



## LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

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### SELECT COMMITTEE ON ESTIMATES 2022-2023

Mr James Milligan MLA (Chair), Mr Andrew Braddock MLA (Deputy Chair),  
Dr Marisa Paterson MLA

### ANSWER TO QUESTION TAKEN ON NOTICE DURING PUBLIC HEARINGS

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Asked by MS LEE on 30 August 2022: MS LEIGH took on notice the following question(s):

In relation to: Recruitment for Cultural Facilities Corporation CEO

**MS LEE:** How many applications did you receive and how many were shortlisted?

**Ms Leigh:** We received 24 applications and we shortlisted seven.

**MS LEE:** And just confirming that all seven were interviewed?

**Ms Leigh:** Sorry, beg your pardon?

**MS LEE:** Just confirming all seven were interviewed?

**Ms Leigh:** I believe so. If somebody dropped out in the meantime, I will come back and correct the record on that.

**MS LEE:** No worries, thank you. And when you put this recommendation to cabinet, was there an appointment template completed or anything in writing?

**Ms Leigh:** Ms Lee, it was not a recommendation to cabinet. The appointment was a public service appointment under the legislation, so it was my decision to make that appointment.

**MS LEE:** But you did notify cabinet of it?

**Ms Leigh:** There was an information notification to cabinet, yes.

**MS LEE:** Okay. And when were you made aware of Mr Ramsey's text message communication with the Minister for the Atts about his intention to apply for the role?

**Ms Leigh:** I am not sure that I can recall that, Ms Lee. Yes, I am sorry. I am not sure I can recall that. I certainly heard that in estimates with the question. It did not surprise me, but I cannot specifically tell you when I recall that.

**MS LEE:** Okay and did you have any contact from either the minister or anyone from her office or cabinet about the appointment of Mr Ramsay and if so, when?

**Ms Leigh:** So the process—perhaps if I start by explaining that. So the process was, as I explained, that it is a public service appointment. I set up the arrangements for that. I discussed with the minister, I explained to the minister my proposed approach to advertising, setting up the selection panel et cetera. The minister under the legislation is consulted on the appointment, so I consulted her about how I intended to go about that appointment. And then I consulted her when we had the

shortlisting done and—not the shortlisting, the final recommendation done, as to who the panel had selected to fulfill my obligations under the legislation to consult with the minister on that.

**MS LEE:** And what was the selection criteria and what was the weighting of each?

**Ms Leigh:** It might be better if I provide that in writing. They were relatively standard selection criteria reflecting senior executive appointments, but also recognising the specific nature of this role.

**MR BARR:** The answer to the Member's question is as follows: –

Under s.11 of the *Cultural Facilities Corporation Act 1997*, the Chief Executive Officer is a public servant appointed by the Head of Service.

The Head of Service has advised me that all candidates were provided with candidate information incorporating, among other things, the position classification level (Executive Level 2.3), an overview statement of the portfolio directorate and agency, a description of the duties and responsibilities of the position, a statement outlining the role of the Chief Executive Officer vis-à-vis that of the Board Chair, the ACTPS Executive Capabilities, and job specific selection criteria.

The job specific selection criteria were:

1. Leadership: demonstrated experience as a leader in the cultural sector, preferably in a public administration context, with a passion for the role of arts and heritage in our community and society.
2. Strategy: high level strategic and analytical skills, with the ability to lead and manage the CFC in setting its future directions, implementing the Board's decisions, and giving effect to the Government's agenda for the cultural sector.
3. Governance: demonstrated understanding of, and experience in, corporate governance issues, preferably in a public administration context, including in working to support a board to achieve high standards of governance.
4. People: a commitment to a collaborative leadership style, with the ability to manage staff and volunteers across a wide range of employment categories, and with diverse backgrounds and skills.
5. Finances: high level financial management skills, with the ability to lead the organisation in raising substantial levels of non-government revenues and acting in an entrepreneurial manner, while also achieving high standards of accountability and control.
6. Assets: demonstrated ability to provide a high standard of asset management and to ensure the CFC's venues are fit for purpose for delivering high quality cultural experiences.

All criteria were of equal weighting.

Approved for circulation to the Select Committee on Estimates 2022-2023

Signature: 

Date: 1.9.22

By the Chief Minister, Andrew Barr MLA