

# QUESTION WITHOUT NOTICE

## Legislative Council

**ASKED BY:** Hon Meg Webb MLC

**ANSWERED BY:** Hon Madeleine Ogilvie MP

### QUESTIONS:

Regarding the 11<sup>th</sup> of February announcement by the Minister for Arts and Heritage of the appointment of the new Chair of the Tasmanian Heritage Council, can the government:

1. **Detail the advertising and selection process undertaken, including:**
  - a) **Timeframe during which the position was advertised and promoted, and whether that promotion was solely Tasmanian-based or also extended interstate?;**
  - b) **Whether, and if so how many, any potential candidates were actively head-hunted and encouraged to apply?**
  - c) **Membership of the selection panel;**
  - d) **Provision of a copy of the selection criteria;**
2. **Detail the application and interview vetting process, including:**
  - a) **the number of applications received;**
  - b) **whether there was a candidate short-list based upon formal applications;**
  - c) **the number of interviews held by the selection panel?; and**
  - d) **Whether all short-list applicants provided heritage expertise-related referees, and if so were all heritage-related referees contacted?**

**ANSWER:**

1. Detail the advertising and selection process undertaken:
  - a) The Department of Natural Resources and Environment Tasmania (NRE Tas) undertook a public Expressions of Interest (EOI) process to fill the position of Chairperson of the Tasmanian Heritage Council. The EOI opened on 4 October 2025 and closed on 21 October 2025. The position was advertised in Tasmania through the three daily newspapers and the Tasmanian Women's Register and promoted interstate via the NRE Tas Website and the NRE Tas LinkedIn page.
  - b) All Heritage Council members were provided a link to the advertised EOI and encouraged to share with their networks.
  - c) The Selection Panel (the Panel) comprised Mr Will Joscelyne, General Manager, Heritage, NRE Tas (Panel Chair); Ms Louise Wilson, Deputy Secretary, Environment, Heritage and Land, NRE Tas; and Mr Ben Goodsir, General Manager, Infrastructure Tasmania, Department of State Growth.
  - d) The key selection criteria, as outlined in the advertised Applicant Information Package, were as follows:

<b>KEY SELECTION CRITERIA</b>	
Applicants are required to have knowledge or expertise in the following areas:	
<b>EXPERIENCE</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Senior leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Statutory decision-making</li> </ul>
<ul style="list-style-type: none"> <li>• Stakeholder engagement and management</li> </ul>	<ul style="list-style-type: none"> <li>• Operating in sensitive environments and dealing with media enquiries</li> </ul>
<ul style="list-style-type: none"> <li>• Contemporary governance</li> </ul>	
<b>SKILLS AND ATTRIBUTES</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Conflict resolution</li> </ul>
	<ul style="list-style-type: none"> <li>• Strategic thinker</li> </ul>
	<ul style="list-style-type: none"> <li>• Work collaboratively</li> </ul>
	<ul style="list-style-type: none"> <li>• Accessible and responsive</li> </ul>

2. Detail the application and interview vetting process:
  - a) Five applications were received by the closing date.
  - b) The Panel shortlisted all five candidates based on an assessment of the applications submitted. One candidate withdrew prior to interviews being held.
  - c) The Panel met with the four candidates on 6 and 11 November 2025.
  - d) Referee checks were requested for the four shortlisted candidates to verify the experience, skills and attributes identified in the key selection criteria and discussed during interviews.

APPROVED/NOT APPROVED

A handwritten signature in blue ink, appearing to read 'M. Ogilvie', written over a faint horizontal line.

Hon Madeleine Ogilvie MP  
**Minister for Arts and Heritage**

Date: 12 March 2026