

# Robert (Bob) Weir

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## Governance Profile

Almost 30 years experience in Governance, Senior Executive and Management roles in Australia and New Zealand. A strong set of values and ethics, which have guided me through many challenges. A deep passion for motivating and developing businesses, their owners and their employees. A proven track record of success in regulated, competitive and commercial enterprises and also with small business. A strong understanding of how to govern and manage businesses of all sizes from sole traders to businesses with multi-billion dollar turnovers.

## Governance Experience

### **Genesis Energy – Executive Manager**

**2006 - 2012**

The governance aspects of this role included:

- Attending all board meetings for the six years of the role.
- Developed and presented board papers seeking approval on a wide range of issues (all approvals exceeded \$5 million in value and up to \$250 million).
- Reported the operational performance of the Energy Management portfolio on a monthly basis. (e.g. H&S, operations, financial, trading).
- Developed company strategy in close consultation with the board.
- Supported board members at a wide range of stakeholder functions.

### **Workwise Limited – Director**

**2015 - present**

A non-government organisation focused on supporting people suffering from mental illnesses returning to work and staying in work. Part of The Wise Group.

### **ConneXu – Chairman and Trustee**

**2015 -present**

A government funded charitable Trust providing support for intellectually handicapped people wanting to live in their homes and remain independent

### **EQSTRUC Ltd - Business and Governance Advisor**

**2014 - present**

A specialist seismic and structural engineering business specifically servicing Auckland but growing throughout New Zealand.

### **Hamilton and Waikato Tourism Board – Board Member**

**2015 -2016**

Hamilton & Waikato Tourism Ltd (HWT) is a Regional Tourism Organisation (RTO) whose role is to promote the Hamilton & Waikato region as visitor destination to international and domestic visitors in order to provide economic benefits to the community.

### **Primary Focus Trust - Trustee**

**2010 - 2014**

A charitable trust set up by the Franklin District Council then handed to the Waikato District Council. Its purpose was to facilitate, promote, foster and develop the region by pursuing economic development activities in the Waikato region (Six Trustees).

### **Electricity Supply Industry Training Organisation (ESITO) – Board Member**

**2010 – 2011**

ESITO is one of many Industry Training Organisations (ITOs) in New Zealand (NZ) specifically covering the training needs of electricity generation, retail, distribution and transmission. (Nine board members).

**Institute of Directors 5 Day Company Directors Course****April 2007****Member of the Institute of Directors****2007 - Present****Governance Skills Summary****▪ Strategy:**

- Proven track record in developing strategy in complex environments for large and small enterprises
- Proven experience in overseeing and executing these strategies.

**▪ Board Room Style:**

- Able to coach key information from managers in a non-threatening way.
- Extensive executive experience allows me to pinpoint areas of greatest concern very quickly.
- Strong understanding of the style required to govern a business as opposed to managing a business.

**▪ Specialist Industry Experience:**

- Electricity, Utilities, Oil and Gas, Coal, Construction and project delivery.
- Small Business (sole trader to \$10 million turnover).

**▪ Health and Safety (H&S):**

- Strong understanding of the H&S needs in high-risk environments.
- Particular knowledge of the changing H&S accountability for NZ boards.

**▪ People Management:**

- Have overseen and governed businesses faced with significant workforce challenges including restructures and controversial work place change.
- Operated in work environments with significant industrial relations challenges.

**▪ Operations:**

- Overseen the operation of multi-billion dollar assets in complex, competitive markets.
- Able to quickly understand operational issues and financial implications brought forward by management.

**▪ Iwi Relations and Governance:**

- Worked for and negotiated with over six Maori groups throughout NZ over a ten-year period.

**Education and Professional Development**

<b>Masters of Business Administration (Finance)</b> - Central Queensland University	1994 – 1998
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<b>Columbia Senior Executive Program</b>	Columbia University New York USA	2010
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<b>University of Queensland</b>	Bachelor of Engineering – Electrical	1982 – 1985
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**Experience with Small to Medium Enterprises****Pinpoint Business Ltd, New Zealand – Owner, Director and Advisor****2012 – Present**

Pinpoint Business specialises in the delivery of total business advice to small to medium enterprises businesses. The services and products offered span the entire business. These services have been offered to a diverse array of businesses from industries including:

- Construction, building and most associated trades.

- Retail (white goods, furniture, food)
- Light manufacturing
- Real Estate
- Waste management
- Personal health and wellbeing
- Catering
- Agricultural services including contracting, machinery sales and service and veterinary

## Executive and Managerial Experience

### **Genesis Energy, New Zealand**

**2004 - 2012**

#### ***General Manager, Energy Management***

**2006 – 2012**

- Acted for the CEO
- Oversaw the operation of 2000MW of coal, gas hydro and renewable assets across New Zealand including people and culture, health and safety, financial performance, community relations and asset management.
- Accountable for all trading activities into the NZ Energy market and fuel purchases.

#### ***Engineering Services Manager***

**2004 – 2006**

- Oversee a team of 40 engineers responsible for the management of all generation assets
- Accountable for the delivery of all capital projects.
- Project governance of the \$500m CCGT plant

### **Stanwell Corporation Ltd QLD Australia**

#### ***Business and Project Management roles***

**1994 - 2004**

One of the government owned electricity generators in Queensland operating in the National Electricity Market with an annual revenue (at the time) of \$400 million and asset value of approximately \$1.5 billion. 1500MW of installed generating capacity (Hydro, wind, biomass and Coal) with approximately 350 staff.

#### **OTHER ROLES**

1998 - 2002	• Production Business Manager	Stanwell Corporation Limited
1994 to 1998	• Senior Engineer (Control Systems)	Stanwell Corporation Limited
1992 to 1994	• Commissioning Engineer	Queensland Electricity Commission
1990 to 1992	• Commissioning Engineer	Electricity Commission of South Africa in South Africa
1986 to 1990	• Engineer	Queensland Electricity Commission

## Referees

- Supplied on request