

I am an experienced risk, governance and assurance professional with a robust understanding of the challenges faced by large listed commodity, infrastructure and manufacturing companies.

I enjoy working with organisations who shape and define industries, and influence the aspirations and opportunities of the communities they operate in.

I like to look at what is under the bonnet!
 I challenge the status quo and thrive in partnering with companies in the ethically pursuit of their set trajectory.

I am regarded as a collaborative, objective, analytical and respectful operator.

I am looking for the right opportunity and fit to transition to the next challenge in my career.

education

2019 – Master of Business Law (starting)

Southern Cross University

2018 – GAICD

Australian Institute of Company Directors

2016 – CPA

CPA Australia

2009 – CIA (IIA) – Certified Internal Auditor

Institute of Internal Auditors

2008 – MBA – Master of Business Administration

University of Queensland – Brisbane, Australia

2001 – NAATI Accreditation

English <> French Level III Translator

1996 – Bachelor Degree in Business and Management

EGC Institute (*Ecole de Gestion et de Commerce*) Noumea, New Caledonia. Major in Marketing. SP. Bond University, Australia.

professional experience



Dec 2017 – Mar 2019 – Brisbane

Downer Group – RISK AND ASSURANCE MANAGER

Manage Risk, Assurance and Quality management for Downer MEI (Mining, Energy and Industrials), including Otraco and DBS.

Responsibilities and achievements:

- ⇒ Manage the ERM implementation and strategic risk reporting activities.
- ⇒ Participate in maturing the group risk management approach during organisational integration of two Downer divisions: focusing on front end commercial and PMO risk management;
- ⇒ Oversee the development and delivery of the annual audit plan for the division focusing on regulatory risk and management system compliance;
- ⇒ Manage and oversee the maintenance, implementation and continuous improvement of the division Integrated Management System (IMS);
- ⇒ Manage and coordinate all ISO certification activities for the division to achieve recertification for ISO 9001:2015, ISO 14001:2015 and AS/NZS 4801. Manage Bureau Veritas contract;
- ⇒ Support and advise ELT on key improvement initiatives related to organisational governance; and
- ⇒ Assist corporate functions on risk, internal controls, compliance and audit matters during organisational restructure and integration (acquisition MHPs).



Aug 2013 – Nov 2017 – Brisbane

CIMIC / Thiess – EXECUTIVE AUDIT MANAGER

Having successfully launched the Internal Audit function in the Leighton Holdings Group in 2013, I established and lead the internal audit function at Thiess.

Responsibilities and achievements:

- ⇒ Execute the strategy, objectives and methodology for the Internal Audit function in the operating company (OpCo). Position the function as part of the group four tiered Assurance Governance Model;
- ⇒ Implement and embed the revised CIMIC Risk Management fundamentals, foundation of the new business model, in the operating company;
- ⇒ Manage the planning, scoping, execution and reporting of: group wide theme audits, OpCo specific risk based internal audits and management requests;
- ⇒ Establish and develop key audit relationships in the OpCo. Set up communication and working forums internally to support delivery of work, encourage collaboration and build cohesion in the team;
- ⇒ Select, train, develop and mentor new team members and newcomers to the internal audit profession;
- ⇒ Report to the executive team in the OpCo and to the CIMIC Risk & Audit Committee;
- ⇒ Maintain agility and adapt internal audit services scope and delivery during significant organisational transformation programme; and
- ⇒ Implement IDEA (data analytics engine) to deliver whole of population compliance assessment. Implement Synergy for tracking and reporting of agreed management actions.

professional experience

RioTinto

Aug 2010 – Sep 2013 – Brisbane

Rio Tinto Alcan B&A – ASSURANCE AND GOVERNANCE LEAD

Manage the delivery, execution and reporting of assurance activities (SOX programme, Internal Audit) and group level compliance requirements for Rio Tinto's Bauxite & Alumina business unit. Advisory role on internal controls and corporate governance.

Responsibilities and achievements:

- ⇒ Lead the implementation of the Rio Tinto Group Business Integrity and Compliance framework and policies for RTA (B&A). Coordinate all monitoring and reporting requirements to ensure compliance;
- ⇒ Manage the RTA (B&A) Audit Forums, responsible for papers submission and reporting to RTA Audit Forum and Rio Tinto Audit Committee;
- ⇒ Coordinate delivery of strategic risk workshops and reporting.
- ⇒ Define and manage the co-sourced execution of the Integrated Internal Audit Plan for the global RTA (B&A) operations in the Pacific and Atlantic regions;
- ⇒ Manage the scoping, execution and group reporting requirements for SOX Section 404 compliance, manage the coordination with the external auditor;
- ⇒ "Advisor of choice" in RTA (B&A) for internal controls queries, (on issues such as: financial delegation of authority, segregation of duties conflicts and remediation, implementation and compliance with new Group policies);
- ⇒ Coordinate and redesign the annual Internal Control Questionnaire (ICQ) submission for RTA (B&A);
- ⇒ Participate in and support the transitioning of the outsourced service provider for internal audit.



Feb 2009 – Aug 2010 – Brisbane

Queensland Rail Ltd / QR National (AURIZON) – LEAD INTERNAL AUDITOR

Define and execute the end to end annual internal audit plan with focus on the freight and coal business groups. Project role on baseline financial data analysis and reporting for investors brief prior to QR National public float on ASX.

Responsibilities and achievements:

- ⇒ Define and execute the Annual Internal Audit Plan for the above rail portfolio (QR Passenger, QRNational Coal, QR Freight);
- ⇒ Complete end-to-end internal audit reviews over operational (emphasis on maintenance planning & management and workforce planning & management) and corporate areas with a focus on process improvement;
- ⇒ Identify control gaps and process inefficiencies and provide senior management with business improvement options aligned with strategic imperatives;
- ⇒ Facilitate transfer of knowledge and of better control practices in the organisation;
- ⇒ Foster strong team work to achieve timely delivery of internal audit projects in compliance with QR's IAQCS;
- ⇒ Participate in continuous improvement of the QR Internal Audit Unit services delivery through the Quality Assurance Committee (QAC); Participate in mandatory IIA external quality assessment.

professional experience



Dec 2005 – Jan 2009 – Brisbane

Vale – GROUP PROJECT AUDITOR

Deliver Capital Project auditing and SOX compliance implementation. Focus on cost control and contract management processes. Advisory roles on internal controls design of key financial and procurement processes for the future operating company. Work at mine site.

Responsibilities and achievements:

- ⇒ Develop and execute risk based annual audit plan for Vale Inco Goro Nickel Project (US3.8b);
- ⇒ Conduct assurance and consulting internal audit engagements on project management processes (project office and construction site);
- ⇒ Supervise co-sourced execution of internal audits on: project management, procure to pay cycle, contracts management, inventory and warehousing optimisation, cost control management, business continuity planning, site security;
- ⇒ Monitor effectiveness of internal control environment and compliance with prescribed procedures and regulatory framework;
- ⇒ Advisory support to management on internal controls and governance issues;
- ⇒ Monitor implementation of remediation plans with senior management;
- ⇒ Lead implementation and execution of Sarbanes Oxley assurance work (internal controls design review and effectiveness);
- ⇒ Participate in development and implementation of Vale Inco Internal Audit Strategy, Methodology and process improvements;
- ⇒ Reporting to Vale Inco Corporate and Audit Committees.



Feb 2004 – Dec 2005 – Brisbane

INCO Ltd – ENVIRONMENTAL COMPLIANCE SPECIALIST

Mapping and embedding regulatory and legislative environmental requirements in operational processes, documentation and reporting streams to ensure ongoing compliance and audit preparedness.

Responsibilities and achievements:

- ⇒ Develop risk based environmental compliance auditing tools for the project construction phase;
- ⇒ Support environmental compliance risk activities and reporting;
- ⇒ Coordinate delivery of Environment & Compliance projects between the project engineering and construction site offices;
- ⇒ Develop the Environment Compliance Group procedures, coordinate their implementation and set up necessary controls to ensure compliance;
- ⇒ Participate in the preparation of the environment compliance applications submitted to the local regulatory authorities;
- ⇒ Implement and maintain Environment Compliance Group document control system and interfaces.

professional experience



Nov 2001 – Dec 2003 – Brisbane

INCO ltd –MANAGER TRANSLATION SERVICES, Goro Nickel Project

Set up and manage translation services department for Goro Nickel Project. Recruit global team of expert French<->English translators and interpreters. Embed use of cost effective IT and document control solutions to ensure quality, integrity, pertinence and reliability of critical technical information to support operational preparedness.

Responsibilities and achievements:

- ⇒ Define and implement Translation Group strategy for Goro Nickel Project;
- ⇒ Recruit and supervise team of 4 permanent resources and 15 free lance translators (based locally and internationally);
- ⇒ Liaise with all Project Groups to identify, quantify and prioritise project and operational requirements;
- ⇒ Manage project translation budget (AUD2.1 million). Develop cost management and reporting tools;
- ⇒ Design internal procedures, workflows and related controls;
- ⇒ Select and implement innovative cost effective tools for quality controlled translation process: SDLX, Abby, online dictionaries, DT search;
- ⇒ Provide consulting advice and best practices guidelines on linguistics issues for Project and Operations Teams.

Dec 1996 - Jan 2001 - NEW CALEDONIA

Calédonienne D'Ingénierie - FINANCIAL ADVISOR

Responsibilities and achievements:

- ⇒ Financial engineering for Loi Pons (or Girardin) implementation;
- ⇒ Identify and obtain financing by local and international banking institutions for capital projects developed under Loi Girardin;
- ⇒ Conduct feasibility analysis on capital projects, prepare capital expenditure estimates, forecasts and operating budgets;
- ⇒ Design adequate legal and financial structure for implementation of capital projects;
- ⇒ Prepare application (*demande d'agrément fiscal*) for submission to the *Ministère de l'Economie, des Finances et de l'Industrie* (Budget and Finance Department of the French Government), for approval;
- ⇒ Participate in the syndication process of individual and/or corporate investors in the capital projects.

other

Languages

French - native speaker
Spanish - notions

Systems and Applications

ERP: SAP, Ellipse, JDE, JDJ

Specialist Applications: ARM, TeamMate, CARDMap, FMMS, SMILE, PRISM, SDLX, Synergy, Cura, InControl, Lucidity.

General Applications: Word, Excel, Visio, Power Point, Outlook, Acrobat, Lotus Notes

Professional Memberships & Associations

Vice Chair – Queensland Chapter of IIA (Institute of Internal Auditors)
GAICD Australian Institute of Company Directors
CPA Australia
Professional Member of the Institute of Internal Auditors PMIIA (IIA)
Member of National Accreditation Authority for Translators and Interpreters (NAATI)
UQBS Alumni Association