



First Super Director Skills Matrix November 2021

Name	Areas of Particular Skill	Relevant Qualifications	Experience
Dean Brakell	Administration (General) Business strategy & planning Management Finance Communications Marketing Governance	Master of Business Administration (MBA) Graduate Certificate in Management Diploma Business Administration and Management-Upskilled Certificate in Corporate Governance-Not for Profits Certificate IV Work Health & Safety Certificate III in Cabinet Making GAIST	<p>Dean is the CEO of the Australian Cabinet and Furniture Association (ACFA), a position he has held since February 2014. He has been involved in the furnishing and cabinetmaking sector since the age of 17.</p> <p>He played a role in the merger of the Furnishing Industry Association of Australia (FIAA) and the Cabinet Makers & Designers Association (CMDA), with the merged entities forming ACFA.</p> <p>Dean represents the manufacturing industry on many committees, including the Furnishing Industry Reference Committee for the cabinetmaking training package, and as the chair of the Australian Standards committee BD-089. Previously, Dean has been involved in numerous WorkCover committees and initiatives to improve employee safety in the sector.</p>

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Candy Broad	Administration (General) Business strategy & planning Communications Audit Finance Governance Legal & compliance Management Marketing Trusteeship Taxation Investments	Bachelor of Commerce GAICD GAIST	<p>Candy has been an independent Director of First Super since 2015. Candy is currently a director of Goulburn Ovens Institute of TAFE.</p> <p>Candy was a Victorian Government Minister for seven years, with a total of 15 years' parliamentary experience. Her ministerial portfolios included Housing, Local Government, Energy and Resources and Ports. Prior to this, Candy was Assistant National Secretary of the ALP and Chief of Staff to the Premier of Victoria.</p> <p>Candy has also held the following roles:</p> <ul style="list-style-type: none"> • Director of Australian Council of Superannuation Investors (ACSI) • Director of Haven Home • Director of Safe Housing Services • Director of Women's Health Victoria • Director of Leonards Hill Wind Operations • President of the Eastern Regional Organisation for Planning and Housing • Board Member and Vice President of the Collingwood Community Health Centre • Member of the Victorian Women's Advisory Council to the Premier • Member of the Monash University Council • Director of Hepburn Community Wind Park Co-operative • Chair of safe steps Family Violence Response Centre • Chair of PrimeSafe (food safety industry regulator).
Robyn Burns	Administration (General) Business strategy & planning Finance Management Risk management	Bachelor of Business Diploma of Management GAIST	<p>Robyn has had a long and successful career as a senior executive at Borg Manufacturing. An accountant by trade and a previous small business operator, she has overseen the expansion of Borg Manufacturing as it has developed into one of the principal employers on the NSW Central Coast and a major national building products manufacturer.</p> <p>Her experience includes project and financial management and risk control and organisational development.</p>

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Denise Campbell-Burns	Administration (General) Audit Business strategy & planning Trusteeship Governance Industrial relations Human resources Risk management	Graduate Diploma Occupational Hazard Management Diploma of Superannuation GAIST	Denise is a safety professional engaged in the Pulp and Paper sector with over 18 years' experience in the forestry industry. Her experience incorporates policy and system development, hazard management, and fatality investigation. Since 2018, Denise has been the Divisional President of the Construction Forestry Maritime Mining & Energy Union. She is the Secretary of the Construction Forestry Maritime Mining & Energy Union – Pulp & Paper Workers District since 2019. Denise is also a board member of ForestWorks.
Tim Chatfield	Administration (General) Business strategy & planning Communications Finance Governance Management Marketing Trusteeship	Dip of Australian Institute of Company Directors Diploma of Management Advanced Cert in Management Skills Certificates 1,2,3,4 and 5 in Tourism Sales Management Cultural Heritage Land Management First Aid – Level 2, including CPR Short courses in Management and Governance – O AAV & ATSIC Accredited national Coaching Scheme – Level 2 GAIST	Tim has extensive experience as an executive and non-executive Director and Chairperson in the Indigenous community housing sector, including leadership, strategy, corporate governance, business management and the development of culturally appropriate policies and processes. Since 2003 Tim has been on the Board of Aboriginal Housing Victoria (AHV), serving as Chair between 2003 and 2018. Tim is currently the CEO of an Aboriginal managed health clinic and has also served on a myriad of boards and similar bodies, including: <ul style="list-style-type: none"> • Current Chair of Martang Pty Ltd • Member of the Victorian Aboriginal Heritage Council • Aboriginal Stakeholder Group of the Victorian Premier and Aboriginal Affairs Minister.

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Julie George	Administration (General) Business strategy & planning Audit Communications Governance Industrial relations Legal & compliance Trusteeship Marketing Management Risk management Human resources	Grad Dip Applied Corporate Governance Masters of Management Grad Dip Human Resources GAIST (Adv.)	<p>Julie has over 30 years' experience in the timber, forest and forest products industry, previously holding Executive Human Resources, Governance, Operational Risk Management and Company Secretary roles with Australia's largest privately owned timber company. She is currently a guest presenter for the Governance Institute of Australia.</p> <p>Julie is currently a director of Super Benefits Administration (SBA). She has previously held board roles with the Queensland Forest Industry Training Advisory Board and the Maryborough and Wide Bay Institute of TAFE Councils, Forestworks and Skills Impact.</p>
Janet Gilbert	Business strategy & planning Governance Industrial relations Legal & compliance Human resources Trusteeship	LLM (hons) LLB (hons) GAIST (Adv.)	<p>Janet has over 15 years' experience in industrial and employment law and seven years' experience in the timber industry.</p> <p>Janet previously served in a voluntary role as Co-Chair of the Board at the Kirribilli Centre (2017-2019) and is a past volunteer at the Kingsford Legal Centre. She is also a Director of Timber Trade Industrial Association (TTIA).</p>
Scott McDine	Administration (General) Business strategy & planning Communications Finance Governance Investments Industrial relations Trusteeship Management Marketing	RG 146 for superannuation.	<p>Scott has seven years of governance experience and is a former Director of Australian Super, Cbus, a former executive member of the ACTU, and former National Secretary of the Australian Workers Union.</p> <p>He has extensive experience in the manufacturing industry and has previously been the National Secretary and Assistant National Secretary of the Australian Workers' Union. Scott has worked as a service person for Alcoa at its alumina refinery in Western Australia for 18 years. Scott is currently a contractor for Workers Capital, and a Director of Frontier Advisors.</p>

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<p>Michael O'Connor (Co-Chair)</p>	<p>Administration (Fund) Administration (General) Business strategy & planning Audit Communications Governance Investments Industrial relations Trusteeship Management Marketing Risk management</p>	<p>Bachelor of Arts (part complete) RG 146 for superannuation</p>	<p>Michael has been involved with industry superannuation funds since the 1980s.</p> <p>Michael is the Divisional Secretary of the Construction Forestry Maritime Mining & Energy Union – Manufacturing Division and has held this position since late 2005. He has been with the union for over 30 years.</p> <p>Currently, Michael is a Director of the following:</p> <ul style="list-style-type: none"> • First Super since 2008, prior to which he was a Director of TISS (First Super's predecessor) from 2006 to 2008 • Secure Employees Entitlements Trust Pty Ltd (SEET) since 2006 • ACN 117 909 127 Pty Ltd since 2006 • ForestWorks (Deputy Chair) • uPoint Pty Ltd • Industry Super Australia <p>Previously, Michael was the National Secretary of the Construction Forestry Maritime Mining & Energy Union (from 2011 to 2020). He was also a Director of Utilities Trust Australia (from 2013 to 2015) and, Vice President and Executive of the ACTU as well as several ACTU Committees. He was also a member of the Committee of Management of the Australian Council of Superannuation Investors (ACSI), Australian Institute of Superannuation Trustees (AIST) and, on the Board of Frontier Advisors (from 2006 to 2013) and Super Benefits Administration (SBA) (from 2006 to 2020).</p> <p>Michael was also involved in the following Federal Government initiatives:</p> <ul style="list-style-type: none"> • the Prime Minister's Taskforce on Manufacturing until its conclusion in late 2012 • the Federal Government's Manufacturing Leaders Group, which was convened in March 2013 and concluded in 2014 • the Commonwealth Government's Forest & Wood Products Council (FWPC).

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Anthony Pavey	Administration (General) Business strategy & planning Governance Investments Marketing Management	Indentured Glazier GAIST (currently studying Level 1)	<p>Anthony is a Production Worker – Paper Machines at Australian Paper, as well as the on-site Secretary of the Maryvale Sub-Branch of the CFMEU Pulp & Paper Workers District.</p> <p>In addition to being Maryvale Sub-Branch Secretary, Anthony is also Junior Vice President of the CFMEU Pulp & Paper Workers District, and a Member of the Manufacturing Division Executive Committee. His experience across boards and committees extends to current positions on the Maryvale Friendly Society Board and Gippsland Trades and Labour Council Committee. In 2016 and 2017 he was part of the Victorian Government Forest Task Force.</p> <p>Anthony has played and coached AFL throughout Gippsland and the La Trobe Valley and was drafted to North Melbourne in 1990.</p>
Michael Radda (Co-Chair)	Administration (General) Administration (Fund) Audit Business strategy & planning Investments Communications Finance Financial planning Investments Marketing Governance Trusteeship Management Taxation	BSc (Hons) Grad Dip, Education Cert Education Masters of Education Administration Grad Dip Accounting CPA RG 146 for superannuation.	<p>Mike has over twelve years' experience as a Director of superannuation funds.</p> <p>He has extensive experience in the furniture industry, which has included holding several CEO positions, including Furnishing Industry Association of Australia, Interlink Commercial Furniture, and UCI. He is currently CEO of Herman Miller.</p>

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Frank Vari	Administration (General) Business strategy & planning Communications Governance Industrial relations Trusteeship	Bachelor of Arts Diploma of Financial Services (Superannuation) RG 146 Certificate IV in Compliance & Risk Management	<p>Frank has been a Director of superannuation funds since 2005.</p> <p>He worked as a Trade Union Official from 1989 to 2019. Initially with the Miscellaneous Workers Union, before moving to the Federated Furnishing Trades Society (FFTS) in 1994 and becoming FFTS Assistant State Secretary in 2002. In 2013 CFMEU-FFTS and CFMEU Forestry Furnishing Building Products & Manufacturing Division merged.</p> <p>Frank was Divisional Assistant Secretary of Construction Forestry Maritime Mining & Energy Union – Manufacturing Division and the Victorian District Secretary of Construction Forestry Maritime Mining & Energy Union – Manufacturing Division. He is also a member of the Building Industry Consultative Council (BICC).</p> <p>Previously, he was a Director of Secure Employees Entitlements Trust Pty Ltd (SEET) until 2016 and was a representative on Incolink Fund No. 2 and the Incolink Fund No. 2 Advisory Committee.</p> <p>Frank is currently a Director of Super Benefits Administration (SBA).</p>