

**CITY OF MARION  
REVIEW & SELECTION COMMITTEE MEETING  
23 March 2021**

**Originating Officer:** Chief Executive Officer Adrian Skull

**Subject:** Selection Panel Report

**Report Reference:** SGC210323F02

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There were 42 applicants for the Chief Executive Officer position. Of those, Mr Steve Nolis, State Manager at McArthur (recruitment firm), considered 12 were “possible” based on their stated experience and his expertise. None of those 12 were women.

The Selection Panel shortlisted 5 applicants (from among the 12 “possible”) for a first interview by the Panel. Mr Nolis had no objection to the 5 selected for interview. The shortlisted applicants were interviewed on 22 March 2021 at the offices of McArthur.

Applicants were assessed against the capability and qualities set out in the Position Description, which essentially came down to three broad areas:

- Leadership, character and strategic outlook
- Management capability
- Capacity for good relationships and communication including capacity to work well with staff, Councillors & stakeholders

Following selection for the second and final interview, McArthur will conduct psychometric tests and check references in respect of the applicants to be seen by the whole Council.

The table below provides a qualitative summary and a percentage score based on the average assessment by each panel member of each candidate.

Candidate	Comments	Percentage
1	Leadership roles since 2004 including 7 years as Chief Executive of State Govt Departments, 6 years as Board chair of major disability services provider	297
2	Well-qualified. Second-level leadership positions over the last 20 years. Internal candidate	280
3	Over 25 years CEO experience, mostly in disability sector, last 4 years as CEO of mid-sized Council	276
4	Recent, current leadership role in local govt after State public service career including policy and leadership roles. Internal candidate	262
5	Senior Local Govt and private sector infrastructure roles since 2009 then CEO of small country Council for the last 3 years	260

The panel unanimously considered that Candidate 1 was favoured, but Candidates 2 and 3 were considered potentially successful appointments.

**RECOMMENDATION:**

- 1. That Council invite Candidates 1, 2 and 3 to attend a Special General Council meeting 8 April 2021, to engage with Council;**

- 2. In accordance with Section 91(7) and (9) of the Local Government Act 1999, orders that this report, the attachments to this report and any minutes arising from this report having been considered in confidence under Section 90 (2) and (3)(a) of the Act, except when required to effect or comply with Council's resolution(s) regarding this matter, be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2021.**