



General Counsel CS Energy

Success Profile | May 2024



EXECUTIVE SEARCH | RECRUITMENT | CAREER MANAGEMENT

Introduction

Thank you for your interest in the **General Counsel** selection process.

OnTalent is thrilled to be leading the process of this appointment on behalf of **CS Energy**. This briefing pack provides you with information regarding the organisation, the role and requirements.

Once you have reviewed this material, and if you haven't already, please visit www.ontalent.com.au/csenergy/ for details on how to apply.

I look forward to working with you through this process and invite you to contact me directly at anytime on 07 3305 5800.

Natasha Olsson-Seeto

Natasha Olsson-Seeto
Chief Executive
OnTalent

CS Energy

CS ENERGY IS A PROUDLY QUEENSLAND-OWNED AND BASED ENERGY COMPANY THAT PROVIDES POWER TO SOME OF OUR STATE'S BIGGEST INDUSTRIES AND EMPLOYERS.

Since 1997 CS Energy has provided reliable electricity to homes and businesses. In the 2020s, we are adapting our business to thrive in the rapidly changing energy world. Our purpose of *Delivering energy today, powering your tomorrow* captures the dual nature of our strategy - to run a successful thermal generation business and evolve into a diversified energy company exploring new markets, products and partnerships.

OUR BUSINESS

We generate and sell electricity, we are an energy retailer to commercial and industrial businesses, and we are investing in new energy technologies. Our portfolio includes thermal power stations, solar and wind energy, renewable hydrogen, and firming and storage.

OUR CUSTOMERS

We are a retailer to large commercial and industrial customers. This includes mines, ports and, through our whole-of government contract, Queensland Government agencies and departments. Our dedicated Retail Business Team has significant energy market expertise and works directly with our customers to provide bespoke energy solutions, including through firmed renewable supply.

We also have a 50/50 retail joint venture with Alinta Energy supplies electricity to residential and small commercial customers in South East Queensland. We formed this joint venture in 2017 to introduce greater competition in the SEQ retail market.

OUR PEOPLE AND COMMUNITIES

We employ more than 600 people who live and work in the communities where we operate.

We are an organisation with deep roots in regional Queensland, creating employment and economic opportunities that helps to sustain local communities.

We invest in these local communities through our annual sponsorship and donation programs, and by procuring goods and services from local suppliers wherever possible.

Our Strategy

OUR PURPOSE

CS Energy's strategy is crafted around our purpose: *Delivering energy today, powering your tomorrow.*

Our purpose captures the dual nature of what we aim to do - run a successful thermal generation business and evolve into a diversified energy business.

OUR VALUES

Our values are *We work safely, We make today matter, We embrace change* and *We care*. These values define how we work with each other and our stakeholders as we pursue our strategy.

OUR VISION

Leading Queensland's energy transformation to create a better future.

Our vision recognises the key role we play as a major energy supplier to the success of Queensland business and the quality of Queenslanders' lives.

It recognises that CS Energy is committed to being a leader in transforming Queensland's energy system and capturing the opportunities that are ahead for our people, communities, and customers.

**Delivering energy today,
powering your tomorrow.**



Our Values

Our values define how we work and help make CS Energy a great place to work. They form the foundation of the high performing culture that we're building here at CS Energy.

WE WORK SAFELY

There's nothing more important than safety. Working safely also extends to protecting the environment and protecting CS Energy from cyber harm.

- Stay safe for each other
- Protect our environment
- Safe to run – everyday
- Look for safer ways of working
- Operate compliantly
- Cyber safe together

WE MAKE TODAY MATTER

This is about making a positive impact every day, and our employees being empowered to create value in their individual roles.

- Be accountable
- Act with integrity
- Create a positive workplace
- Strive for successful outcomes
- Take action, speak up and share learnings
- Solution orientated and create value

WE EMBRACE CHANGE

Our industry is undergoing unprecedented change. If we approach it with a positive mindset, we can find the opportunities.

- Innovate
- Explore new opportunities
- Ask questions and seek different perspectives
- Be agile and responsive
- Find opportunity in change

WE CARE

We respect each other, our communities, Traditional Owners, and our customers. When we work together, we listen and treat each other with care.

- Look out for and respect each other
- Engage with our communities
- Recognition and respect for our Traditional Owners
- Listen to our customers
- Embrace diversity and inclusion
- Work together
- Be transparent
- Celebrate success
- Seek to understand

Board

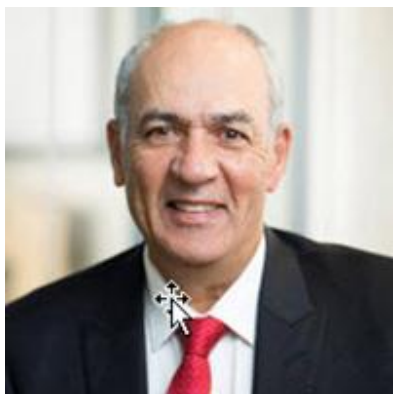


ADAM ASPINALL

Non-Executive Chair

B.ENG (Mech), MIEAust (Retired), GAICD

Adam Aspinall is a mechanical engineer with more than 40 years' experience in the electricity and energy industries and was a leading advisor in the power industry, having consulted globally to the private and government sectors on power generation projects and issues. His expertise includes electricity and gas infrastructure development, generation and transmission procurement, electricity trading and regulatory compliance. Adam has been regularly engaged to assist in international merger and acquisition activities, as well as international arbitrations in the role of Independent Expert. He began his career working for the Queensland Electricity Commission in 1981 and was employed by the generation sector in Queensland for over 24 years, prior to becoming a consultant. He has previously been the Business Development Manager and Chief Operating Officer at CS Energy, National Advisory Lead for the Power Sector at Evans & Peck and later Advisian and most recently was Acting Chief Executive Officer at Stanwell Corporation. Adam has also been a non-executive director on the Boards of Ergon Energy, Stanwell Corporation and Chairman of SPARQ Solutions.



MAURIE BRENNAN

Non-Executive Director

B.Bus (Actg), MBA, CPA (Retired), FAICD

Maurie Brennan has 40 years of experience in the electricity industry, holding positions in both the electricity distribution and transmission sectors. He has extensive Executive, Board and Company Secretary experience across private and government owned corporations, and strong corporate governance skills. Prior to his retirement, Maurie was the Chief Financial Officer of Powerlink Queensland. He brings diverse financial, commercial and corporate experience, with a record of managing and leading in a complex commercial business to deliver business objectives. Maurie was a member of the consortium team that successfully acquired the privatised electricity transmission business in South Australia (ElectraNet) and joined the ElectraNet Board following the acquisition. Maurie subsequently led Powerlink's divestment of ElectraNet.

Board



STEPHEN HARTY

Non-Executive Chair

B. Eng (Mech), MBA, GAICD

Stephen Harty is an energy executive with more than 25 years of experience. Stephen has worked in a variety of operations, project development and marketing roles across Europe, Asia, Middle East, North America and Australia. With this global perspective. Stephen has a keen interest in the development of the Australian east coast energy markets, and has been heavily involved in the development of domestic gas policy.

Stephen currently serves as Chief Executive Officer at Gladstone LNG, where he has responsibility for the overall management, safety and operation of the GLNG project. Stephen holds a Bachelor of Engineering (Mechanical) from the University of Ballarat, a Master of Business Administration from Deakin University, and is a graduate member of the Australian Institute of Company Directors.



JACQUELINE KING

Non-Executive Director

B. LLB (Honours) First Class Honours, MBA, WHS, TDD, GAICD

Jacqueline King is the General Secretary of the Queensland Council of Unions representing the interests of approximately 400,000 members in Queensland. Jacqueline has previously worked for the Finance Sector Union, the Australian Services Union, the Australian Manufacturing Workers Union and the Australian Council of Trade Unions. She has also been a senior Government advisor in the fields of employment, industrial relations, training, and work health and safety and led an industry training organisation providing both electrical and work health and safety training and skills assessments for overseas qualified electrical workers migrating to Australia. Jacqueline is currently the Deputy Chair of WorkCover Queensland. She holds a Bachelor of Laws (Honours) First Class Honours degree and a Master of Business Administration, along with several qualifications in management, work health and safety and training. Jacqueline is a Graduate of the Australian Institute of Company Directors course and has been a Director on several other boards including Energy Skills Queensland and Stanwell.

Board



CHRISTINA SUTHERLAND

Non-Executive Chair

L.L.B

Christina Sutherland has more than 30 years' experience as a legal counsel having worked in private practice and as in-house counsel in commercial and government sectors. In these roles she has provided legal, risk and compliance advice, and strategic counsel, including in relation to corporate governance. Christina is also an experienced company director having previously served on the Boards of Powerlink Queensland and Surf Lifesaving Queensland. She has been a member of and chaired audit, risk and compliance board sub-committees, and human resources and remuneration sub-committees.

She holds a degree in Law, was a partner of a Queensland legal firm, is a member of the Queensland Law Society and a member of the Australian Institute of Company Directors. She is experienced in risk and compliance and is currently employed as a Risk and Regulatory Manager in the resources sector. Christina chairs CS Energy's Culture and Remuneration Committee.



TONI THORNTON

Non-Executive Director

BA PolSci Ec, GradCert AppFin, LLM (Ent Govt)

Toni Thornton has a diverse range of experience having worked in corporate finance agencies for more than 15 years. Toni brings a strategic commercial focus to the CS Energy Board, having previously held senior positions with both JBWere and Goldman Sachs JBWere. Toni has been a non-executive director for over 12 years with current directorships include Habitat Early Learning, Millovote Pty Ltd, listed company G8 Education Ltd and Star Entertainment Group (pending regulatory approvals). Toni was previously a Board member of South Bank Corporation, chair of the strategic advisory group to RSL Queensland and a director of the Gallipoli Medical Research Foundation, Devcorp and Triathlon Queensland. Toni has more than fifteen years' experience in audit at Board level, is a licensed real estate agent and during her time at Goldman's was a responsible executive with the ASX holding both derivative and RG146 accreditation. She has also completed an Accelerated Executive Management program through AGSM (The Australian School of Business), the Goldman Sachs Executive Director Leadership Program and has completed a Master of Laws (Enterprise Governance) through Bond University.

Executive Leadership Team



DARREN BUSINE

Chief Executive Officer BEc, FCPA, SFFin, GAICD

Darren Busine commenced as CS Energy's Chief Executive Officer on 1 July 2023. He has more than 30 years' experience in senior commercial and executive roles. Prior to his appointment as CEO, Darren was CS Energy's Executive General Manager Energy Markets, Technology and Commercial where he was responsible for functions including trading and analytics, strategy and planning, information technology, commercial resources, procurement and purchasing. Darren joined CS Energy in 2016 as Chief Financial Officer. In 2017 he was appointed as Executive General Manager Revenue Strategy and in September 2021 he was appointed to the Executive General Manager Energy Markets, Technology and Commercial role.



LEIGH AMOS

Executive General Manager Plant Operations BEngTech, MBA

Leigh Amos joined CS Energy as Executive General Manager Plant Operations in 2019. In this role he manages the operational performance of CS Energy's generation assets, as well as the environment, and health and safety functions. Leigh has built an impressive track record as a collaborative and effective leader managing complex and geographically diverse operations in the energy industry both in Australia and overseas. He has a nuanced understanding of the challenges facing the energy industry and has a real passion for empowering people to build a constructive culture. Prior to joining CS Energy, Leigh fulfilled a variety of roles at Western Australian energy company Synergy across their coal, gas and renewable assets. Before that, he worked for the NZX listed Contact Energy managing their gas-fired assets in Auckland, Hamilton and Napier, as well as the Oakey Power Station in southern Queensland.



CAMERON COLLINS

Chief Financial Officer B-BUS, CA, GAICD

Cameron Collins was appointed as Chief Financial Officer in April 2024 after acting in the role for 12 months. He leads CS Energy's Finance & Corporate Services division and is responsible for functions such as people and culture, finance, energy and financial risk and risk, compliance and assurance. Prior to this, Cameron was CS Energy's Head of Finance where he was responsible for financial reporting and management accounting, budgeting and forecasting, treasury, taxation, investment governance and finance shared services. Cameron joined CS Energy in 2009, during which time he has developed a thorough knowledge of the energy sector and demonstrated strong commercial and financial acumen and leadership capability, which has resulted in Cameron also holding other senior leadership and executive leadership roles including Head of Risk and Compliance and Acting CFO.

Executive Leadership Team



BARRY MILLAR

Executive General Manager Asset Management B. Eng (Hons) Mechanical Engineering

Barry Millar joined CS Energy in the September 2022. He leads our Asset Management division, which includes asset strategy, engineering, capital projects, unit overhauls and plant data analysis. Barry joined CS Energy from AGL, where he held numerous strategic leadership roles in asset management over the past decade, most recently across the entire generation, mining, and gas portfolio. Prior to this Barry had been working in engineering and asset management in the energy industry in the UK since the 1990s. He brings significant expertise in maximising the performance of plant and engineering services. Barry is focused on a holistic approach to asset management, combining engineering, technology, analytics, process safety, governance and risk and compliance to deliver outcomes. Barry has a track record of transforming culture through his approach to coaching and supporting people.



EMMA ROBERTS

Executive General Manager Customers and Growth LLB (Hons), BAppSc (Ecology)

Emma Roberts leads CS Energy's Customers and Growth division, spearheading the development of a new low-cost, decarbonised, and flexible energy portfolio for the business. The division includes business development, future energy asset design and project management, retail sales, commercial partnerships, customer products, corporate affairs, and policy and regulatory advocacy. Her in-depth knowledge of the National Electricity Market, coupled with her commercial acumen and leadership skills, has seen Emma hold a variety of senior roles since joining CS Energy in 2012. These include Senior Legal Counsel, Acting Executive General Counsel and Company Secretary, and Head of Future Energy. Emma has developed a strong reputation for leading cross-functional teams to deliver positive business outcomes.



ANDREW VARVARI

Executive General Manager Transformation LLB, B-Bus, G Dip App Fin (Sec Inst), F Fin, Grad ICSA, GAICD

Andrew Varvari is responsible for the transformation, trading and analytics, digital and technology, resources and commercial, industry collaboration, people and culture, and company secretariat and legal functions. He has more than 18 years' experience in senior executive roles in the energy, resources and utilities sectors. Andrew joined CS Energy in 2012 and has led various teams and corporate divisions across the business, with a focus on safety, integrity, and people. Andrew served as CS Energy's Acting Chief Executive Officer from March to June 2023. Prior to this he was CS Energy's Chief Financial Officer, a role in which he led the finance; energy and financial risk; people and culture; corporate affairs; legal; risk, compliance and assurance; and Board secretariat functions. He is a director of CS Energy's various subsidiaries.

Key Role Information

Title	General Counsel
Classification	Manager of Managers
Division	Transformation
Department / Section	Legal and Secretariat
Supervisor	EGM Transformation
Location	Brisbane
Job Purpose	<p>The General Counsel is responsible for the management of CS Energy's legal risks and manages the provision of a full spectrum of legal services to support CS Energy's corporate and operating sites.</p> <p>Reporting to the Executive General Manager Transformation, the General Counsel works collaboratively with the Executive Leadership Team and a key advisor to the Chief Executive Officer and Board.</p> <p>The advisory nature of this role will require exceptional interpersonal skills and the ability to influence and negotiate with key stakeholders, both internal and external. A high degree of professional ethics, integrity and gravitas is a cornerstone for success in this role.</p>

Key Role Information

Job Purpose (continued)

As a solicitor with a practising certificate, when acting in your capacity as General Counsel, your duties to the Courts will override your duty to the Company.

With strong commercial acumen and ability to influence others, the General Counsel will build collaborative working relationships with internal and external stakeholders to deliver outcomes that contribute toward the overarching enterprise strategy and goals.

Working Relationships

Direct Reports

- 4 x Senior Legal Counsel
- Company Secretary

Internal

- Chief Executive Officer
- EGM Transformation
- CS Energy Board and Board Sub-Committees
- Executive Leadership Team
- Senior Leadership Team

External

- State Government including Shareholding Ministers, QTC and their departments
- External legal specialists

Scope and Authorities

Financial Delegation:
Legal Cost Centre Budgets - approx \$1.54 million per annum.
Legal spend approx. \$9.5 million per annum.

Key Role Information

CORE ACCOUNTABILITIES

Role will deliver the following outcomes.

Safety and Environment

- Champions implementation of the HS&E standards, policies & procedures.
- Creates a safe and supportive environment and a culture focused on health and wellbeing. Takes responsibility for own safety and wellbeing and encourages team members to actively support the safety and wellbeing of others.
- Never compromises safety or environment outcomes, for production.
- Ensures safety and environment systems and processes are utilised effectively to mitigate risks.
- Regularly monitors safety and environment performance and follows up to ensure safety incidences or audit gaps are addressed.
- Ensures that safety and environmental compliance obligations are understood and met on time.

Commercial

- Identifies opportunities for improvement & applies structured, problem-solving methodology.
- Works collaboratively to explore alternative ideas and options.
- Actively seeks feedback from others to ensure goal alignment.
- Identifies issues that may impede achievement of work or business outcomes.
- Champions innovative solutions to improve team performance.
- Clearly defines service offering of department or project to improve competitive advantage, market share, profitability.
- Supports managers to address performance issues through robust performance conversations.
- Role models responsible, commercial behaviours.

Leadership

- Ensures required resources and skills are in place to meet objectives.
- Integrates ideas and needs of others when developing feasible strategies to achieve goals.
- Monitors and evaluates progress and success against performance standards.
- Ensures deadlines are met and keeps stakeholders informed of current status.
- Clarifies roles and responsibilities, deliverables, milestones, limits for independent decision-making, and needs and desires of the primary customers.

Key Role Information

Leadership (continued)

- Copes well and helps others deal with the ongoing demands of change; sees and shows others the benefits of change.
- Adapts approach, goals, and methods to achieve solutions and results in dynamic situations.
- Builds a shared sense of purpose and communicates the need for change.

Management

- Makes reasonable estimates of resource needs to achieve goals. &/or complete projects.
- Uses sound methods to plan and track work, appointments, and commitments.
- Evaluates progress on tasks and adjusts work style as needed.
- Actively manages unethical & unaligned behaviours.
- Handles conflict comfortably, maintaining a constructive and self-controlled approach.
- Creates a culture that fosters ethical and fair behaviour.
- Role models CSE values, especially in difficult or challenging circumstances.
- Role models and ensures team is aware of and complies with their cyber security obligations and demonstrate appropriate use of technology.

Developing People

- Provides staff with coaching, training and opportunities for growth to improve their skills.
- Gives staff ongoing, constructive feedback on their performance and progress against expectations and goals.
- Mentors high potential talent, facilitates opportunities for growth and development and collaboratively explores future career paths.
- Identifies business critical roles and ensures successors are in place.
- Monitors and measures performance improvements and communicates outcomes.
- Equips teams to evaluate benefits and risk with regards to new ideas and innovative approaches.

Works across boundaries

- Works to create a strong team by treating all staff fairly and consistently.
- Shares accountability when delegating.
- Maintains relationships and actively seeks out subject matter experts to address issues or needs.

Key Role Information

Works across boundaries (continued)

- Is pro-active in identifying and taking forward business opportunities for the long-term benefit of both CSE and its customers.
- Creates an environment which encourages candid and open communication.
- Responds to challenging comments questions and composure and authenticity.
- Approaches problems collaboratively and considers conflicting priorities to create win-win solutions.

SPECIAL REQUIREMENTS AND WORKING CONDITIONS

This position may require travel interstate and intrastate as required.

Flexible hours of working may be required to meet business requirements.

PERSON SPECIFICATION

Education / Certification

- Tertiary qualifications: Bachelor of Laws and or Bachelor degree in Accounting, Business or Commercial related discipline.

Experience

- 10+ years of legal post qualification experience;
- Proven success in a senior legal role and company secretariat function in the energy or other asset intensive industry;
- Proven leadership ability with well-developed communication, negotiation, influencing and interpersonal skills;
- Demonstrated experience in leading, managing and or participating in large scale commercial negotiations and litigation;
- Demonstrated experience in leading a senior legal team;
- Proven success in developing corporate legal strategy and objectives;
- Experience in dealing with and advising Boards and senior management on strategic and complex legal issues;
- Demonstrated technical legal skills in areas such as corporate advisory, dispute resolution, employment law, commercial law, administrative law and statutory interpretation.

Special Job Requirements

- Qualifications in Corporate Governance (specifically in relation to Government Owned Corporations) would be highly regarded.

Get in Contact



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