



Transport
for NSW



ALL ABOARD

A LEGAL CAREERS SERIES WITH TRANSPORT FOR NSW (TFNSW)

CAREERS, DIVERSITY AND INCLUSION AT TFNSW

23 JUNE 2020



TARA McCARTHY

Deputy Secretary Safety, Environment and Regulation with Transport for NSW

Tara McCarthy is the Deputy Secretary Safety, Environment and Regulation with Transport for NSW.

She is responsible for leading a unified transport cluster approach and response to safety, environment, asset management and regulation. Tara's division plays a vital role in underpinning Transport for NSW's Future Transport 2056 strategy to deliver globally-recognised, safe and sustainable outcomes for the people of NSW. Tara has worked across government, not for profit and commercial sectors. She was formerly Executive Director in Point to Point Transport, successfully leading the establishment of the new regulator. More recently, she was Chief Executive of Local Government NSW where she brought together all local government, supporting and advocating for them so they could continue to meet the needs of local communities. She has extensive operational and strategic leadership experience, from leading programs totalling billions in Transport to being the Deputy Commissioner of the NSW SES. Tara commenced her career as a Paramedic.



JULIE MORGAN

Director Enrolment in the Safety, Environment and Regulation Division

Julie Morgan is the Director Enrolment in the Safety, Environment and Regulation Division at Transport for NSW. Julie is currently responsible for licensing and registration operations and has also led stakeholder engagement, education and insights and reporting functions.

Julie trained and practiced as a lawyer and spent a decade at the NSW DPP and Legal Aid before moving to NSW Ambulance to run the Chief Executive's office. She later established the NSW Ambulance Service Improvement Office which implemented major infrastructure, IT and organisational change projects.



JULIE CROFT

Senior Manager, Diversity and Inclusion

Julie has studied Mathematics, Computing Science, Industrial Law and Strategic HR. She has a Bachelor of Arts from University of Wollongong and a Graduate Diploma in Employment Relations from UTS. After a career as a Remuneration and Rewards Consultant, servicing multinational iconic brands, focused on what organisations need to do to retain top talent, Julie became more interested in the less tangible business benefits of diversity of thought and inclusive culture. As Director of Employment Equity and Diversity, Julie helped University of Wollongong become one of Australia's most LGBTI friendly Universities, to significantly increase the number of female Professors and Associate Professors and be acknowledged as an Employer of choice for women.

She has worked as a consultant in the private sector and managed her own consulting business and in 2017 Julie was invited to work for Roads and Maritime Services (RMS) to help finalise their Diversity and Inclusion Plan (DIP). Julie's insights introduced LGBTIQ and Disability Inclusion to the RMS DIP well before these were added to the public sector agenda. One of her proudest achievements has been designing, developing and launching employee networks and peer support spaces for Women in male dominated occupations, employees with disability and carers and employees who identify as LGBTIQ. Now acting as Senior Manager, Diversity and Inclusion she leads a team of six, responsible for Aboriginal, Disability, Gender inclusion and Flexibility program areas as well as evolving portfolios for LGBTIQ and CALD.



BELINDA HUGHES

Senior Manager Prosecutions

Belinda Hughes joined TfNSW in July 2019. She is the Senior Manager of the Prosecutions Team and Prosecutions Support Team who are responsible for the delivery of all TfNSW prosecutions across NSW. Belinda is an experienced leader with proven ability to implement change and transform workplace culture.

Prior to joining TfNSW, Belinda worked with NSW Police for 13 years and is an experienced solicitor and prosecutor in the prosecution of all levels of crime.

Belinda has a Diploma in Policing practice, a Bachelors in criminology and a Bachelors in Law.



ZAHRA OMAR

Prosecution Support Officer

Zahra Omar joined Transport for NSW as a prosecution support officer in February 2020. As part of the broader prosecutions team, Zahra assists in the daily administrative functioning of court matters.

Before joining TfNSW, Zahra worked for the NSW Department of Justice in court services, gaining experience in Local, District and Supreme Court procedures.

Zahra also has experience in early childhood education, assisting in the implementation of procedure and regulation, as well as providing training to early childhood educators.

Zahra holds a Bachelor of Communication and Bachelor of Laws from Western Sydney University.

Coming from culturally and linguistically diverse background, Zahra understands the importance of diversity, particularly diverse women in the workplace as a catalyst for positive change.



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INSIGHT INTO THE TfNSW RECRUITMENT PROCESS

25 JUNE 2020



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ROGER WEEKS

Director Compliance, Roads and Maritime Services

Roger Weeks joined Roads and Maritime Services as Director of Compliance in February 2017. Roger heads the Compliance Branch which has a team of over 480 staff located throughout the State. Roger's team is responsible for the road safety camera detection network, heavy vehicle telematics, vehicle identity and standards, driver licence integrity, the written-off vehicle register, chain-of-responsibility investigations, regulatory program audits, heavy vehicle inspections, enforcement adjudication and prosecutions. Motivating safe and compliant road user behaviour is the outcome Roger and his team work towards.

Before joining RMS, Roger had a 28 year career in the aviation industry, holding statutory positions as Chief Pilot, Chief Flying Instructor as well as being a pilot examiner. For the last 12 of those years, he held senior leadership roles in the Civil Aviation Safety Authority, Australia's aviation safety regulator.

Roger is experienced in a safety management systems approach and risk-based, outcomes focused safety regulation. Roger holds a Diploma in Aviation Safety Regulation from the Swinburne University of Technology, and two Master degrees; one in Business and the other in Aviation Management, from the University of Newcastle.



CATH CIPRO

Director of Legal Operations and Information for TfNSW's Legal, Information Privacy & Access Branch

Cath Cipro is currently the Director of Legal Operations and Information for TfNSW's Legal, Information Privacy & Access Branch. Prior to joining TfNSW 2 years ago, Cath worked in the Governance, Legal & Risk (GLR) Branch for TAFE NSW for just over a year assisting the General Counsel with the organisational design of the newly centralised GLR function which also involved recruitment, legal advice and practice management. Cath hails from Perth where she studied law and commenced legal practice as an articled clerk (as it was then called!) for Minter Ellison. Her next move was to Ashurst, initially as a banking and insolvency and commercial litigation Senior Associate, Special Counsel and then as a HR Manager for 4 years where she was involved in a lot of recruitment. In the final 5 years of her 16 year career with Ashurst, Cath was the General Manager of the Perth practice.

Cath has an MBA and is a graduate from the Australian Institute of Company Directors. In between her time in Perth, and the move to Sydney in 2016, Cath spent 4 fascinating years living as an expat in Japan where she didn't work in the legal industry at all but soaked up the culture, sang in a local band and taught Business English to corporates and executives. She is passionate about music, the arts and exploring new places.

In her current role, Cath has had significant involvement in the people and resourcing aspects of the Legal Branch and has been involved in the recruitment of various legal and administrative support roles.



MELINDA EDWARDS

Senior Manager, Professional Standards

After a 28 year police career in two jurisdictions, Victoria and Northern Territory, Melinda rose through the ranks to manage police divisions at Superintendent level. Melinda has now transitioned into public sector senior service, and presently holds the position of Senior Manager Professional Standards, Transport for NSW.

While not a lawyer, Melinda's career in law has included being a Police Prosecutor and leading the NT Summary Prosecutions throughout the NT, excluding Darwin. On her arrival with Roads and Maritime Services she commenced in the role of Senior Manager Enforcement Adjudication and has also lead the Prosecutions and Compliance Operations teams. In all these roles she has led diverse and complex enforcement actions arising from non-compliance and road user regulatory obligations, including the implementation of enforcement actions and prosecutions.

Melinda has now moved into Senior Manager Professional Standards, to lead the development and consistent application of frameworks, policies and standards for workplace relations, professional standards, performance, workplace conflict and ethics. The role manages industrial relations and employment law matters, including legal representations and advocacy.

Melinda holds a Masters in Leadership and Management and a Graduate Certificate in Corruption and Integrity Management.



FABRICE NOEL

Executive Talent Specialist, People & Culture

A BSc graduate from the University of Sydney, Fabrice Noël started his recruitment career in Tokyo supporting the IT and the Banking & Finance industry. After 8 years in Japan, Fabrice returned to Australia and was one of the founding members of a new in-house recruitment function at the University of Sydney, managing senior professional and academic appointments. Over his 11 years with the University Fabrice was instrumental in increasing appointments of women to senior leadership positions across numerous faculties including the Science and Engineering disciplines.

In 2018, Fabrice joined TfNSW as an Executive Talent Specialist managing a diverse senior service portfolio within the Infrastructure and Place division. Last year Fabrice took an opportunity to partner with the legal team and managed successful recruitment campaigns for a number of Senior Legal Counsel positions.

Fabrice speaks 3 languages, and is a passionate individual who values contributing to a high level of service together with attracting quality talent to TfNSW.

