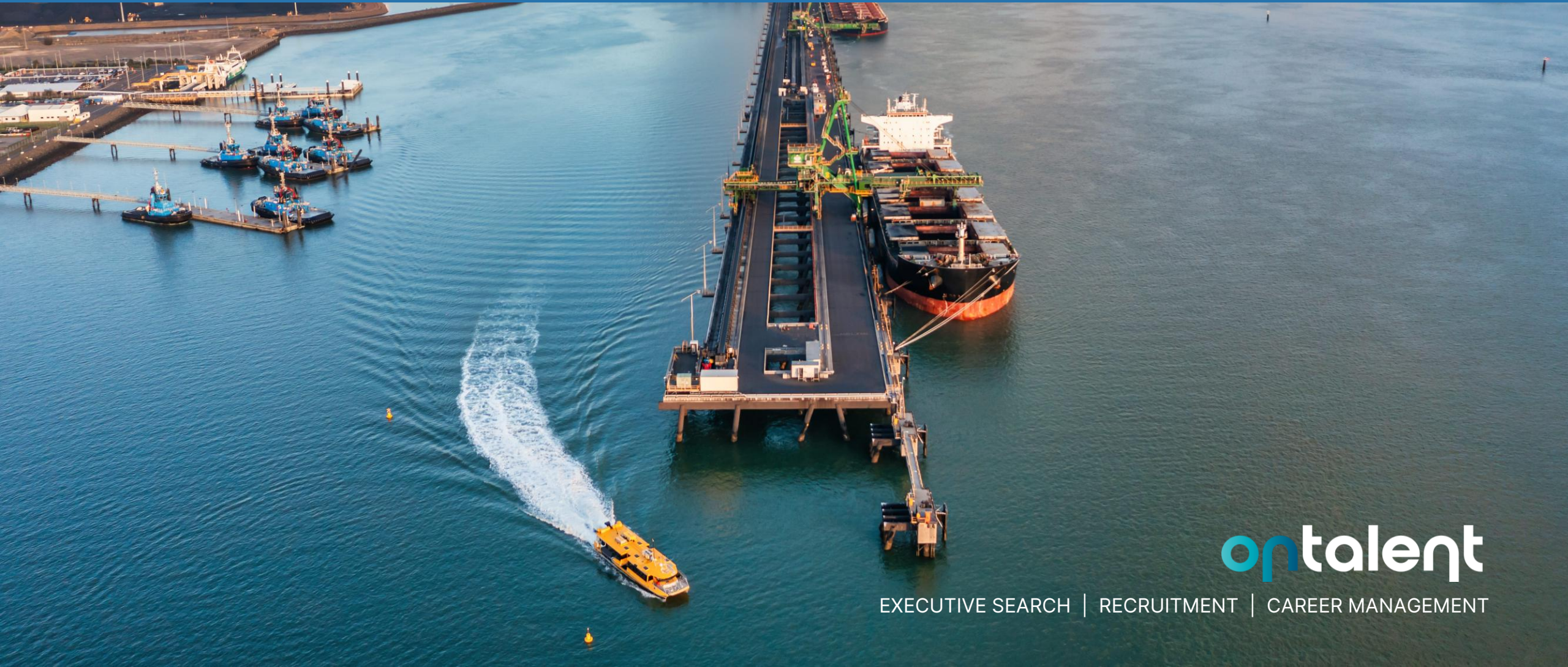


Gladstone Ports Corporation
Group Executive Legal and Governance
Success Profile | May 2026



Growth, prosperity, community.



EXECUTIVE SEARCH | RECRUITMENT | CAREER MANAGEMENT

Introduction

Thank you for your interest in the **Group Executive Legal and Governance** selection process.

OnTalent is privileged to partner with Gladstone Ports Corporation in leading the process of this appointment. This Success Profile provides you with information regarding the organisation, the role, our ideal candidate and the process we will use.

Once you have reviewed this material, and if you haven't already, please [visit](#) for details on how to apply.

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

Natasha Olsson-Seeto

Chief Executive

OnTalent

Job Advertisement

Gladstone Ports Corporation (GPC) delivers economic, financial and social impact for the people of Queensland through its role as an operator, developer and enabler of four strategic port facilities. With a clear focus on prosperity and resilience for the regions and industries it serves, GPC combines commercial discipline with operational excellence in a complex and highly regulated environment.

As a member of the Executive Team, the Group Executive Legal and Governance is a newly established and pivotal role, reflecting GPC's continued investment in strong governance, risk, assurance and regulatory capability.

Reporting to the Chief Executive Officer, this role will lead the establishment and ongoing maturity of enterprise-wide frameworks across legal, governance, risk, internal audit, integrity and regulatory functions.

This is a role of both strategic influence and practical leadership. You will build and lead a small, high-performing team while shaping the systems, disciplines and culture that underpin safe, compliant and commercially sound operations. Acting as a trusted advisor to the CEO, Executive Team and Board, you will provide clear, balanced and commercially grounded advice to support effective decision making and long-term sustainability.

The portfolio is broad and impactful. You will establish an internal legal function, ensuring the right balance between in-house capability and external counsel. You will design and embed enterprise risk and internal audit frameworks that provide meaningful assurance and insight. You will lead governance processes that enable high-quality Board and Committee engagement,

and you will build a contemporary integrity capability that strengthens ethical decision making and organisational trust.

In addition, you will oversee GPC's regulatory responsibilities in relation to development on strategic port land, including operating as an assessment manager under the Planning Act and working closely with government and regulatory stakeholders across Queensland and nationally.

We are seeking an accomplished executive with deep experience across legal, governance, risk, assurance and regulatory environments. You will bring strong commercial judgement, a pragmatic approach and the ability to operate effectively in a complex stakeholder landscape. Experience within Government Owned Corporations, infrastructure, energy, ports or similarly regulated environments will be highly regarded.

Equally important is your leadership style. You will be a values-led executive who builds trust, fosters accountability and leads with integrity. You will be comfortable navigating sensitive matters, influencing at Board level and embedding capability across an organisation.

This is a rare opportunity to shape a critical enterprise function at scale and contribute to the ongoing success of one of Queensland's most significant infrastructure organisations.

For more information, please review: www.ontalent.com.au/gpc and for a confidential discussion, please contact Jay Baxter or Natasha Olsson-Seeto on 07 3305 5800.

Applications close: Midnight, Monday 11th of May.



Gladstone Ports Corporation

Gladstone Ports Corporation (GPC) has a proud history of creating and facilitating prosperity for Queensland. Our formal history began in 1914 with the first meeting of the Gladstone Harbour Board. A series of history books were produced to celebrate the Port of Gladstone's 100-year journey, with each book reflecting on a 20-year period of GPC's stewardship of the port.

GPC manages and operates four Port precincts including the [Port of Gladstone](#), the [Gladstone Marina](#) and its recreational parklands as well as the [Port of Rockhampton](#), [Port of Bundaberg](#) and the non-operational part of [Port of Maryborough](#).

Our ports handle the import of raw materials and the export of finished products as well as resources from local industries, with Gladstone being the largest multi-cargo port in Queensland, handling approximately 120 million tonnes per annum.

GPC comprises both the functions of a landlord ports corporation as well as being owner and operator of cargo handling facilities within the Port of Gladstone, including one of the world's largest coal export terminals, RG Tanna Coal Terminal.

History Book 1 – The
Dreaming to 1934

History Book 2 – 1935
to 1954

History Book 3– 1955
to 1974

History Book 4– 1975
to 1994

History Book 5– 1995
to 2014

Strategy and Planning

Strategy 2030

The Gladstone Ports Corporation 2030 Strategy outlines a vision to deliver significant economic, financial, and social value for Queensland. Targeting \$1 billion in added impact by 2035, by positioning GPC as an efficient, customer focused port operator, developer, and enabler.

It is built around three core pillars:

- Driving prosperity through port facilities and services
- Achieving operational excellence through skilled people and resilient systems
- Embedding strong organisational values and behaviours

To review further information on Strategy 2030, please click [here](#).



Vision, Purpose, Values & Behaviours

Our Vision

To enable \$1B in added economic, financial and social impact for the people of Queensland by 2035.

Our Purpose

As an operator, developer and enabler, maximise the utilization of our port facilities, land and services whilst upholding the highest standards of safety, environmental performance and integrity.

Our Values & Behaviours

In delivering for our shareholders, we individually and collectively uphold Gladstone Ports Corporation values. They guide our behaviours, how we treat our customers, our partners, stakeholders and each other.

Our values and behaviours (shown on the right) determine what is important and bind us together as an organisation and as workmates



No Harm

We are committed to ensuring the safety, health and wellbeing of our people and the environment.



Integrity

Our integrity is founded on trust, honesty, transparency, inclusivity, respect and reliability. We do what we say we are going to do, every time.



Accountability

We understand and accept our responsibilities. We learn from success and failure. We are empowered to take action. We hold each other to account for our actions and results.



Customer focus

We listen to our customers, understand their needs and are invested in their success. We strive to provide them with an outstanding experience every time they engage with us. We are a pleasure to work with and can be relied upon to deliver.



Passion

We are proud of our heritage, who we are, what we do and where we are headed. As custodians of our ports, our commercial success demonstrates our deep commitment to the prosperity of the Queensland community.



Humility

We are humble in our dealings with each other and our customers, partners and stakeholders. We help each other, collaborate and operate as one enterprise in the service of the Queensland community.

We will not walk past behaviours that go against these values or apply them selectively.

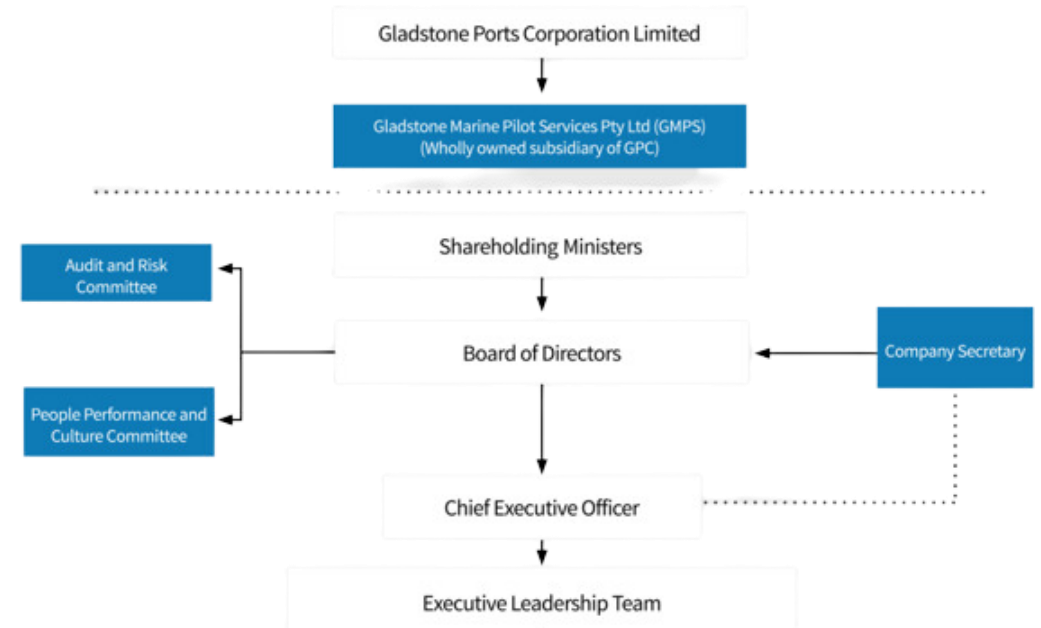
Government Owned Corporations

GPC is required to comply with the Corporate Governance Guidelines for Government Owned Corporations (GOC) established under the *Government Owned Corporations Act 1993* (GOC Act).

GPC's governance framework ensures that our actions are aligned with government and stakeholder priorities and provides the leadership GPC requires to:

- attain our vision
- undertake our purpose
- uphold our values & behaviours
- efficiently and effectively achieve our goals and objectives

GPC is a public company incorporated under the *Corporations Act 2001* (Cth). Our Directors are appointed by the Governor in Council, pursuant to the *Government Owned Corporations Act 1993* (GOC Act).



An aerial photograph of a harbor under a clear blue sky. In the foreground, a large marina is filled with numerous white sailboats docked at wooden piers. The water is a deep blue. In the middle ground, a large orange and white cargo ship is moving across the water, leaving a white wake. In the background, an industrial facility with various structures and pipes is visible along the shoreline. The text "Environment, Social and Governance Journey" is overlaid in the center of the image.

Environment, Social and Governance Journey



First Nations Relations

Since the time of dreaming, *Koongo*, place of water, *Yallarm*, place of shells, and its environs have been the home of our First Nations peoples – the Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda, Darumbal, Kabi Kabi and Butchulla nations – who are the Traditional Owners and custodians of the original land and water we all share, live, work and play on.

For the past 110 years GPC has proudly worked with and alongside these nations and is committed to the reconciliation journey. GPC acknowledges and values the First Nations and Australian South Sea Islander heritage, culture and people, and the role they play in our organisation as employees, customers and community members.

Chief Executive Officer

Andrew Johnson Chief Executive Officer

With over 30 years of national and international leadership experience, Andrew has an outstanding track record of delivering impact and value across large-scale, complex, asset intensive and geographically distributed organisations spanning technology, engineering, regulatory, operational and customer service delivery environments. Andrew has extensive experience in working in multi-stakeholder environments and with communities in rural, regional and remote Australia. Andrew's career spans a range of sectors including primary industries, water, energy, resources, the environment, emergency management, international development and national security. Andrew has successfully delivered major technology, infrastructure and construction programs in complex operational environments and operated extensive footprints of sophisticated technology and physical infrastructure at national and global scale. In addition to his executive roles, Andrew has also served as a Non-Executive Director across a broad range of organisations in the private, public, and not-for-profit sectors in Australia and internationally. He is a Fellow of the Australian Academy of Technological Sciences and Engineering and the Australian Institute of Company Directors. Andrew was awarded the Public Service Medal in the 2024 Australia Day Honours.



Board of Directors



Maree Adshead

Chair
LLB, LLM



Brad Fish

BBus (Accounting), Cert
Engineering (Civil)



Shane Goodwin

Grad Cert Comm Relns
(Resources)
MAusIMM



Annette Woods

BE (Engineering – Civil)



Tracey Groves

MBA University of Western
Australia, GAICD



Your Future Portfolio

GPC manages four ports: Port of Gladstone, Port of Alma, Port of Bundaberg and Port of Maryborough.

GPC, and its wholly owned subsidiary Gladstone Marine Pilot Services Pty Ltd (GMPS), employ a diverse workforce of over 750 employees operating across multiple functional areas on a 24hr, 7-day basis.

As a member of the organisation’s Executive Team, the Group Executive Legal and Governance plays a pivotal role in supporting GPC to operate with integrity, discipline and transparency. The role reflects GPC’s commitment to strengthening governance, risk, assurance and regulatory capability to support safe, reliable and commercially sound operations in a complex operating environment.



Group Executive Legal and Governance

Gladstone Ports Corporation (GPC) delivers economic, financial and social impact for the people of Queensland through its role as an operator, developer and enabler of four port facilities, land and services. In delivering for our customers, we individually and collectively uphold GPC's values and behaviours, and focus our strategic effort on driving prosperity and resilience for businesses, industries and regions, supported by consistent operational excellence.

The Group Executive Legal and Governance is accountable for the leadership and delivery of GPC's legal, governance, risk, integrity, assurance and development and planning regulatory functions. The role will establish contemporary, fit-for-purpose frameworks and build capability across legal services, governance, enterprise risk management, internal audit, compliance and integrity. It will also be responsible for the delivery of GPC's regulatory functions as they pertain to managing development on strategic port land, where GPC acts as the assessment manager for development within its jurisdiction, requiring approvals for works under the Planning Act 2016 and associated Planning Regulation 2017.

The position acts as a trusted advisor to the CEO, Executive Team and Board, providing clear, balanced and commercially grounded advice that enables sound decision making and supports GPC's long-term sustainability.



 [Position Description: Group Executive Legal and Governance](#)



Our Ideal Candidate

The ideal candidate for the Group Executive Legal and Governance role will be an accomplished and resilient executive leader who thrives in complex, highly regulated environments and brings a proven track record of strengthening organisational integrity, governance maturity and risk resilience. You will demonstrate deep expertise in leading enterprise wide legal, governance, risk, assurance and integrity functions, underpinned by robust frameworks, contemporary practices and a strong understanding of Government Owned Corporation obligations.

With a steadfast commitment to transparency, accountability and continuous improvement, you will ensure GPC operates with discipline, integrity and sound governance, supporting safe, reliable and commercially sustainable outcomes. Commercially astute and strategically minded, you will bring a pragmatic and solutions focused approach to legal and governance leadership. You will establish and enhance fit for purpose frameworks across legal services, enterprise risk management, internal audit, compliance and regulatory functions, embedding these into strategic planning and operational decision making. Adept at navigating complexity, you will lead the organisation through evolving regulatory, environmental and commercial landscapes, ensuring GPC maintains compliance while enabling strategic growth and operational excellence.

As a trusted advisor to the CEO, Executive Team and Board, you will provide clear, balanced and commercially grounded advice across legal, governance and risk matters. You will demonstrate sound judgement, discretion and influence, particularly in managing sensitive and high risk issues. With highly developed stakeholder engagement skills, you will build strong relationships with regulators, government agencies and key stakeholders, ensuring effective collaboration and reinforcing GPC's social licence to operate. As a values driven and inclusive leader, you will foster a high performance culture grounded in integrity, accountability and collaboration.

Through strong leadership and cultural influence, you will enable the organisation to meet current and future challenges with confidence and cohesion. You will demonstrate agility, sound judgement and composure in decision making, leading through complexity with clarity and conviction to ensure GPC's continued resilience, integrity and long term success.



Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with Gladstone Ports Corporation on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to 'Connect People and Purpose' and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate's privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.



If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the [OnTalent Website](#).

Natasha Olsson-Seeto
Chief Executive
OnTalent
07 3305 5800



Jay Baxter
Associate Client Partner
OnTalent
07 3305 5800

