

Skill Area	Description	Director Skill Yes/No	Comments <i>Describe qualifications, provide evidence of skill application and any professional development undertaken (or proposed professional development that would benefit the Board in this area that you are interested in undertaking)</i>
Strategy	I have extensive experience in Federal and State Government relations, having developed advice and policy for implementation.	Yes	<p>As the senior Military Officer in the Middle East, I was required to establish deep relationships with other Australians (DFAT) and senior foreign leaders. This allowed the successful conduct of military activities in the region to support Australia’s National objectives.</p> <p>More recently I have established a program within the University Sector that provides education opportunities for Veterans. In less than 2 years this has seen education at Griffith University being undertaken by approx. 900 current and ex-serving military personnel. This has required cooperation with Federal Departments whilst being understanding of individual veteran requirements.</p> <p>This experience could be utilized by Baseball QLD to develop and review strategic plans for the growth of the sport in QLD, along with the exploration of strategic engagement with government.</p>
Finance	I have experience in overseeing multi-million dollar portfolios of public monies where financial accountabilities were required.	Yes	<p>In 2019-20 I was responsible for gaining Federal Government approval for \$3 Billion dollars to upgrade Australia’s Special Forces over 20-year period. I was awarded a Conspicuous Service Cross in the 2021 Queens Birthday Awards, recognizing the long-lasting impact this work would have for Australia.</p> <p>In my last role in Air Force from 2022 -2023 I was responsible for \$833 million of assets with an annual operating budget of more than \$50 million to operate 16 air bases in Australia and to be prepared to operate airfields in other areas of the globe.</p>

			This financial experience could be an asset to informing financial planning for BQ, whilst also assisting with financial transparency and accountabilities.
Risk Management	Deep experience in the application of risk management with implications for individual or organizational risk.	Yes	<p>I have been responsible for undertaking high risk operations where risk to life was extreme whilst being cognisant of the risk to the organisation. This has included planning and conducting aviation operations in the Antarctic.</p> <p>The conduct of military operations in extreme circumstances is a multi-faceted risk environment.</p> <p>My experience in risk management can be applied to developing organisational risk plans for Baseball Queensland, whilst at the same time assisting with ensuring we have the correct risk mitigation strategies in place for the participants of this wonderful sport.</p>
Legal	I have been responsible for exercising legal authorities which have direct impact on either career or life. These decisions and interpretations have been subject to subsequent review.	Yes	<p>I have been required to conduct activities on behalf of the Australian Government in an International setting that directly impacted the lives of Australian and foreign people. These decisions needed to be conducted in accordance with International and Australian legal frameworks.</p> <p>Often the decisions needed to be made within a short period of time, though a deep understanding of the legal frameworks was required to allow the correct decisions to be made.</p> <p>Further I have been employed in a Government Taskforce (COVID), where I was responsible for the movement of more than 17 000 people across state boundaries at the direction of Federal Government. This required compliance with local, State and Federal regulations in a complex legal framework.</p>

			In a board setting, my experience with operating in multifaceted legal framework will assist with decision making where complex legal considerations may impact the operations of Baseball QLD.
Executive management	Have been directly responsible for the operation of an organisation that had approx. 3000 fulltime and 2000 part time staff. This workforce was employed across Australia whilst also globally. Their performance had direct strategic impact for Australia on the International Stage.	Yes	<p>In my last appointment within Air Force (2022-23), I deliberately built a diverse and inclusive command and leadership team, allowing the successful conduct of military operations. Whilst I was in the executive leadership role, I successfully had the highest female participation rate within my workforce of more than 33%.</p> <p>Within my executive leadership team, I had a 50% female representation.</p> <p>For the leadership that I displayed whilst in command of Australian military forces in the Middle East in 2021 I was appointed a Member of the Order of Australia on the 2023 Australia Days Honours List. This award reflected my leadership displayed for the conduct of the evacuation of more than 4100 personnel from Afghanistan following the fall of Kabul and the subsequent drawdown of Australian Forces from the Middle East.</p> <p>The leadership that I refined through community support allowed me to be more effective in a government and corporate setting. I will bring a leadership style that is inclusive, consultative yet outcomes focused to the strategic environment in which the Baseball Queensland Board operates.</p>
Media/Communications	I have undertaken formal media and communications training. This has provided me with the skills to comfortably communicate and promote organisational messages	Yes	<p>Conducted numerous media engagements as a senior military officer in Australia and Internationally.</p> <p>More recently I conducted a media engagement with Defence Connect, promoting recent commercial arrangements between Griffith University and commercial partnership where a scholarship agreement was signed to support students undertaking studies at the University.</p>

	through commercial media channels.		The experience that I have gained through formal media training and practical application, will assist with the development and implementation of media strategies for Baseball Queensland.
Participation/ Grassroots Sports	I have been involved with grass roots development of baseball not only in Queensland but also in the ACT and the US.	Yes	<p>I have coached baseball within the Fleet Park Little League Charter, Norfolk Virginia. My grass roots coaching at the club level has extended to Ainslie Bears (ACT), Western Districts Bulldogs (QLD), Ipswich Musketeers (QLD) and Windsor Royals (QLD). At the club level I have coached at both Junior and Senior level, in both Open Men’s and Open Women’s teams. I have participated in Grass Roots Club Committees with the Western Districts Bulldogs as the Vice President for Baseball Operations in 2017.</p> <p>This broad experience in grass roots baseball, beyond the Queensland environment, provides me with experiences that could be adapted to Queensland setting, especially as we look to expand the sport. Strong grass foundations are what leads to high performance success at the organisational level.</p>
High Performance	I have been involved with high performance programs in QLD, ACT and with Baseball Australia.	Yes	<p>I have been on the coaching staff of teams representing both QLD (Youth Women and Open Women’s White) and ACT (Junior League) at the National Level. I have also participated as a coach in Baseball Australia Youth Women’s activities under the direction of the National Coach (Jason Pospishil) in 2021 and 2022.</p> <p>I was recognized within the QLD Program as a coach through the 2024 QLD Baseball Program Coach of the Year Award.</p> <p>I have further experience in high performance beyond the sporting arena, creating a high-performance culture within military personnel. In 2009 this saw the successful development of a new organisation, 4 Squadron within Air Force.</p>

			My experience with high performance, both inside and outside baseball, will allow constructive input to the development of robust and sustainable high performance pathways, not only for players but also officials.
Sport Administration	I have been involved with sport administration at the club level, whilst participating in BQ sub-committee activities	Yes	<p>I was on the Western Bulldogs Committee in 2017 as the Vice President for Baseball Operations. I did not continue beyond early 2018 due to my Air Force work commitments. In more recent times I have a participant in the Baseball Queensland Equity, Diversity and Inclusion Advisory Panel.</p> <p>This experience provides me with an understanding of some of the challenges experienced at the club and region level. This will play an important role in the development of state level strategies which have impacts across the clubs.</p>
Corporate Governance	I have completed the Australian Institute of Company Directors Course. I have been responsible for the implementation of Workplace Health and Safety regulations whilst also operating 16 Air Force Airbases in accordance with Airworthiness Regulations.	Yes	<p>I undertook the Australian Institute of Company Directors Course in 2018 and again in 2023. This course provided context to the responsibility of Directors and Board members.</p> <p>This training has been further contextualised against my experience in Defence where I was directly responsible for the safe operation of 16 Air Force Airbases against the civilian Workplace Health and Safety Regulations. The operation of the airbases also was required to be in accordance with civilian and military airworthiness and safety regulations.</p> <p>My understanding and implementation of governance allows for the appropriate development of plans and policies that are legally compliant and transparent to the membership of Baseball Queensland.</p>

Medical/Health	I have been responsible for the management of the Air Force Medical workforce.	Yes	<p>From 2022-2023 I was responsible for the management and employment of all medical expertise within Air Force for the support of military operations. This was a workforce of approximately 1500 personnel who often undertook both civilian and military medical activities, directly impacting the conduct of military aviation operations. These activities occurred both here in Australia and abroad, requiring compliance with Australian medical standards and procedures.</p> <p>This experience will allow me to participate in board discussions where policies and direction are developed that require medical policy compliance, though have impacts on the participants on the sport.</p>
Information Technology	I was responsible for the provision of IT and communications to remote Aviation operations	Yes	<p>I was responsible for the management and provision of communication and Information Technology to allow the conduct of military aviation operations both in Australia and abroad. These communications were provided from locations as remote as Poland to Antarctica utilizing fixed or satellite services. The provision of these services requires an understanding of environmental and human interference, such as cyber threats.</p> <p>This experience would benefit Baseball QLD by helping to manage risk associated with IT and social media, ensuring that our policies and procedures in this area are contemporary, evidence-based and legally compliant.</p>
Commercial Fundraising/Sponsorship	I have limited exposure to commercial fund raising.	No	<p>Whilst I have limited experience with commercial fundraising, I do have experience with commercial arrangements and their requirements. I recently was responsible for establishing a \$25 000 scholarship to support Veterans to undertake education at Griffith University. I have previously worked closely with Federal Government to secure research grants, including research into Veteran related challenges.</p> <p>My proven experience in developing trusted relations, especially in a g</p>

			Government setting, will provide longer term benefits to the operations of the board and the growth of the sport in QLD.
Policy	I have deep experience in the development and implementation of Government and organisational policy	Yes	<p>The recent establishment of a Veteran Education pathway at Griffith University, required an understanding of Federal and State Government policy for the management of Veterans, whilst also maintaining alignment with the University organisational policy for the awarding of education qualifications. This has resulted in the development of a recognition of prior learning framework, allowing veterans to gain academic qualifications in a shorter period due to their experience and skills gained through military service.</p> <p>My experience in the development and compliance with policy within a government and education sectors will assist with the development of appropriate policies by Baseball Queensland to mature into a continual improvement and inclusive organisation. My experience in policy development also brings a practical application aspect. Policies that are developed and not practically applicable bring organisational risk and should not be considered.</p>