

CV - CARMEL NOON

PERSONAL DETAILS

NAME: Carmel Noon
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EDUCATION

Kildare College, Holden Hill, South Australia
Company Directors Course x3 (delivered in different modes) – AICD (GAICD)
Numerous Professional Development Courses –University of Adelaide, IPAA, AICD & UniSA

BOARD APPOINTMENTS & EXECUTIVE ROLES

Adelaide University Union (AUU) 2001-2005
Chair University Bookshop (Unibooks) 2001-2005
Juvenile Diabetes Research Foundation 2002-2005
Royal Australian College of General Practitioners (RACGP) 2005-2007
Kangaroo Island Development Board 2007-2011
Kangaroo Island Hospital Board 2007-2011
Ports Management Board 2007-2011
Natural Resource Management Board 2007-2011
Southern and Hills Local Government Association (S&HLGA) Board 2007-2011
Institute of Public Administration Australia Board (SA Division) 2011 – 2013
Australian Institute of Company Directors SA/NT Divisional Council 2014- 2017
Ministers Hamilton-Smith's Roundtable for Business 2014-2017
WEA Board 2020- current
Australian Institute of Conveyancing SA (AICSA) 2020 – current
Australian Institute of Conveyancing National Board 2020-current

COMMITTEES

13 University of Adelaide committees 2001-2006
Various medical committees (RACGP) 2005-2007
Various Local Government Committees 2007-2011
Various State Government Committees 2007-2013
Various AICD national committees 2014-2017
AICD sub-committees- NT, Tomorrow's Director and Membership & Nominations 2014-17
Beston Global Food Company BFC:ASX and Dairy Industry – various committees
PEXA Member Advisory Committee – 2021- current
State Government's Registrar General's Stakeholder Advisory Group –2000 – current
SA State Taxes Liaison Group 2020 – current
SA Government's Interoperability Group 2020 - current

PERSONAL CAPABILITY STATEMENT

I am passionate about gold standard governance practices, growing teams; coaching individuals and seeing people achieve their career goals- when this occurs an organisation thrives both from a cultural and financial perspective. I am a strong leader, innovative, proactive, thinks outside the square and strongly believe that effective communication, trust and integrity under-pins everything. I have been responsible for the transformation of institutes and organisations from both a systems and structural perspective and ensure that I leave any organisation in an improved position than when I commenced- my performance reviews consistently state that I exceed expectations. I instill trust, and people follow me where-ever I go.

PROFESSIONAL EXPERIENCE

October 2020 – current

**Australian Institute of Conveyancing
SA (AICSA)**

POSITION:

Chief Executive officer

REPORTS TO:

President and AICSA Board

Overall profile and responsibilities:

Accountable for the effective leadership, management and advocacy of the AICSA being the peak body representing the conveyancing profession in SA. Responsible for the AICSA's Professional Development and accountable to the State Government's Consumer and Business Services being the major funding body. Provide strategic advice to the board, driving key innovative projects that support the strategic direction of the Institute. Advocate to all jurisdictions of Government for the AICSA members who represent 90% of active conveyancers in SA. Ensure that both the Staff, volunteers and members are supported and thrive to achieve outcomes.

Major achievements include:

- ✓ Major Constitutional changes
- ✓ Strategic Plan development 2021-2023
- ✓ Organisation review and implementation plan
- ✓ 98% member retention each year
- ✓ Delivery of the Annual State Conference with net promotor score in the excellent percentage
- ✓ Establishment of *Conveyancing Ready Program* in conjunction with *Advanced Diploma of Conveyancing*
- ✓ Establishment of Tomorrow's Conveyancing program and development of Conveyancing Ready Program to align with TAFESA's Advanced Diploma of Conveyancing
- ✓ Financial growth

January 2020 – August 2020

University of South Australia

FIXED TERM CONTRACT

Principal Consultant

UniSA Business – Executive Education

Overall profile and responsibilities:

Review lead and manage the Executive Education programs within UniSA Business School. Project leadership of the University wide review of existing short courses, industry partners and Executive Education practices and make recommendations for future direction.

February 2018 – October 2019

Beston Global Food Company (ASX)

FIXED TERM CONTRACT

General Manager – Group

Corporate Affairs and

Transformation Management

Dr Roger Sexton- Chairman

REPORTS TO:

Overall profile and responsibilities:

Provide leadership, business transformation and direction in the development and implementation of best practice strategic initiatives across multiple business functions to support the delivery of the commercial and regulatory obligations to internal and external stakeholders.

Major achievements include:

- ✓ Overall responsibility for the Organisation *and HR Review* re the transformation of the organisation to ensure that it has processes, systems, policies and practices that will enable growth and sustainability; and
- ✓ Costs savings identified from the *Org Review* of approx. \$6M on a full year basis.

February 2014 – August 2017

Australian Institute of

Company Directors (AICD)

POSITION:

State Manager SA/NT

REPORTS TO:

National GM & Dr Roger Sexton –

President SA/NT

Overall profile and responsibilities:

Accountable for the effective management of State and Territory including providing leadership, coaching and management of staff based in the Division. Responsible for the SANT Event and Education Programs. Accountable for the executive of solutions (products and services), resulting in relevant and high impact programs to individual members and directors that ensure a seamless client experience and increases B2C and B2B member sales, engagement, retention and acquisition.

Major achievements include:

- ✓ Restructure of the Division to reflect the national restructure; engaging, training, embedding new team members;
- ✓ New SA Office location including a Members Lounge and Training Facility and establishment of inaugural office in the NT based in Darwin;
- ✓ AICD first's -UniSA partnership agreement including the embedding of the Company Director's Course into the MBA program and ACCC notification to include membership – a first in Australia for the AICD & a University, which led to the development of the Government CDC delivered through IPAA; and
- ✓ Major involvement in the review of the Annual Election and Council reporting processes.

November 2011 – March 2014

**Institute of Public Administration
Australia (IPAA)**

POSITION:

Chief Executive Officer

REPORTS TO:

Erma Ranieri - President

Overall profile and responsibilities:

Enhancing the reputation, integrity and capacity of the public sector, and to provide leadership in the development of a high quality, professional public sector education programs and events for the South Australia Public Sector.

Major achievements include:

- ✓ Restructure of organisation to reflect strategic plan;
- ✓ Inaugural 3 year Financial & Comms agreement with Senior Management Committee (SMC) of the State Government including agreed to KPO's/KPI's.

NOVEMBER 2007 – July 2011:

Kangaroo Island Council

POSITION:

Chief Executive Officer

REPORTS TO:

Elected Member Body

Overall profile and responsibilities:

Responsibility for the management of Council by developing, implementing, evaluating, reviewing and reporting on Council's Strategic, Corporate and Financial Plans in accordance with the Local Government Act.

Major achievements include:

- ✓ Inaugural unqualified audit in first year of appointment & years of service;
- ✓ Turning the 3.5-year DA backlog into an approx. 7-10-day turnaround;
- ✓ Ensuring that the Council met the OH&S legislative requirements for the first time;
- ✓ \$2.6M Federal Funding not requiring contributing funds as part of Min. Jobs Fund;
- ✓ Reviews/Audits of all areas of organisation resulting in a compliant, efficient and functioning organisation- increased service delivery;
- ✓ Sub-committee of the State Economic Development Committee formed who have committed to a 10-year growth plan for KI;
- ✓ Enterprise Agreement 'showcased' by the LGA; first Council EBA in SA to combine two agreements (outside/inside), awards, Fair Work Act etc. and not to be read in conjunction with any other industrial tools;
- ✓ Establishment of an Island wide volunteer programme as part of the 'lessons learnt' after the 2007 bushfires;
- ✓ Development and completion of Kingscote Aerodrome's; Master plan, Strategic plan and various other legislative plans including addressing outstanding CASA audit requests;
- ✓ **Winner of the 2011 Regional Development National Awards for excellence in Financial Management and Asset Management for a Council with ratepayers under 15,000 (as announced by Min. Simon Crean May 2011);**

- ✓ State Government 2011/12 budget announcement of \$8M funding for KI roads for the next 4 years; and
- ✓ Pivotal role in the establishment of the KI Futures Authority (KIFA)- \$25M funding.

AUGUST 2005 – OCTOBER 2007:

Royal Australian College of GP's

POSITION:

State Manager SA/NT

REPORTS TO:

National CEO

Overall profile and responsibilities:

The RACGP is the national leader in setting and maintaining the standards for quality practice, education and research in Australian general practice. The State Manager SA/NT was responsible for the entire operation of two Colleges.

Major achievements include:

- ✓ Establishment of a Pain Management Committee for the purpose of reducing the 'wait list' from 2 years to 3-6 months consisting of leading GP's/Medical Staff and specialists in SA;
- ✓ The only 'non-medical' person on the national Medical Advisory Panel (MAP) - improvement of International Medical GP's training and development.

AUGUST 2000 – JULY 2005

Adelaide University Union (AUU)/

The University of Adelaide

POSITION:

Chief Executive Officer

REPORTS TO:

AUU Board/Management Advisory Board

Vice Chancellor

Overall profile and responsibilities:

The Adelaide University Union (AUU) is the service arm of The University of Adelaide supplying essential services, campus culture and commercial operations to the University community including; The National Wine Centre of Australia, Adelaide, Waite and Roseworthy campus and Unibooks. This not-for-profit organisation had a turnover of \$37M, 153 staff.

Major achievements included:

- ✓ Prevention of insolvency;
- ✓ Commercial operations separated from the Student Services Fee collected, ensuring individual profit centres;

REFEREES:

Written references:

Jayne Bates - Mayor KI Council 2006-2014 and

Dr Roger Sexton AM President of AICD (during tenure) and Founder & Chairman of Beston Global Foods

Verbal referees can be obtained on request.