



H E N D E R

C O N S U L T I N G

TRUSTED ADVISORS SINCE 1993

INTEGRITY-ACCOUNTABILITY-AUTHENTICITY-CREDIBILITY-IMPARTIALITY-HUMILITY

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Proudly representing the trusted Hender Consulting brand, Justin Hinora, Bernie Dyer, Gill Manser, Trish Retallick and Andrew Reed are one of the most experienced executive recruitment and related human resources consulting teams in South Australia.

The Hender Consulting Team offers six core professional services:

- Executive search and recruitment;
- Non-Executive Board Director search and recruitment;
- Independent executive performance appraisals;
- Remuneration benchmarking and advice;
- General advice regarding organisational structure, retention, succession, culture and related human resources considerations;
- Executive and Non-Executive Contracting Solutions.

Meet our Team



Andrew Reed
General Manager



Justin Hinora
Executive Consultant



Bernie Dyer
Executive Consultant



Gill Manser
Executive Consultant



Trish Retallick
Executive Consultant



Julieann Clohesy
Executive Support
Manager



Debra Robinson
Team Administrator

Andrew Reed |  +61 8 8100 8836 | andrew.reed@hender.com.au | 

Andrew joined Hender Consulting as a Senior Consultant in 2002, progressed to the Principal Consultant role and was appointed as General Manager in late 2016. His qualifications include a Bachelor of Economics and a Graduate Diploma in Education.

Andrew has facilitated well over 1,000 consulting assignments with a particular focus on executive and non-executive director search and recruitment, CEO and GM appraisals, remuneration reviews and organisational structure advice. During his time with the firm, Andrew has been entrusted by a diverse range of public and private entities to assist with the appointment of the most pivotal roles in the organisation.

Justin Hinora |  +61 8 8100 8829 | justin.hinora@hender.com.au | 

Justin joined Hender Consulting in 2004 and is one of the firm's most experienced consultants. Throughout his extensive career in executive search and recruitment, which spans beyond his time with Hender, he has earned himself credibility as a highly trusted advisor, consulting to a range of clients large and small, across a broad industry spectrum.

Each and every assignment is different and Justin prides himself as a proactive, resourceful and solution focused consultant, driven to achieve outcomes above and beyond. His contemporary approach to executive recruitment is one of the leading reasons for continued and demonstrated success in sourcing the best candidates possible. His candidate knowledge, reach and networking ability is extensive, and includes interstate and overseas based candidates (both passive and active) keen to return home.

In addition to his extensive experience placing literally thousands of senior executive positions, including some of the most high profile and public appointments, Justin's consulting capability extends to CEO and GM appraisals, remuneration reviews and organisational structure advice.

Justin's qualifications include a Bachelor of Arts with a major in Legal Studies, and a Diploma in Human Resource Management. He is an active member of the Australian Human Resources Institute and regular participant in Australian Institute of Company Directors events.

Bernie Dyer |  +61 8 8100 8812 | bernie.dyer@hender.com.au | 

Commencing her recruitment career in 1997, Bernie is one of Adelaide's most respected and experienced executive recruiters with extensive experience across diverse sectors and disciplines. Her significant consulting career in executive search and selection and associated services is enhanced by in-house roles in recruitment leadership and HR management at the University of South Australia and Bendigo Adelaide Bank. Bernie is widely acknowledged as a highly engaged, knowledgeable, responsive, and ethical consultant.

Returning to Hender in early 2022, Bernie brings significant experience in higher education, human services, financial services, not-for-profit, government, and corporate appointments. She focuses on Director, CEO, C-suite, and senior management search and selection, along with associated consulting services. GAICD qualified, she offers a valuable understanding of contemporary governance and Board dynamics, maintaining her knowledge through regular attendance at Australian Institute of Company Directors events and as a member of AICD and Women on Boards.

Gill Manser |  +61 8 8100 8825 | gill.manser@hender.com.au | 

Gill has over 25 years experience as a recruitment consultant in both the executive and administration fields, sourcing candidates for permanent as well as contract roles. Since joining Hender Consulting in 2004, Gill has worked in permanent executive recruitment and search across a broad range of roles and industries including federal, state and local government, professional services, financial services, health, education, the arts, wine, retail and manufacturing.

She has recruited in areas such as human resources, business development, marketing and communications, fund raising and sponsorship, project management, contract management, facilities management, engineering, planning, governance, corporate services and accounting. Prior to joining the recruitment industry, she held generalist human resources positions within the retail sector and state government.

Trish Retallick |  **+61 8 8100 8813** | trish.retallick@hender.com.au | [Linkedin](#)

Trish joined Hender Consulting in 2020 having previously worked alongside Hender lead consultants earlier in her career. She has experience spanning three decades, both in Victoria and South Australia, in recruiting at the executive and administrative levels. Her experience covers senior appointments in a wide range of sectors including state and local government, corporate, professional services, not-for-profit, retail and manufacturing.

In addition to her recruitment capability, Trish brings experience gained through senior administrative positions in government, not-for-profit and industry. She has recently returned from interstate where she led the customer service operation for a significant not-for-profit with a medical research base.

Support Team

The above Consultants are supported by a team of highly experienced executive support professionals who are equipped with the judgement and expertise to effectively, courteously and confidentially interface with candidates and clients (at all levels) in regard to this often complex and sensitive, and always important work.

Team Capability/Experience

In addition to the recruitments listed below (but excessive for the purposes of this document), the Hender Consulting Team has recruited literally hundreds of permanent and temporary contract first, second and third tier professional roles across all corporate disciplines such as finance, IT, human resources, marketing, communications, governance, engineering, project management, executive support, procurement, logistics, supply chain, customer service, etc. The firm is also regularly engaged formally and informally to assist with the search and selection of non-executive board directors.

Hender Consulting's specialist Contracting Division addresses our clients' immediate and future temporary and direct fixed-term contract recruitment needs offering specialist, management and executive contracting solutions, with demonstrated success and expertise across the aforementioned corporate disciplines.

The firm is engaged most weeks in both formal and informal remuneration reviews across a diverse range of management positions up to and including CEO. We are also regularly engaged to conduct independent performance appraisals for senior executives. Another key service line is organisation structure analysis and advice. The nature of these complementary services to our primary recruitment business is such that details are often highly confidential. We can nonetheless provide contact details of clients who have utilised and derived value from these important services.

Over the life of the firm, Hender Consulting has provided remuneration and performance appraisal services to virtually every Council in SA along with a wide array of other public and private entities. Our Team's goal is to tailor a human resource solution that addresses both our clients' immediate and future permanent and contracting/temporary recruitment needs. We believe in dedicating our resources to developing long term partnerships based on an in depth understanding of your needs and through the provision of professional value added services. We offer our vast knowledge of candidates within the Adelaide market and with this reliability, responsiveness, transparency, and communication on the availability of quality resources. Whilst the organisation predominantly services clients whom have a presence in South Australia, it has both the capability and experience to undertake assignments in other States and Territories of Australia and overseas.

Notable senior appointments/recruitments (in reverse chronological order) facilitated by one or more members of this Team include:

CEO or equivalent roles

Nganana Inc	Chief Executive Officer
Aboriginal Medical Services Alliance Northern Territory	Chief Executive Officer
Cornerstone College	Principal
St Mark's Lutheran School	Principal
Help at Home Inc.	Chief Executive Officer
Australian Medical Association South Australia	Chief Executive Officer
Rembrandt Living	Chief Executive Officer
Lutheran Care	Chief Executive Officer
Navigator College	Principal
North Adelaide Football Club	Chief Executive Officer
Skylight Mental Health	Chief Executive Officer
Lutheran Education Australia	Executive Director (CEO)
Zahra Foundation	Chief Executive Officer
Immanuel Primary School	Chief Executive Officer
Trees For Life Inc.	Chief Executive Officer
Motor Neurone Disease Association of South Australia Inc	Chief Executive Officer
Festival City Adelaide	Chief Executive Officer
Centennial Park Cemetery Authority	Chief Executive Officer
Community Business Bureau Inc	Chief Executive Officer
Royal Life Saving SA	Chief Executive Officer
Norwood Football Club	Chief Executive Officer
Australian Institute of Company Directors	State Manager SA/NT
Lutheran Disability Services	Chief Executive Officer
Mellor Olsson Lawyers	Chief Executive
MADEC Australia	Chief Executive Officer
Leaders Institute of South Australia	Chief Executive Officer
St George College	Principal
St John's Grammar School	Principal
Guildhouse	General Manager (CEO)
Rural Doctors Workforce Agency	General Manager
Australian Refugee Association	Chief Executive Officer
Pulteney Grammar School	Principal
MADEC Australia	Chief Executive Officer
Country Home Services	Chief Executive Officer

Tatachilla Lutheran College	Principal
Signs Inc.	Chief Executive Officer
Care 24-7	Chief Executive Officer
GPEx Limited	Chief Executive
Bentleys SA/NT	Chief Executive Officer
St Columba College	Principal
Living Waters Lutheran College	Principal
Unity College	Principal
Copper Coast Council	Chief Executive Officer
Concordia College	Principal Concordia Campus
Australian Medical Association – South Australia	Chief Executive Officer
Nature Play SA	Chief Executive Officer
COTA SA	Chief Executive
Light Regional Council	Chief Executive Officer
Veterinary Surgeons Board of South Australia	Registrar
RSPCA SA	Chief Executive Officer
Maxima	Chief Executive Officer
Guildhouse	General Manager / CEO
Siblings Australia Inc	Chief Executive (GM)
Architectural Practice Board of SA	Registrar
Endeavour College	Principal
Basketball SA	Chief Executive Officer
Racing SA	Chief Executive Officer
The Bend Motorsport Park	Chief Executive Officer
Benson Radiology	Chief Executive Officer
MS Society of SA & NT Inc.	Chief Executive Officer
Australian Grape and Wine Inc.	Chief Executive
Adelaide Symphony Orchestra	Chief Executive
Can:Do Group	Chief Executive Officer
Association of Independent Schools of South Australia	Chief Executive
SHINE SA	Chief Executive Officer
Palliative Care SA	Executive Officer
Lutheran Education SA, NT & WA	Executive Director (CEO)
St Peter' Collegiate Girls' School	Principal
Annesley Junior School	Principal
Nature Foundation	Chief Executive Officer
Sportsmed SA	Chief Executive Officer
Carers and Disability Link Inc	Chief Executive Officer
Boandik Incorporated	Chief Executive Officer
North Eastern Community Hospital	Chief Executive Officer
Central Adelaide Waste and Recycling Authority	Chief Executive Officer
Saint Ignatius' College	Principal
City of Tea Tree Gully	Chief Executive Officer
Barossa Village	Chief Executive Officer
Bedford Group	Chief Executive
StudyAdelaide	Chief Executive
Habitat for Humanity	Executive Officer
Frisk	Chief Executive Officer
CCW Co-operative Limited	Chief Executive Officer
HomeStart Finance	Chief Executive Officer
LHI Retirement Services	Chief Executive Officer
Dr Jones & Partners	Chief Executive Officer
HILT CRC	Chief Executive Officer
Blackfriars Priory School	Principal
JusticeNet SA	Chief Executive
Almond Board of Australia	Chief Executive Officer
Adelaide PHN	Chief Executive Officer
Scouts SA	Chief Executive Officer
UnitingSA	Chief Executive Officer
Uniting Country SA	Chief Executive
Cohen Group	Chief Executive Officer
Courts Administration Authority	State Courts Administrator (Chief Executive)
Access 2 Place Housing	Chief Executive Officer
Construction Industry Training Board	Chief Executive
HomePlace Living Supports	Chief Executive Officer
Centacare Catholic Family Services	Director (CEO)
YourPlace Housing Ltd	Chief Executive Officer
Lighthouse Disability	Chief Executive Officer
Cochrane's	Chief Executive Officer
Department of Human Services	Chief Executive
Beaumont Tiles	Chief Executive Officer
Holiday Explorers	Executive Officer
Scouts SA	Chief Commissioner
Resthaven Incorporated	Chief Executive Officer
Credit Union SA	Chief Executive Officer

Fairmont Group	Chief Executive Officer
Estates Development Co. (1948) Pty Ltd	Chief Executive Officer
Coorong District Council	Chief Executive Officer
St Dominic's Priory College	Principal
St John Ambulance Australia SA	Chief Executive Officer
Pulteney Grammar School	Principal
Mitolo Wines	General Manager
Australian Dental Association SA	Chief Executive Officer
Teachers Registration Board of South Australia	Registrar (CEO)
St Mark's College	Head of College
St Ann's College	Principal (CEO)
Mellor Ollson Lawyers	Chief Executive Officer
Pedare Christian College	Principal
Minda Incorporated	Chief Executive Officer
District Council of Elliston	Chief Executive Officer
Pedare Christian College	Principal
South Australian Housing Authority	Chief Executive
Suneden Specialist School	Principal
Helping Hand	Chief Executive Officer
King's Baptist Grammar School	Principal
ACH Group	Chief Executive Officer
Department for Environment and Water	Chief Executive
State Library of South Australia	Director
Schild Estate	Chief Executive Officer
Latrobe Health Services	Chief Executive Officer
Glenelg Golf Club	General Manager
Dairysafe	Chief Executive Officer
Arthritis SA	Chief Executive Officer
Berri Barmera Council	Chief Executive Officer
District Council of Loxton Waikerie	Chief Executive Officer
District Council of Grant	Chief Executive Officer
Barkuma Inc	Chief Executive Officer
Carrington Cottages	General Manager
SATAC	Chief Executive Officer
SIDS and Kids	Chief Executive Officer
Basketball SA	Chief Executive Officer
CCW Co-operative Ltd	Chief Executive Officer
Cohen Group	Chief Executive Officer
Wolf Blass Foundation Inc	Executive Manager – Wolf Blass Gallery & Museum
Tynite Flowers	Chief Executive Officer
Police Health	Chief Executive Officer
City of Victor Harbor	Chief Executive Officer
City of Port Lincoln	Chief Executive Officer
Pineview Village	Executive Officer
LHI Retirement Services	Chief Executive Officer
HAMB Systems Limited	Chief Executive Officer (twice)
Saint Ignatius' College	Principal
Woodcroft College	Principal
Leaders Institute of South Australia	Strategic Leader
Southern Cross Care	Chief Executive Officer
Barossa Village Inc	Chief Executive Officer (twice)
St John's Grammar School	Principal
Guildhouse	Executive Director
Department for Education & Child Development	Principal, Adelaide Botanic High
Department for Education & Child Development	Principal, Australian Science & Mathematics School
Alwyndor	General Manager
Alexandrina Council	Chief Executive Officer
Glenelg Golf Club	General Manager
TechInSA	Chief Executive Officer
St John Ambulance Service	Chief Executive Officer (twice)
RSPCA (SA)	Chief Executive
Leading Aged Care Services SA	State Manager
Fertility SA	CEO
Heart Foundation	Interim CEO
Annesley Junior School	Principal
Queen Adelaide Club	General Manager
Kain Lawyers	General Manager
Water Research Australia	Chief Executive (multiple)
Westminster School	Principal
Blackfriars Priory School	Principal
South Australian Chamber of Mines and Energy	Chief Executive Officer
Aged Care Industry Association	Chief Executive Officer
Regional Development Australia – Limestone Coast	Chief Executive Officer
Wakefield Regional Council	Chief Executive Officer
Dairy Authority of South Australia	Chief Executive

Community Business Bureau	Chief Executive Officer
University Senior College	Principal
Benson Radiology	Chief Executive Officer
Council Solutions	Chief Executive Officer
Aged & Community Services SA	Divisional Chief Executive Officer
Aged Rights Advocacy Society	Chief Executive Officer
Structural Group	General Manager
Vinehealth Australia	Chief Executive Officer
Cleanseas Tuna	Managing Director
City of Charles Sturt	Chief Executive Officer
Harvest Christian School	Principal
St Columba	Principal
Arts SA	Executive Director
Department for Education & Child Development	Executive Director, Learning & Performance Improvement
City of Port Adelaide Enfield	Chief Executive
ECH Inc	Chief Executive
United Way SA	Chief Executive Officer
Australian Dental Association, SA	Chief Executive Officer
Adelaide Showground Farmers Market	General Manager
Department of Environment, Water and Natural Resources	Chief Executive
Mt Lawley Golf Club	General Manager
Australian Grape & Wine Authority	Chief Executive
Clelands Lawyers	Practice Manager
Renewal SA	Chief Executive
Kooyonga Golf Club	General Manager
Ninti One Ltd	Managing Director
Nature Play SA	Chief Executive
ElectraNet SA	Chief Executive
Motor Trade Association	Chief Executive
Teachers Registration Board of SA	Chief Executive/Registrar
Legacy	Chief Executive (2 times)
Inclusive Directions	Chief Executive
Waltja	Chief Executive
The Architectural Practice Board of South Australia	Registrar
Courts Administration Authority of SA	Chief Executive
Council Solutions	Chief Executive
Pulteney Grammar School	Principal (3 times over 12 years)
City of Tea Tree Gully	Chief Executive
Adelaide Symphony Orchestra	Chief Executive (3 times over 12 years)
Regional Development Australia – Whyalla and Eyre Peninsula	Chief Executive
City of Port Lincoln	Chief Executive
Australian Institute of Company Directors of SA Inc	State Manager SA/NT
Electronics Industry Association Ltd	Executive Director
South Australian Museum	Director/CEO (2 times)
Royal Society for the Blind SA	Chief Executive
Catherine House	Chief Executive
Community Support Inc	Chief Executive Officer
Insurance and Membership Services	Chief Executive Officer
Data Action	Chief Executive
Adelaide University Union	General Manager (multiple)
Grape & Wine Research and Development Corporation	Chief Executive (4 times over 12 years)
AnglicareSA	Chief Executive
COTA SA	Chief Executive
Northern Areas Council	Chief Executive Officer
Taxi Council SA	Chief Executive Officer
Rural City of Murray Bridge	Chief Executive (2 times)
MADEC	Chief Executive
Credit Union SA	Chief Executive
Adelaide Festival	Chief Executive
Securatrak	General Manager
Walford Anglican Girls' School	Principal
Seven Hill Winery	General Manager
The Barossa Community Co-op	Chief Executive
State Opera of SA	Chief Executive
Essential Services Commission of SA	Chief Executive
Uniting Church in Australia	CEO / General Secretary
Royal Flying Doctor Service	Chief Operating Officer
Barossa Enterprises	Chief Executive Officer
City of Salisbury	Chief Executive
Schild Estate Wines	General Manager
District Council of Tumby Bay	Chief Executive
SA Water	Chief Executive
St Andrew's School	Principal (2 times)
Annesley College	Principal (3 times)
Ausco Modular	SA General Manager

District Council of Streaky Bay	Chief Executive Officer
District Council of Barunga West	Chief Executive Officer
Barkuma Inc	Chief Executive Officer
Leveda Inc	Chief Executive Officer
Adelaide Shores	Chief Executive (2 times)
WorkCover SA	Chief Executive (2 times)
District Council of Cleve	Chief Executive (2 times)
EMA Consulting	General Manager (2 times)
Australian Festival for Young People	General Manager
Trinity College	Principal
Multiple Sclerosis Society of SA & NT	Chief Executive Officer
South Australian Cricket Association	Chief Executive
Eldercare Inc	Chief Executive Officer
Adelaide Central Market Authority	Chief Executive Officer
Mullins Wheels Pty Ltd	Chief Executive Officer
Creeks Pipeline Company	General Manager
Aboriginal Foundation of SA	Chief Executive
Australian Centre for Social Innovation	Chief Executive
GP Partners	Chief Executive Officer
Port Adelaide Football Club	Chief Operating Officer
Trees for Life	Chief Executive Officer
Civil Contractors Federation SA	Chief Executive Officer
Homestart Finance	Chief Executive Officer
Pedare College	Principal (3 times)
City of Holdfast Bay	Chief Executive
District Council of Cleve	Chief Executive Officer
Northern Adelaide and Medicare Local	Chief Executive Officer
District Council of Coober Pedy	Chief Executive Officer
Town of Walkerville	Chief Executive
City of Mitcham	Chief Executive
Royal Agricultural & Horticultural Society	Chief Operating Officer
Seniors Information Service	Chief Executive Officer
Stirling District Hospital	Chief Executive Officer
Adelaide Film Festival	Director / Chief Executive Officer
Unibooks	Chief Executive
Adelaide Festival Centre	Chief Executive
Northern Adelaide Manufacturing Industry Group	General Manager
Naval, Military & Naval Club of SA	General Manager
Hills Christian Community School	Principal
Bremerton Wines	Chief Executive
Special Olympics SA	State Manager
Pendelton Estate	General Manager
Royal District Nursing Service	Chief Executive
Real Estate Institute of SA	Chief Executive (2 times)
Town of Gawler	Chief Executive
Johnson Winter & Slattery	General Manager
Eynesbury College	Principal
St John's Grammar School	Principal
Police Credit Union	Chief Executive Officer
Scouts SA	Chief Commissioner
South Australian Tourism Commission	Chief Executive
Flinders Partners	Chief Executive
Legacy Club of Adelaide	Chief Executive Officer (2 times)
City of Unley	Chief Executive (2 times)
Adelaide City Council	Chief Executive (4 times)
St George College	Principal
The Adelaide Club	General Manager
Port Adelaide Football Club	Chief Executive Officer
Fisher Jeffries	General Manager
Johnson Winter & Slattery	General Manager
CARA	Chief Executive Officer
AMA (SA) Inc	Chief Executive Officer
Minda Inc	Chief Executive Officer
SCOSA	Chief Executive Officer
Royal Zoological Society of SA Inc	Chief Executive
Adelaide Festival Centre	Chief Executive Officer
Cando4Kids	Chief Executive Officer
Guide Dogs Association of SA & NT	Chief Executive Officer
District Council of Mallala	Chief Executive Officer
Olympic Industries	Chief Executive Officer / General Manager
National Jet Systems	Chief Financial Officer
Thoroughbred Racing SA	Chief Executive Officer
ITEK Pty Ltd	Chief Executive Officer
General Practice SA Inc	Chief Executive Officer
SA Health & Community Services	Chief Executive Officer

Barossa Council	Chief Executive
Whyalla City Council	Chief Executive
Carclew	Director / Chief Executive Officer
Finlaysons	Chief Executive Officer
Adelaide Central & Eastern Division of General Practice	Chief Executive Officer
Police Credit Union	Chief Executive Officer
South Australian Chamber of Mines & Energy	Chief Executive Officer
Built Environ	Chief Executive
Le Messurier Timber Co	Chief Executive Officer
Trees for Life	Chief Executive Officer
Elders Rural Bank Ltd	Chief Financial Officer & Company Secretary
Petratherm Ltd	Managing Director
Adelaide Central & Eastern Division of General Practice	Chief Executive Officer
Wine Grape Growers' Australia Inc	Executive Director
Adelaide Fringe	Fringe Director
District Council of Yorke Peninsula	Chief Executive Officer
Arts SA	Director, Art Gallery of SA
Naracoorte Health Service Inc	Chief Executive Officer
Thomson Playford	Chief Executive
Autism Association of SA Inc	Chief Executive
Orana Inc	Chief Executive Officer
Lynch Meyer Lawyers	Chief Executive
YHA of SA	Chief Executive
South Australian Tourism Commission	Chief Executive – World Police & Fire Games
Adelaide Cemeteries Authority	Chief Executive Officer
Community Access Services	Chief Executive Officer
Alice Springs Town Council	Chief Executive Officer
Tatiara District Council	Chief Executive Officer
Office of Public Employment	Chief Executive
Royal Zoological Society of SA Inc	Chief Executive
Land Management Corporation	Chief Executive
City of Prospect	Chief Executive Officer
City of Burnside	Chief Executive Officer
Eastern Eyre Health & Aged Care Inc	Chief Executive Officer
Royal South Australian Deaf Society Inc	Chief Executive Officer
Repatriation General Hospital	Chief Executive Officer
Naracoorte Lucindale Council	Chief Executive Officer
Austraining International Pty Ltd	Chief Executive Officer
Prince Alfred College	Principal
Port Adelaide Magpies	Chief Executive
St Peter's College	Head (Principal)
ARA Jobs	Chief Executive
Kelly & Co Lawyers	Chief Executive
Eastwaste	Chief Executive
District Council of Mt Barker	Chief Executive Officer
Aged Care & Community Services SA & NT	Chief Executive Officer
Minter Ellison	Chief Executive Officer
SA Harness Racing Authority	Chief Executive
SA Greyhound Racing Authority	Chief Executive Officer
Adelaide Hills Council	Chief Executive Officer
District Council of Naracoorte	Chief Executive Officer
City of Happy Valley & Noarlunga (Onkaparinga)	Chief Executive Officer