

The Hon Anthony Albanese MP  
Prime Minister  
Parliament House  
CANBERRA ACT 2600

The Hon Michelle Rowland MP  
Minister for Communications  
Parliament House  
Canberra ACT 2600

Dear Prime Minister and Minister,

## Report of the Independent Nomination Panel on the appointment of the Chair of the Board of the Australian Broadcasting Corporation.

We are writing in response to a letter of 14 August from the Minister for Communications requesting that the Nomination Panel conduct a merit-based selection process for the position of Chair of the Australian Broadcasting Corporation (ABC) in accordance with Part IIIA of the *Australian Broadcasting Corporation Act 1983* (ABC Act).

### Advertising

A National Advertising Campaign for the position in the press and on the Department of Infrastructure, Transport, Regional Development, Communications and the Arts' (the Department) website commenced on 25 August 2023 and closed on 22 September 2023.

Advertisements appeared in the following publications:

Publications		
National and metropolitan	Indigenous	Digital
Australian Financial Review	Koori Mail	Australian Financial Review
Weekend Australian		The Australian
Sydney Morning Herald		Koori Mail
The Age (Vic)		LinkedIn
Brisbane Courier Mail		Hogan
Adelaide Advertiser		Women on Boards
West Australia		Women in Technology
Hobart Mercury		
Northern Territory News		
Canberra Times		

## Search

To facilitate a strong field of candidates, the recruitment agency Challis and Company (Challis) was engaged by the Minister's Department to conduct a search to supplement the list of candidates that responded to the advertisement. Overall there were 50 applications for the position. The list of all applicants is at [Attachment A](#).

Applications were received from:

- Gender – 35 men and 15 women candidates.
- First Nations – <sup>s 47F</sup> candidates.
- Culturally and Linguistically Diverse – 14 candidates.
- Disability – <sup>s 47F</sup> candidates.
- State and Territory – 32 NSW; <sup>s 47F</sup> Qld; <sup>s 47F</sup> SA; 9 Vic; <sup>s 47F</sup> WA.

## Assessment

In addition to the statutory criteria set out in the *Australian Broadcasting Corporation (Selection criteria for the appointment of non-executive Directors) Determination 2013* (Determination 2013), the Panel assessed the applicants keeping in mind the Government's gender diversity target and geographic representation. On this occasion, prior to the appointment of Chair gender diversity is equal, the Board having 50% male and 50% female representation.

Following a shortlisting process based on the assessment of candidates' applications and curricula vitae (CVs), the Panel selected 14 candidates for interview. The list of these candidates is at [Attachment B](#).

Interviews were held on 13 and 14 November 2023. <sup>s 47F</sup>

## Recommended Candidates

Paragraph 24B(1)(d) of the ABC Act requires the Panel to put forward a list of at least three candidates for possible appointment. In this instance, however, the Panel decided that the strength of the field judged on the basis of their written applications, CVs, interviews and referee reports justified putting forward seven applicants for your consideration. The applications and CVs of the recommended candidates are at [Attachment C](#) and referee reports taken by Challis are at [Attachment D](#).

The recommended candidates, who differ in their areas of experience and strength, are listed below in alphabetical order.

Mr Kimberley (Kim) Williams AM

s 47F



## Background Checks

Private Interests Declaration (PID) forms obtained from the nominated candidates are at Attachment E.

Challis also arranged for background checks to be carried out that included Australian criminal history, Australian bankruptcy, directorships and business interests, entitlement to work and the veracity of educational and professional qualifications. The checks were done by Equifax Pty. Ltd. None of the recommended candidates have adverse findings.

## Conclusion

The process was assisted by the Department of Infrastructure, Transport, Regional Development, Communications and the Arts, and by Challis and Company. The Panel appreciates their support.

The nominated candidates are put forward for your consideration and the Chair of the Panel is available to provide additional information if it would be of assistance.

Yours sincerely,

s 22(1)(a)(ii)

Ms Helen Williams AC  
Chair

24.11.23

s 22(1)(a)(ii)

Professor Derek Wilding  
Panel Member

24.11.23

s 22(1)(a)(ii)

Ms Catherine Liddle  
Panel Member

s 22(1)(a)(ii)

Ms Daryl Karp AM  
Panel Member

27/11/23