

Vacancy details					7 V =	
Ad Reference:	QLD/306885/19		Closing Date:		23	/04/2019
Position Title:	Deputy Director-General Energy		Position Number:		72	5327
Classification:	SES 3 (H)		Work Unit:	Energy Division		
Employment Type:		☐ Part-t	ime hrs	☑ Permanen	t	☐ Temporary

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

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 (provide details)	No	Were any applications withdrawn?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.	

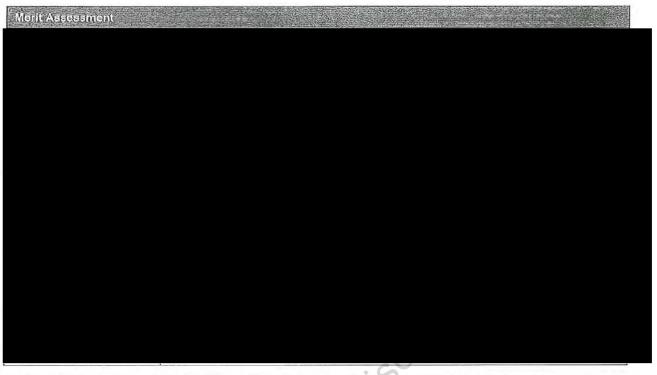
Assessment Strategies (list all assessment strategies used, e.c	r, short-listing, work test. interview)
⊠ Application	⊠ Interview

## Pre-Employment Checks:

(list all pre-employment checks undertaken, including referee reports (e.g. prévious discipline history, criminal history checks, and information exchanges)

- 2 Referee Reports
- Criminal History Screening
- · Serious Discipline history declaration

Merit Assessment			
Name:	Kathie Standen		
Overview:	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.  Kathie Standen is known to the panel members and chair.		
Merit Assessment:	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.		
Conclusion:	Meritorious		



## Merit 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 a	ppointments being made from this sels	idhom promiss?	
⊠ No □ Yes, pr	ovide details:		
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Panel certifical	NEW THEFT	Super to the	
the directive rela	es that the selection process has been con ting to recruitment and selection and that o and Conflict of Interest Protocol and Recru	conflicts of interests h	ave been managed in accordance with
Chairperson			
Name:	James Purtill	Signature	
Position Title:	Director-General DNRME	Date:	2=/06/2019
Panel member			
Name:	Merryn York	Signature	
Position Title:	Chief Executive Powerlink	Date;	/06/2019
Panel number	TO THE RESERVE TO THE PARTY OF		All the state of t
Name:	Brenda Parker	Signature	
Position Title:	Deputy Director-General, Business a Corporate Partnership, DNRME	and Date:	/ 9 /06/2019
Decision		0	
☐ Approved		11 00	
comparative meri	appointment, I am satisfied that the recomits of the applicants, and the selection products and the directive relating to recruitment are	ess has been conduc	r of merit – if relevant) reflects the cted in accordance with the Public
☐ Not Approved		C	No.
Delegate to provi	de any applicable instructions regarding th	e process	
☐ Further informa	ation is required - additional information or	the comparison bet	ween applicants to be provided
☐ Further Information	ation is required - conduct additional asse	ssment technique	
☐ No appointment	nt is to be made vacancy to be re-adverti	sed / closed	
I have made my opposited to the de	decision after reviewing the following mater acision maker)	rial provided to me by	the panel (insert list of all documents
☑ Role description	00		
☐ Short-listing ma	atrix (including description of the strategy)		
	rt		
	terial of the recommended applicant and a	ll applicant's assesse	ed as meritorious
	s for recommended applicant(s)		
☐ Pre-employme			
☐ Other – please	specify		
Name:	James Partill s	ignature;	
Position title:		Pate:	2619
Telephone:		IR delegation:	10 5 11
. Dispitation		in delegation.	