



## DIRECTOR SKILLS MATRIX

Director Name	Core Competencies	Expertise	Qualifications
Dean Brakell	<ul style="list-style-type: none"> <li>Administration (General)</li> <li>Business strategy &amp; planning</li> <li>Management</li> <li>Finance</li> <li>Communications</li> <li>Marketing</li> <li>Governance</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>He played a role in the merger of the Furnishing Industry Association of Australia (FIAA) and the Cabinet Makers &amp; Designers Association (CMDA), with the merged entities forming ACFA.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Master of Business Administration (MBA)</li> <li>Graduate Certificate in Management</li> <li>Diploma Business Administration and Management-Upskilled</li> <li>Certificate in Corporate Governance-Not for Profits</li> <li>Certificate IV Work Health &amp; Safety</li> <li>Certificate III in Cabinet Making</li> <li>GAIST</li> </ul>
Robyn Burns	<ul style="list-style-type: none"> <li>Administration (General)</li> <li>Business strategy &amp; planning</li> <li>Finance</li> <li>Management</li> <li>Risk management</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>Her experience includes project and financial management and risk control and organisational development.</li> <li>Her experience includes project and financial management and risk control and organisational development.</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor of Business</li> <li>Diploma of Management</li> <li>GAIST(Adv)</li> </ul>



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Janet Gilbert	<ul style="list-style-type: none"> <li>Administration (General)</li> <li>Business strategy &amp; planning</li> <li>Governance</li> <li>Audit</li> <li>Marketing</li> <li>Risk management</li> <li>Communications</li> <li>Industrial relations</li> <li>Legal &amp; compliance</li> <li>Human resources</li> <li>Trusteeship</li> </ul>	<ul style="list-style-type: none"> <li>Janet holds a Bachelor of Law (Hons) and a Masters in Law (Hons), as well as further industrial relations qualifications from the University of Sydney. She has over 18 years' experience in industrial and employment law as an employer lawyer and eleven years' experience in the timber industry. Janet is also a Graduate of Australian Institute of Superannuation Trustees (Advanced Course).</li> <li>Janet previously served in a voluntary role as Director, Deputy-Chair and Co-Chair of the Board at the Kirribilli Centre (from 2015 to 2019) and is a past volunteer at the Kingsford Legal Centre. She is also a Director of Timber Trade Industrial Association (TTIA). Janet is a member of Women in Super, AIST and the Law Society of New South Wales.</li> </ul>	<ul style="list-style-type: none"> <li>LLM (hons)</li> <li>LLB (hons)</li> <li>GAIST (Adv.)</li> </ul>
Scott McDine	<ul style="list-style-type: none"> <li>Administration (General)</li> <li>Business strategy &amp; planning</li> <li>Communications</li> <li>Finance</li> <li>Governance</li> <li>Investments</li> <li>Industrial relations</li> <li>Trusteeship</li> <li>Management</li> <li>Marketing</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>RG 146 for superannuation.</li> </ul>

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Lisa Marty	<ul style="list-style-type: none"> <li>Governance</li> <li>Risk management</li> <li>Business strategy &amp; planning</li> <li>Trusteeship</li> <li>Administration (General)</li> <li>Stakeholder engagement</li> <li>Audit</li> <li>Investment (General)</li> </ul>	<ul style="list-style-type: none"> <li>Lisa Marty is an experienced director, senior executive, and consultant. She is a specialist in strategy, governance, industry and land management policy, stakeholder engagement and advocacy. Her experience includes strategic and operational governance, strategic planning, managing change, risk, compliance and project delivery.</li> <li>Lisa has 15 years of board experience including industry superannuation, government entities, industry associations and training and skills organisations. Lisa is currently Deputy Chair of Parks Victoria and a Director of Skills Impact.</li> <li>Lisa's has previously served as a director of First Super, the Australian Forest Products Association, Director for Timber Training Creswick, and a Director Wood Products Victoria.</li> <li>Lisa's has held consulting and executive roles within the forestry and natural resource sector, including as a former CEO of the Victorian Association of Forest Industries.</li> </ul>	<ul style="list-style-type: none"> <li>GAIST Adv.</li> <li>Bachelor Arts (Hons)</li> <li>Bachelor Economics</li> <li>Masters Environment</li> <li>Graduate Institute of Strategic Leadership</li> </ul>
Michael O'Connor (Co-Chair)	<ul style="list-style-type: none"> <li>Administration (Fund)</li> <li>Administration (General)</li> <li>Business strategy &amp; planning</li> <li>Audit</li> <li>Communications</li> <li>Governance</li> <li>Investments</li> <li>Industrial relations</li> <li>Trusteeship</li> <li>Management</li> <li>Marketing</li> </ul>	<ul style="list-style-type: none"> <li>Michael has been involved with industry superannuation funds since the 1980s.</li> <li>Michael is the Divisional Secretary of the Construction Forestry Maritime Mining &amp; Energy Union – Manufacturing Division and has held this position since late 2005. He has been with the union for over 30 years.</li> <li>Currently, Michael is a Director of the following:</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor of Arts (part complete)</li> <li>RG 146 for superannuation</li> </ul>



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	<ul style="list-style-type: none"> <li>Risk management</li> </ul>	<ul style="list-style-type: none"> <li>First Super since 2008, prior to which he was a Director of TISS (First Super's predecessor) from 2006 to 2008</li> <li>Secure Employees Entitlements Trust Pty Ltd (SEET) since 2006</li> <li>ACN 117 909 127 Pty Ltd since 2006</li> <li>uPoint Pty Ltd</li> <li>Industry Super Australia</li> <li>Previously, Michael was the National Secretary of the Construction Forestry Maritime Mining &amp; 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.</li> <li>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).</li> <li>Michael was also involved in the following Federal Government initiatives: <ul style="list-style-type: none"> <li>the Prime Minister's Taskforce on Manufacturing until its conclusion in late 2012</li> <li>the Federal Government's Manufacturing Leaders Group, which was convened in March 2013 and concluded in 2014</li> <li>the Commonwealth Government's Forest &amp; Wood Products Council (FWPC).</li> </ul> </li> </ul>	



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Anthony Pavey	<ul style="list-style-type: none"> <li>Administration (General)</li> <li>Business strategy &amp; planning</li> <li>Governance</li> <li>Investments</li> <li>Marketing</li> <li>Management</li> </ul>	<ul style="list-style-type: none"> <li>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 &amp; Paper Workers District.</li> <li>In addition to being Maryvale Sub-Branch Secretary, Anthony is also Junior Vice President of the CFMEU Pulp &amp; 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.</li> <li>In 2016 and 2017 he was part of the Victorian Government Forest Task Force.</li> <li>Anthony has played and coached AFL throughout Gippsland and the La Trobe Valley and was drafted to North Melbourne in 1990.</li> </ul>	<ul style="list-style-type: none"> <li>Indentured Glazier</li> <li>GAIST (currently studying Level 1)</li> </ul>
Michael Radda (Co-Chair)	<ul style="list-style-type: none"> <li>Administration (General)</li> <li>Administration (Fund)</li> <li>Audit</li> <li>Business strategy &amp; planning</li> <li>Investments</li> <li>Communications</li> <li>Finance</li> <li>Financial planning</li> <li>Investments</li> <li>Marketing</li> <li>Governance</li> <li>Trusteeship</li> <li>Management</li> <li>Taxation</li> </ul>	<ul style="list-style-type: none"> <li>Mike has over twelve years' experience as a Director of superannuation funds.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>BSc (Hons)</li> <li>Grad Dip, Education</li> <li>Cert Education</li> <li>Master of Education Administration</li> <li>Grad Dip Accounting</li> <li>CPA</li> <li>RG 146 for superannuation.</li> </ul>



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Casey Thompson	<ul style="list-style-type: none"> <li>Administration</li> <li>Audit</li> <li>Business strategy and planning</li> <li>Trusteeship</li> <li>Legal compliance</li> <li>Governance</li> <li>Risk management</li> <li>Superannuation</li> <li>Finance and economics</li> <li>Industrial relations</li> <li>Communications, marketing and campaigns</li> <li>Membership and stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Casey is now part of the ACTU and is working as a Workers' Capital Manager.</li> <li>Casey has extensive experience in legal compliance, governance, and risk management as well as national and state-wide project management and stakeholder and membership engagement. Casey has detailed knowledge and experience in industrial relations and has worked across a diverse range of campaigns and communications projects.</li> <li>Casey holds a Bachelor's Degree with a double major in Political Economy and Government and International Relations from the University of Sydney. She sits on the Homeworkers' Code Committee (Ethical Clothing Australia) and the Evatt Foundation. She is a graduate of the Australian Institute of Superannuation Trustees Advanced Trustee Director Course and was a 2021 recipient of the Garry Weaven Emerging Trustee Scholarship.</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor's Degree with a double major in Political Economy and Government and International Relations (BA), University of Sydney</li> <li>GAIST</li> <li>Garry Weaven Emerging Trustee Scholarship Recipient</li> </ul>
Debbie Smith	<ul style="list-style-type: none"> <li>Business strategy and planning</li> <li>Management</li> <li>Retail</li> <li>Operations</li> <li>Business strategy and planning</li> <li>Governance</li> <li>Communication</li> </ul>	<ul style="list-style-type: none"> <li>Debbie holds a Master of Business Administration degree from the University of New England.</li> <li>Debbie has owned and has operated successful independent supermarkets in country Queensland since 1996. She has built a vibrant and profitable local business that provides employment opportunities.</li> <li>Debbie was also involved in development opportunities for merging companies, developing a prospectus for capital raising and governance training for a listed company.</li> </ul>	<ul style="list-style-type: none"> <li>Master of Business Administration</li> <li>Graduate Diploma of Business Administration</li> <li>Graduate Certificate of Business Administration</li> <li>Diploma of Teaching</li> </ul>



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Mick Stephens (Asst. Director)	<ul style="list-style-type: none"> <li>Administration</li> <li>Audit</li> <li>Business strategy and planning</li> <li>Trusteeship</li> <li>Legal compliance</li> <li>Governance</li> <li>Risk management</li> <li>Superannuation</li> <li>Finance and economics</li> <li>Industrial relations</li> <li>Communications, marketing and campaigns</li> <li>Membership and stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Mick is a resource economist Over 30 years' experience in public policy, research and industry advocacy, including a 2-year secondment to the Canadian Forest Service and 3 years as Deputy Administrator of Norfolk Island.</li> <li>Mick has served the interests of the forest industries of Australia for many years and was previously the Deputy Chief Executive Officer of the Australian Forest Products Association (AFPA), the peak national body for the forest, wood and paper products industry.</li> <li>Mick has produced numerous articles and scientific papers on forestry land management and the timber industry. He is a Director of Forestry Australia and sits on several Queensland Government advisory bodies.</li> </ul>	<ul style="list-style-type: none"> <li>Master of Forestry</li> <li>Graduate Diploma of Applied Science</li> <li>Bachelor of Economics.</li> </ul>
Denise Campbell-Burns	<ul style="list-style-type: none"> <li>Administration (Fund)</li> <li>Administration (General)</li> <li>Work Health and Safety</li> <li>Governance</li> <li>Trusteeship</li> <li>Finance</li> <li>Business Strategy &amp; Planning</li> <li>Communications</li> <li>Marketing</li> </ul>	<ul style="list-style-type: none"> <li>Denise is a safety professional engaged in the Pulp and Paper sector with over 18 years experience in the forestry industry. Her breadth of experience incorporates policy and system development, hazard management and fatality investigation.</li> <li>Key achievements for Denise include development and implementation of risk control standards in the sawmilling sector; fire safety guidelines for sawmills, former chair of the Victorian State Coroners' "Tree Felling Safety Group" and a Gottstein Fellowship to review wood dust exposure standards in Scandinavia.</li> <li>Denise has been the Divisional President of the Construction Forestry Maritime Mining &amp; Energy Union since 2018, and is the Secretary of the</li> </ul>	<ul style="list-style-type: none"> <li>GAIST</li> <li>RG146 for Superannuation</li> <li>Graduate Diploma of Hazard Management</li> </ul>



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		Construction Forestry Maritime Mining & Energy Union – Pulp & Paper Workers District. Denise is also a member of Women in Super.	
Tri Nguyen	<ul style="list-style-type: none"> <li>Legal &amp; Compliance</li> <li>Governance</li> <li>Trusteeship</li> <li>Risk Management</li> <li>Finance</li> <li>Stakeholder engagement</li> <li>Funds Management</li> <li>M&amp;A</li> </ul>	<ul style="list-style-type: none"> <li>Tri is an accomplished corporate lawyer highly experienced in M&amp;A, corporate restructuring and capital raising, corporate governance, compliance, risk, finance and stakeholder relationships.</li> <li>Tri has over 2 decades of board level experience. He is a: <ul style="list-style-type: none"> <li>Director of the Indigenous Education Foundation</li> <li>Founding Board Member at Vietnamese Australian Benevolent Foundation</li> <li>Board member of the Victorian Registration and Qualifications Authority</li> <li>General Counsel and Company Secretary at genU</li> <li>Formerly General Counsel at Gunns Ltd (incorporating the Auspine Group where he was also Company Secretary)</li> <li>Formerly Indigenous Land and Sea Corporation</li> <li>Formerly General Counsel and Company Secretary at Redundancy Payment Central Fund Ltd</li> </ul> </li> <li>Tri is also a Notary Public</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor of Laws</li> <li>Bachelor of Science (Jurisprudence)</li> <li>Graduate Certificate in Legal Practice</li> <li>Graduate Diploma in Applied Corporate Governance</li> </ul>