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Candidate Information Pack
Kimbriki Environmental Enterprises
Chief Executive Officer
August 2026

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The Company

Kimbriki Environmental Enterprises Pty Ltd (KEE) operates the Kimbriki Resource Recovery Centre at Terrey Hills, New South Wales. Originally established as a landfill in 1974 and operated by a joint committee of the Shore Regional Organisation of Councils, KEE was incorporated in 2009 to formalise operation of the site. Northern Beaches Council now holds 96.16 per cent of shares in KEE, with Mosman Municipal Council holding the remaining 3.84 per cent. An independent Board of Non-Executive Directors governs the company, with the majority shareholder also acting as landlord and consent authority for the site.

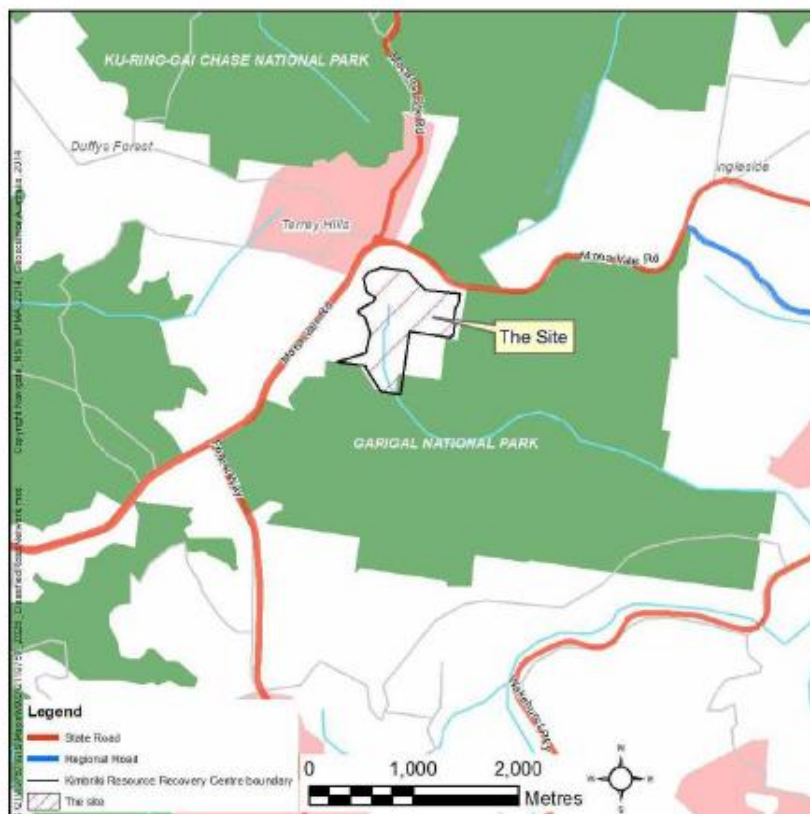
Kimbriki Headline Facts and Figures

- Located off Mona Vale Road at Terrey Hills, New South Wales.
- Annual revenue of approximately \$45 million.
- Processes over 250,000 tonnes of waste annually and recovers and recycles over 80 per cent of this.
- Processes around 400,000 transactions per year.
- Shareholders are Northern Beaches Council (96.16 per cent) and Mosman Municipal Council (3.84 per cent).
- Governed by an independent Board of Non-Executive Directors, currently chaired by Craig Jackson.

Website: www.kimbriki.com.au

About Kimbriki Environmental Enterprise

Kimbriki Environmental Enterprises Pty Ltd operates the Kimbriki Resource Recovery Centre (**KRRC**), which is located off Mona Vale Road at Terrey Hills.



Kimbriki was originally established as a landfill in 1974. At that time, the site was operated by an unincorporated business of the Shore Regional Organisation of Councils, originally comprising Manly, Mosman and Warringah Councils, with Pittwater Council joining in 1992. A joint services committee comprising representatives from each council managed the operations.

In 2009, Kimbriki Environmental Enterprises Pty Ltd (“KEE”) was established to operate the Kimbriki site, with Warringah, Manly, Mosman and Pittwater Councils as shareholders. Following council amalgamations in 2016/17, Northern Beaches Council (“NBC”) was formed from the former Manly, Pittwater and Warringah Councils. Northern Beaches Council is now a 96% shareholder in KEE, and Mosman Municipal Council holds the remaining 4% shareholding.

An independent Board was appointed to govern and oversee operations at Kimbriki, with four Non-Executive Directors selected to form the inaugural Board. During the first five years of operation, there was significant director turnover. From 2016 to 2022, the Board comprised Merv Jones, Christine Hawkins AM and Craig Jackson as Chair. In 2022, a Board refresh was undertaken, with Merv Jones and Christine Hawkins retiring and being replaced by Annette Ruhotas AM and Tom Pascarella. The Board was temporarily expanded to support an orderly transition. In 2026, Cristina Cifuentes and Michael Byrne were recruited to replace Tom Pascarella and Annette Ruhotas, with Craig Jackson remaining as Chair.

Key Dates in Kimbriki’s History

Kimbriki Road Depot commenced operations as a landfill; operated by Shore Regional Organisation of Councils (SHOROC) – originally Manly, Mosman, Warringah Councils

1999	Eco Garden built on top of landfill zone
2009	New company Kimbriki Environmental Enterprises Pty Ltd (KEE) created
2011	Eco House built to complement the Eco Garden and officially opened 1 June
2014	Gas flare and landfill gas collection system installed
2016	NSW Government created Northern Beaches Council
2019	Leachate Treatment Plant (LTP) commissioned – approved to treat and release 550,000L per day
2023	Construction Completed on Clean Water Diversion System
2023	Celebrated 5 million tonnes diverted from landfill

Overview

KEE generates annual revenue of approximately \$45 million from a diverse customer base, including residential, commercial and local government customers. The major revenue sources are mixed waste to landfill, organics (vegetation), recyclables (paper and containers) and construction and demolition (concrete, brick, etc). KEE also collects residential quantities of a variety of problem wastes such as asbestos, paint, batteries, e-waste, toys, clothing, engineered timber, scrap metal, etc. Many of these streams are accepted free of charge.

KEE accepts the green, yellow and blue bin kerbside collections from the shareholder councils and has contracts with non-shareholder councils for green and yellow/blue kerbside collections. KEE also accepts non-putrescible bulky goods waste collected kerbside by the Shareholder councils.

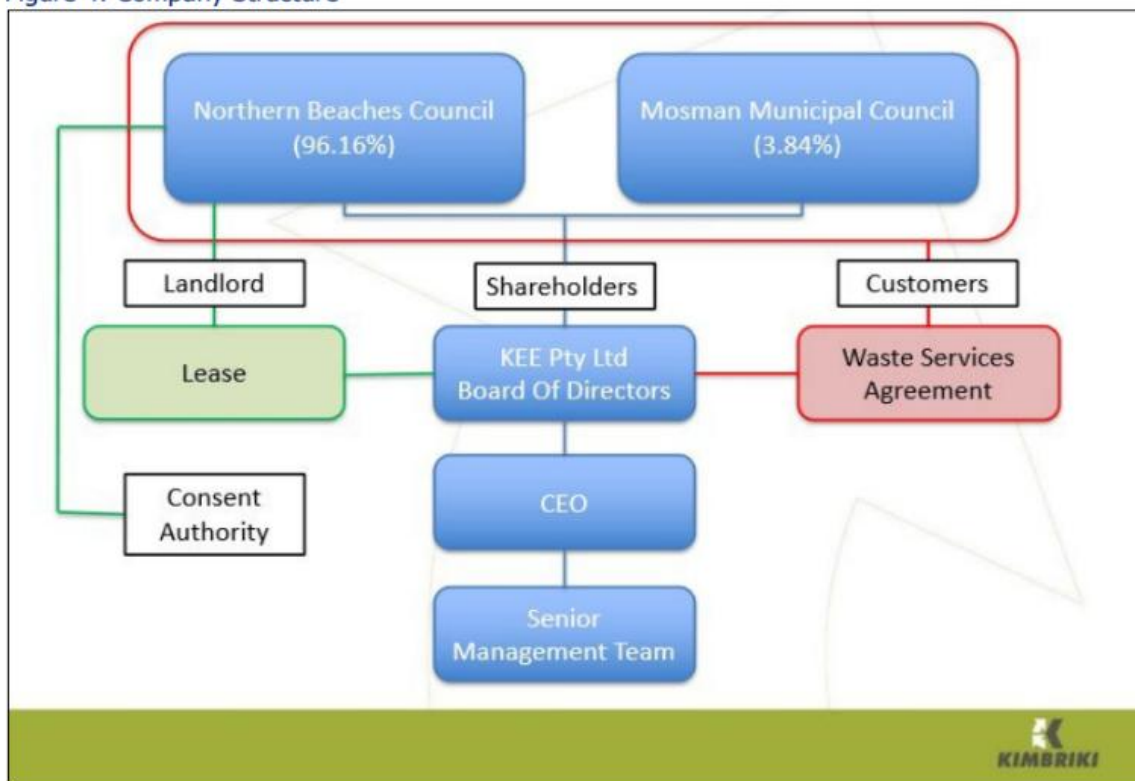
Kimbriki works with its community, customers, shareholders, partners and the waste industry to deliver and promote progressive and efficient services that reduce waste to landfill and increase beneficial reuse opportunities. Kimbriki now processes over 250, 000 tonnes of waste annually and recovers and recycles over 80% of this. KEE processes around 400,000 transactions per year.

Organisational Chart

Kimbriki Environmental Enterprises Pty Ltd: RFQ for CEO Recruitment Services



Figure 4: Company Structure



Board



Craig Jackson, Chairman

Craig was appointed as a Non-Executive Director in April 2015 and appointed Chair in September 2015. He is also Chair of the Remuneration and Nominations Committee.

Craig is a former Partner at KPMG, Andersen and Ernst & Young conducting external audit, risk management & internal audit, performance improvement and corporate governance reviews for international and domestic companies (ASX 100) and government organisations. Craig has experience on numerous boards including NSW Ports, Rheem Australia, Paloma Rheem Global, Aderant, Bowel Cancer Australia (Chairman), RM Watson (Chairman), Ernst & Young Asia Pacific and Oceania, Australian Institute of Company Directors, Ernst & Young ASIC Registered Companies, Australia Korea Business Council and Sydney University Accounting Foundation, Decideware Development (Chairman) and Amaysim.

He has a Diploma in Commerce from the NSW Institute of Technology, is a Fellow of the Chartered Accountants Australia & New Zealand and a Fellow of the Australian Institute of Company Directors.



Michael Byrne, Director

Michael has held leadership roles in global logistics, supply chain management, multinational corporations, financial institutions, government agencies, retail, infrastructure, utilities, and property sectors including Managing Director, Chief Operating Officer and Director of Toll Group Holdings, and Chief Executive Officer of Coates Hire, Linfox and Westgate Holdings. He has also served as a Non-Executive Director of Australia Post. Amid the challenges posed by the COVID-19 pandemic, he was appointed by the Federal Government to assist in establishing international air freight, subsequently advising on export supply chains and contributing to the Simplified Trade Systems Task Force.

Currently, Michael serves on the Boards of Ausgrid Asset, Management, Finance and Operator Partnership, NSW Ports, and Peel Ports UK. He held a Senate membership and chaired the ARC, was an active member of the Chancellors Advisory Board for the University of Western Australia. Additionally, he acts as a Strategic Advisor on Infrastructure to IFM Investors and Australian Super, while also serving as the Chair of HSE Global, a specialist safety consulting group. Recent appointments include board positions with Sydney Airport, CBH Group, and the National Intermodal Corporation. Michael has also dedicated his time to charitable causes, including serving on the board of OzHarvest, a food charity, and participating in education committees for Victoria University and the University of Denver.

Michael holds a Master of Science in Transportation and Infrastructure from the University of Denver, USA. In recognition of his contributions, Michael was appointed as the inaugural Adjunct Professor at the Centre for Supply Chain and Logistics at Deakin University in 2017.



Cristina Cifuentes, Director

Cristina has 40 years' experience in executive and non-executive roles across a range of areas including public policy, water, telecommunications, energy, superannuation and investment management. Most recently she was a Commissioner of the ACCC and a Board Member of the AER.

She is currently a non-executive director of Transgrid and Sydney Desalination Plant and is on the Finance Committee of St Patrick's Church in the Rocks. She has held non-executive directorships on Hunter Water, NSW Treasury Corporation and First State Super (AWARE) Trustee Corporation.

In 2022 Cristina was awarded an Order of Australia (AM) in recognition of her services to economic regulation, and competition and consumer protection. She holds a degree in Law (Hons) from the University of Technology Sydney and a degree in Economics from the University of Sydney.

The Role

Job Title:	Chief Executive Officer
Location:	Terrey Hills, New South Wales
Reports to:	Kimbriki Board
Direct reports:	General Manager Operations, Finance Manager, Human Resources Manager, Ecological Education Manager and Communications & Admin Officer

Objectives of the Position

- Lead Kimbriki Environmental Enterprises Pty Ltd (KEE) as a high-quality, customer-focused waste recycling and disposal centre for the residents and the shareholders (Northern Beaches and Mosman Councils) and any other identified and targeted customer in accordance with the strategic direction set by the Board.
- Ensure compliance with all relevant regulatory instruments, including the site's EPA Licences, Development Approval, Protection of the Environment Operations Act 1997, Waste Avoidance and Resource Recovery Act 2001 and Corporations Act 2001.
- Work with the Board and shareholders to determine KEE's strategic objectives and develop practical plans, priorities and performance measures to achieve them.
- Promote a competitive, service-driven operation through best practice, continuous improvement, staff development, training and the assessment and implementation of new operational and business approaches.
- Ensure effective governance, internal controls and audit procedures are in place to protect KEE's assets and support accurate, timely reporting on financial and operational performance.
- Maintain strong and effective relationships with shareholders and other key stakeholders.

Key Responsibilities

Strategic Leadership:

- Drive corporate vision to maximize resource recovery, reduce landfill waste, and future-proof site operations for the longer term
- Align of teams across site operations, finance, and community education with a focus on safety, commercial and environmental sustainability and compliance with all regulatory requirements & industry standards
- Develop business strategies for consideration of the Board and in accordance with Shareholder and community expectations, to ensure that KEE is a high quality, customer focused, recycling and waste disposal facility for the region

Stakeholder Relations

- Manage relationships with the Board, Shareholders, local communities and operational and site partners
- Manage media, marketing and promotion activities which promote KEE to the community, shareholders and other stakeholders

Operational and infrastructure delivery

- Ensure the appropriate management and development of KEE's Human Resources
- Ensure appropriate executive support is provided to the Board and Shareholders
- Oversee major operational partnerships
- Oversee complex capital works, environmental management plans, and sustainability initiatives
- Oversee the management of the Eco House and Garden and delivery of their programs

Governance



- Manage, promote, and direct KEE in accordance with adopted strategic objectives
- Ensure rigorous commercial and fiscal discipline and compliance, and a robust risk framework and management plan
- Ensure compliance with Shareholder Agreements, statutory regulations and industry standards
- Exercise responsibility, accountability and authority as outlined in KEE's Safety, Environment and Quality Policy.

Selection Criteria – Essential Requirements

- Demonstrated knowledge of, and proven performance in, leading a business in a competitive and highly regulated environment.
- Demonstrated capacity to develop positive relationships with shareholders and other key stakeholders.
- Demonstrated ability in strategic and operational business management, including the preparation and implementation of business strategy, risk management frameworks, operational plans, budgets and financial and operational reports.
- Demonstrated high-level financial acumen, including a sound understanding of financial reporting, budgeting, forecasting, asset management and associated governance concepts.
- Demonstrated capacity to provide sound commercial and strategic advice to the Board, informed by best-practice governance, financial control, contract management and legislative and regulatory compliance.
- Demonstrated capability in operational business management, including people leadership, financial management, contract management, marketing and media management, customer-focused delivery systems and cost-effective business support systems.
- Demonstrated capacity to meet any “fit and proper person” test required for legislative or regulatory compliance and good governance.
- Demonstrated capacity to lead staff and embed a strong culture of safety, accountability, respect and continuous improvement across the company.
- High-level written and oral communication skills, including demonstrated negotiation, conflict resolution and mediation skills.
- Tertiary qualifications in a related discipline and/or substantial senior executive experience in a service-driven operation.
- Behaviour that consistently demonstrates KEE's values of respect, teamwork, integrity, excellence and responsibility.
- A current Working With Children Check.
- Current NSW Driver's Licence.
- Computer literacy, including proficiency in Microsoft Office applications and the ability to work effectively with business systems.

Selection Criteria – Desirable Requirements

- Senior management experience in waste management, recycling, resource recovery or a related infrastructure-based operation.
- Ability to understand engineering, infrastructure, environmental and operational requirements associated with waste management facilities.
- Experience providing Company Secretarial support or governance advice in a comparable organisation.
- Experience engaging with the EPA, local government, State and Federal agencies and other regulatory or statutory bodies.

The Application and Selection Process

Applications

Closing date: Sunday 13 September 2026.

Applications:

All applications are to be received by Derwent. To apply, please go to www.derwentsearch.com.au and “Search Jobs” where you will find links to submit your application.

Your application should include a resume and a cover letter highlighting your suitability.

Enquiries:

Please contact Derwent by email publicsector@derwentsearch.com.au and we will reply with appropriate information and/or arrange a convenient time to speak. You may also contact Andrew McEncroe, Managing Partner Derwent on 0416 018 860.

Merit based selection process

The selection panel will assess applicants against the selection criteria to select a short list of applicants to be invited to attend an interview with the section panel. Candidates may also be invited to attend a pre-screening interview with Derwent to support the panel’s decision making.

Candidates may be required to attend additional interviews and or complete additional assessments such as presentation task, or psychometric assessments.

Reference Checks

Candidates at an advanced stage of consideration will be requested to provide at least two referees who may be contacted before an offer is made. Any written references provided will also be checked.

Pre-employment verification and background checks

Before an offer of employment is made the following checks will be undertaken:

- Academic Qualification Check
- Professional Membership Check
- Criminal History Check
- Financial Regulatory Check
- Bankruptcy Check
- Media and public commentary searches.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to field inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Candidates with a Disability

Derwent aims to ensure people with disability can access secure and sustainable employment opportunities and are respected for their skills and capabilities. If required, we will provide reasonable adjustments such as access, equipment or other practical support at relevant stages of the recruitment process. You can specify in the application if you have necessary adjustments, or please inform us at any stage, and we can arrange reasonable adjustments on your behalf. If you need to contact us about reasonable adjustments during the recruitment process, please contact publicsector@derwentsearch.com.au

Thank you for your interest in Kimbriki.