Applicant:

Description of who is the most meritorious applicant and why, with comparison against all meritorious short-listed applicants

Kathie Standen is the most meritorious candidate. She has extremely strong proven experience in each of the criteria in the energy sector in Queensland Government. She has also taken on extremely complex projects successfully. Her strategic approach, leadership, engagement and stakeholder skills are outstanding.



Additional information on the recommended applicant

Insert additional information required to be considered by the decision maker (e.g. if the recommended applicant is not a current public service officer, include information on the recommended pay-point commensurate with the skills their skills and experience)

Recommended applicant is currently at SES2 (Executive Director) level and is currently acting in the role advertised.

Are any other appointments being made from this selection process?

No  Yes, provide details:

**Panel certification**

The panel certifies that the selection process has been conducted in accordance with the *Public Service Act 2008* and the directive relating to recruitment and selection and that conflicts of interests have been managed in accordance with the Declarations and Conflict of Interest Protocol and Recruitment and selection process conflict of interest declaration.

**Chairperson**

<b>Name:</b>	James Purtill	<b>Signature</b>	[Redacted]
<b>Position Title:</b>	Director-General DNRME	<b>Date:</b>	21/06/2019

**Panel member**

<b>Name:</b>	Merryn York	<b>Signature</b>	[Redacted]
<b>Position Title:</b>	Chief Executive Powerlink	<b>Date:</b>	20/06/2019

**Panel member**

<b>Name:</b>	Brenda Parker	<b>Signature</b>	[Redacted]
<b>Position Title:</b>	Deputy Director-General, Business and Corporate Partnership, DNRME	<b>Date:</b>	19/06/2019

**Decision**

**Approved**

In approving this appointment, I am satisfied that the recommendation (and order of merit – if relevant) reflects the comparative merits of the applicants, and the selection process has been conducted in accordance with the Public Service Act 2008 and the directive relating to recruitment and selection.

**Not Approved**

Delegate to provide any applicable instructions regarding the process

- Further information is required – additional information on the comparison between applicants to be provided
- Further information is required – conduct additional assessment technique
- No appointment is to be made – vacancy to be re-advertised / closed

I have made my decision after reviewing the following material provided to me by the panel (Insert list of all documents provided to the decision maker)

- Role description
- Short-listing matrix (including description of the strategy)
- Selection report
- Application material of the recommended applicant and all applicant's assessed as meritorious
- Referee reports for recommended applicant(s)
- Pre-employment check results
- Other – please specify

<b>Name:</b>	James Purtill	<b>Signature:</b>	[Redacted]
<b>Position title:</b>	Director - General	<b>Date:</b>	20/6/19
<b>Telephone:</b>		<b>HR delegation:</b>	