



## Andrew Banks

### Managing Director

Andrew Banks, born in London and having pursued his education in the UK in Biological Sciences, decided to emigrate in 1972 to an optimistic Australia, to escape the 'grey skies and economic malaise of that era'. He started his career as an actor and earned a living for almost two years on TV and in Theatre including the then famous The Old Tote Theatre Company (subsequently inherited by NIDA, where Andrew is now Chairman of the Foundation).

He then completed six successful years with a Global Multi-Discipline Design and Construction Group as a Human Resources Professional working in the UK, Norway and the USA, ending his career as the HR Director for Europe and Africa supporting 8,000 employees. In 1980 he returned to Australia to join the Executive Recruitment Industry in its early years of development.

Together with Geoff Morgan, Andrew, founded Morgan & Banks in early 1985, seeing an opportunity to change the way the then 'cottage industry' worked and grew the company to become the dominant recruitment force in Australia and Asia, with a whopping 17% market share! The company went public in 1995 and sales grew to over \$700m, before it was acquired by TMP/Monster.com in 1999, a US listed company on the NASDAQ.

Andrew spent the last three years of his time with TMP in New York as Global Director where he was responsible for approximately 40 acquisitions, and 4,500 staff operating in 32 countries around the world.

Andrew has co-authored four books with Geoff Morgan on recruiting, and works in their investment company, Morgan & Banks Investments. He is also a major shareholder and director of Talent2 International (TWO), a publicly traded company on the ASX, which focuses on HR Outsourcing and Executive Search and Selection, with a team of over 1,000 professionals operating in seventeen countries.

In 2004, Geoff and Andrew were the recipients of the Ernst & Young Master Entrepreneur of the Year Award given for sustained success in business. He is married to Andrea and has two children, Sophia and Nicholas who are living and working in the USA.

## Professor Leslyanne Hawthorne

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Professor Leslyanne Hawthorne (PhD, MA, BA Hons, Dip Ed, Grad Dip Mig Stud) is Associate Dean International at the University of Melbourne. She was previously Research Manager at Australia's Bureau of Immigration, Multicultural and Population Research, and has 25 years experience researching high skilled migration (including international student flows), most recently including commissioned work for UNESCO, the Canadian government, APRU/Pacific Economic Cooperation Council, the Migration Policy Institute (US), and the OECD, in relation to a wide range of professions. In 2005-06 Leslyanne was appointed to an Expert Panel of Three by Australia's Federal Cabinet to complete the most extensive evaluation of Australia's skill migration program since 1988. (The Panel's recommendations since September 2007 have governed the selection of over 100,000 skilled migrants per year.) This was followed by commissioned Federal government research on international students in skilled migration, including employment outcomes (2007-09). Leslyanne has also completed the major Australian studies to date on foreign-qualified engineering, medical and nursing graduates (1994-2008). Further projects have analysed global strategies designed to enhance foreign credential recognition and portability; competency based assessment; the role of labour market bridging programs to avoid skills discounting for migrant professionals; and the impact of host country language ability on skilled migrant selection and employment outcomes.

Leslyanne serves on a range of global boards and advisory bodies, including currently the Global Advisory Board of the United Kingdom Observatory on Higher Education (2008-); the New Zealand Department of Labour Advisory Board on longitudinal migration research (2007-); the Hong Kong Council of Academic Accreditation (1996-); and as Status Professor at the University of Toronto (2007-). Major publications include *Refugee: The Vietnamese Experience* (L Hawthorne ed., Oxford University Press, 1982), *Making It in Australia* (L Hawthorne, Edward Arnold, 1988), *Labour Market Barriers for Immigrant Engineers in Australia* (L Hawthorne, Commonwealth of Australia, 1994), *Immigrants and the Professions in Australia* (Monash University, 1997, B Birrell & L Hawthorne), *Evaluation of the General Skill Migration Category* (B Birrell, L Hawthorne & S Richardson, 2006, Commonwealth of Australia), *The Registration and Training Status of Overseas Trained Doctors in Australia* (L Hawthorne, G Hawthorne & B Crotty, 2007, Department of Health and Ageing, Canberra), *Labour Market Outcomes for Migrant Professionals – Canada and Australia Compared* (L Hawthorne, 2007, Government of Canada), *The Impact of Economic Selection Policy on Labour Market Outcomes for Degree-Qualified Migrants in Canada and Australia* (L Hawthorne, 2008, Institute for Research on Public Policy, Ottawa), and *The Impact of English Language Proficiency and Work Readiness on Employment Outcomes and Performance for Tertiary International Students* (S Arkoudis, L Hawthorne, C Baik, G Hawthorne, K O'Loughlin, E Bexley & D Leach forthcoming 2009, Department of Employment, Education and Workplace Relations, Canberra).

## CEO profile - Anne Moore



As Chief Executive Officer, Anne Moore is responsible for working closely with the University to set and manage the strategic direction, financial expectations and performance of SydneyTalent. She is responsible for University and industry engagement, business development and client relationship activity.

Anne's career in learning and development and human resources spans more than twenty years, predominantly within technology and telecommunications industries. Most recently, she worked as Director, Human Resources with Raytheon Australia Pty Ltd, a successful high technology defence industry organisation whose Australian operations are based in Canberra.

In a rapidly changing and demanding environment, Anne was focussed upon strategy, relationship building, workforce planning, capability development, change management and leadership.

Prior to Raytheon, she worked with premium Australian retailer, David Jones Ltd, as General Manager, Organisation Development. In this role, Anne focussed upon learning and development, cultural change and employee engagement across an 8,000 strong workforce. She was able to diversify her experience by developing an appreciation of the intricacies and complexities of retail management and operations. Anne also held a National Learning & Development Manager position for major telecommunications provider Optus Communications Ltd.

Anne's career commenced within a major global IT organisation where she conducted not only technical training but also successfully introduced business skills development training across Australia and New Zealand. During her early career, Anne also established her own consulting practice working with a variety of major organisations within technology, finance and banking, and IT sectors, designing and facilitating front line and executive learning and development programs.

Anne completed all of her academic studies by distance and part-time while building her career. She has a Bachelor Social Science (Dist) majoring in HR Development and Human Relations & Communication, and post graduate distinction level studies in strategy, human resource management and organisation behaviour.

Professor Robinson was appointed Dean, Faculty of Medicine, University of Sydney, in May 2007. He is an Endocrinologist and Head of the Cancer Genetic Laboratory in the Kolling Institute. While undertaking studies for a Masters of Science degree he undertook molecular research work at the Brigham and Women's Hospital and the Children's Hospital, Harvard Medical School from 1986-1989 and was awarded a Doctorate of Medicine from the University of Sydney in 1990. He has developed and led the Cancer Genetics' Laboratory since 1990 and has supervised over 20 doctoral and masters' students working on the genetic basis for tumour formation and gene therapy. In 2003 Professor Robinson was awarded the Daiichi Prize by the Asia and Oceania Thyroid Association for this work on the pathogenesis of thyroid cancer.

Professor Robinson has a strong interest in furthering relations between Australia and Asia and he is the Founding Chairman of Hoc Mai, the Australia Vietnam Medical Foundation, which sponsors and supports medical nursing, allied health and scientific exchanges between Australia and Vietnam. He is a Fellow of the Australian Institute of Company Directors.