



BLAKE REPINE

SENIOR EXECUTIVE

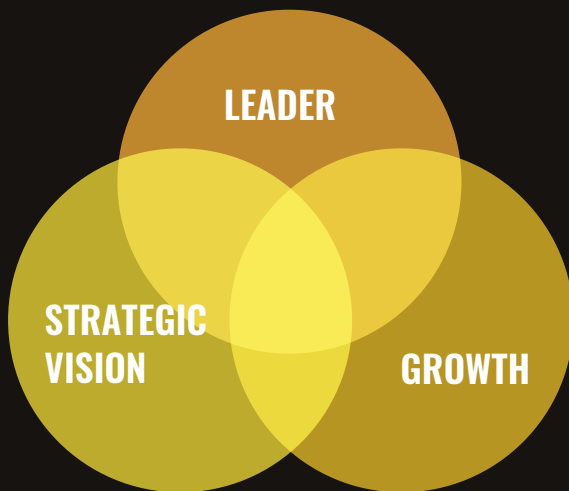
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“Providing innovative strategic leadership, accountability and systematic analysis to elevate organisational outcomes.”

KEY VALUE OFFERINGS —



- CORPORATE GOVERNANCE
- OPERATIONS EXCELLENCE
- BUSINESS EFFICIENCY
- STRATEGIC PLANNING
- POLICY DEVELOPMENT
- TEAM LEADERSHIP
- RISK MANAGEMENT
- ACCOUNTABILITY
- QUALITY MANAGEMENT

Senior Executive, innovative strategic thinker, leading operational functions to meet strategic directives across complex business units.

A passion for shaping organisations and building capabilities complemented by proven results in building and implementing systems, developing and retaining emerging leaders, and driving cultural change.

A skilled communicator with mature negotiation skills and the capacity to engage with executive stakeholders to deliver outcomes while overcoming opposing requirements across multiple levels of business.

CAREER OVERVIEW —

CURRENT

MENZIES SCHOOL OF HEALTH RESEARCH

Chief Operating Officer
Darwin, Australia.

JUL 2017 - OCT 2017

CQ UNIVERSITY

Associate Vice-Chancellor
Queensland, Australia

JAN 2017 - OCT 2018

CQ UNIVERSITY

Associate Director, Finance & Planning.
Queensland, Australia

JAN 2013 - JUL 2017

DECISIVE BUSINESS SOLUTIONS PTY LTD

Director
Melbourne, Australia.

APR 2014 - OCT 2015

EVANS EDWARDS & ASSOCIATES PTY LTD

Practice Manager
Australia

AUG 1994 - FEB 2013

US ARMY

Multiple Roles
United States

QUALIFICATIONS —

LIBERTY UNIVERSITY

DOCTOR OF BUSINESS ADMINISTRATION

Specialisation in Strategic Management (Expected 2019)

HARVARD BUSINESS SCHOOL

DISRUPTIVE STRATEGY W/ CHRISTENSEN CLAYTON

NORWICH UNIVERSITY (USA)

MASTER OF BUSINESS ADMINISTRATION (MBA)

LIBERTY UNIVERSITY

MASTER OF ARTS (MANAGEMENT & LEADERSHIP)

LIBERTY UNIVERSITY

BACHELOR OF SCIENCE IN MULTIDISCIPLINARY STUDIES

Specialisations in Business Administration & Communications

COLLEGE FOR LAW, EDUCATION & TRAINING (AUS)

CERTIFICATE IV IN TRAINING & ASSESSMENT

CAREER HIGHLIGHTS —

**CHIEF OPERATING OFFICER
MENZIES SCHOOL OF HEALTH RESEARCH**

OCT 2018 - PRESENT

As the COO, I am responsible for strategic and operational activity including functional oversight of Finance, Human Resources, Operations, Research Administration, Information Technology, Legal and Commercial, Governance and Risk Management with responsibility for reporting to the Board on these areas.

- Responsible for a portfolio of \$100M and a financial delegation of \$250K.
- Facilitate the Risk and Audit Committee; Manage the internal audit function.
- Liaise with stakeholders to develop and maintain effective professional relationships with research partners, national and international funding agencies.
- Promote the principles and practices of equity and diversity. Lead the ongoing development of a professional and achievement focused workforce and culture.
- Lead role in the development of corporate policies, ensuring appropriate standards of governance are developed, implemented and maintained.

**ASSOCIATE VICE-CHANCELLOR (CENTRAL HIGHLANDS REGION) JUL 2017 – OCT 2018
CQUNIVERSITY (DUAL ROLE AS THE ASSOCIATE DIRECTOR – FINANCE AND PLANNING)**

As the Associate Vice-Chancellor (Central Highlands Region), I was responsible for leading and integrating all operations and growth initiatives of Queensland's Central Highlands and Central West Region of CQUniversity Australia to include the campus located in Emerald QLD.

- Responsible for a regional campus with approximately 1,000 students in both Vocational Education and Training and Higher Education programs and a staff of 50 FTE.
- Provide leadership within the region to support the pursuit of the vision and mission of the University, applying the principles of the University's 'Daring to be Different' strategy from a campus and region perspective.
- Build relationships and partnerships to develop opportunities for the University regionally, nationally and internationally. Identify innovative ways to engage and support the communities and industries in the Central Highlands region and the whole of University.
- Advocating for the needs, resources, and opportunities of the region to the wider University through collaboration with the Vice-Chancellor and the Senior Executive Team, utilising strengthened relationships across the University including Higher Education, Vocational Education, International and Services, and Student Experience and Governance.

CQUNIVERSITY (DUAL ROLE AS THE ASSOCIATE VICE-CHANCELLOR)

As the Associate Director, I was responsible for providing high-level support to relevant senior executives, particularly the Deputy Vice-Chancellor, Finance & Planning, including analytical, project management, advisory and representative support across a wide range of strategic and operational matters.

- Responsible for a \$200M+ portfolio, with a financial delegation of \$100k, that included Commercialisation, Risk Management, Publishing and Procurement and a staff of 50 FTE.
- Lead and develop the commercialisation activities for the University. Includes working with internal stakeholders and external stakeholders such as industry partners and venture capitalist.
- Coordinating and leading the development of the University's Strategic and Operational plans and Risk. Undertaking specialist research and investigation for the development and implementation of strategies, plans, proposals, and briefing papers. Ensuring all activities meet statutory and regulatory requirements.

DIRECTOR

OCT 2015 – JUL 2017

DECISIVE BUSINESS SOLUTIONS PTY LTD

JAN 2013 – MAR 2014

As the Director, I formulated strategies to drive business improvements for a range of businesses, across multiple industries and regions. I have led multiple projects with conflicting priorities - scheduling and prioritising activities and managing resources – established business processes to facilitate growth by developing innovative solutions to improve operational efficiency, effectiveness, and overall financial standing.

- Increased key client's net profit by 54% by identifying and bringing to market a previously untapped revenue stream.
- Identified opportunities for clients for diversification and expansion both locally, national and international.
- Reduced risk to a client by developing and implementing HR management policies and systems.

PRACTICE MANAGER

MAY 2014 – OCT 2015

EVANS EDWARDS & ASSOCIATES PTY LTD

Challenged to revitalise existing operations. Strategically reviewed procedures impacting negatively on business revenue, developed new opportunities and spearheaded expansion initiatives to lead the organisation through the next phase of accelerated growth.

- Reported monthly to the Board about key areas of responsibility that included strategy, financial management (P&L), human resources, information technology, operations, and internal systems, insurance and risk management, and marketing.
- Contributed as a member of the executive leadership team and participated in the decision-making on critical corporate planning, new business development and operational issues that shaped the future direction of the business.
- Maintained accountability and transparency by being responsible for a P&L of \$4M and a workforce of 50 FTE personnel based at four locations throughout Queensland.
- Increased team KPI achievement from 5% to 95% by digitising work processes, implementing cloud based systems and improving workflow.
- Enhanced and mentored emerging leaders by creating a six-month leadership development program for supervisors, managers and principals.

HR PERSONNEL PROCESSING & TRANSITION CENTRE, US ARMY

Identified as a high performer and rapidly promoted to Director to operate the business at a strategic level. Instrumental in the development and delivery of the business flagship improvements that significantly increased business outcomes.

- Exceeded KPIs as the Director of a multi-disciplinary team, responsible for a staff of 150 FTE; supporting a workforce of 40,000 personnel.
- Maintained transparency and accountability for managing an operating budget of \$6M.
- Implemented innovative workflow processes that increased overall efficiency by 34%, by providing a strategic review.
- Reduced costs by 19% by initiating materials conservation and control actions.

CHIEF

JUL 2010 – MAY 2012

FIRE DIRECTION CONTROL CENTRE(S), US ARMY

Prominent leadership role during a period of significant change. Responsible for the workforce planning and management for 96 personnel. Demonstrated loyalty and dedication with a commitment to achieving results.

- Responsible for an operating budget of \$3M and overseeing resource usage and maintenance programs; responsible for 96 FTE.
- Elevated training outcomes by leading a project to design and establish a digital sustainment training facility, to include curriculum to improve operational proficiency that supported 18 Fire Direction Control Centres; trained approximately 300 personnel annually.
- Constructed a detailed training and risk management plan for six separate Fire Direction Control Centres to implement new software, operating systems, and procedures.
- Established staffing and support plan to ensure seamless, 24-hour operations for extended periods at multiple locations.

REGIONAL MANAGER

JUL 2008 – JUL 2010

INFORMATION OPERATIONS, US ARMY

Triumphed over the cultural, environmental and operational challenges of the environment to deliver strategic leadership, team governance and manage operations and critical projects. Established controls and processes while creating a cultural shift to meet overarching strategic objectives.

- Developed and managed marketing campaign in Southern Iraq for a target market of approximately 2 million people.
- Oversaw, in conjunction with the Provincial Reconstruction Teams, multiple civil projects to improve local infrastructure in the Basra Province, Iraq. Had financial authority to authorise single projects up to \$50K with an aggregate of \$500K per annum.
- Met with, conducted briefings to, and built relationships with national and local government officials, foreign dignitaries, local tribal leaders, and leaders of non-governmental organisations to facilitate the development of the new Iraqi Government.
- Recognised as leading the top performing and most successful team of any Information Operations section in the United States Division-South operational area (Southern Iraq).

US ARMY

Critical leadership role in developing and managing the Recruit Sustainment Training Program that trains an average of 800 personnel annually; Lead Trainer responsible for training, developing and supervising eight instructors.

- Built and maintained professional relationships with key personnel to facilitate access to target demographics.
- Consistently met or exceeded KPIs; Recognised as the Recruiter of the Year for 2005.
- Maintained compliance with all regulatory requirements by applying knowledge on applicable regulations and laws governing employment contracts including their relevance in a variety of situations.

MULTIPLE ROLES

AUG 1994 – JUL 2005

US ARMY

BOARDS, COMMITTEES AND MEMBERSHIPS —

NON-EXECUTIVE DIRECTOR

CENTRAL WEST HOSPITAL AND HEALTH SERVICE BOARD

MAY 2018 – PRESENT

- In accordance with the Hospital and Health Board Act 2011, Hospital and Health Boards govern and control respective Hospital and Health Services, which are the principal providers of public health services in Queensland.
- Chair of the Finance Committee.
- Member of the Safety and Quality Committee.

COMMITTEE MEMBER

BHP QUEENSLAND LOCAL BUYING FOUNDATION ADVISORY COMMITTEE

SEP 2017 – OCTOBER 2018

- Provide guidance and market/environment intelligence to inform, identify and support and the investment and disbursement of the Foundation's funds and to oversee the effective governance of the Foundation.

NON-EXECUTIVE DIRECTOR

CENTRAL HIGHLANDS REGIONAL RESOURCE USE PLANNING COOPERATIVE LIMITED (CHRRUP)

AUG 2017 – OCTOBER 2018

- Work proactively with regional communities, enterprises and industries to foster natural resource management that supports the sustainability of the Central Highlands region embodies our core values of independence, practicality, partnerships, and collaboration.
- Member of the Finance, Risk and Audit Committee.

COMMITTEE CHAIR

ACCOUNTING, FINANCE, ECONOMICS, BUSINESS LAW AND PROPERTY ADVISORY COMMITTEE FOR CQUNIVERSITY SCHOOL OF BUSINESS AND LAW

JUL 2015 – JUL 2017

- Provide advice and guidance for the development and delivery of undergraduate and postgraduate programs within the relevant discipline, as well providing advice on more general matters such as school engagement with industry and community organisations and international partnerships.

MEMBER

AUSTRALIAN INSTITUTE OF COMPANY DIRECTORS (AICD)

JAN 2014 – PRESENT

MEMBER

CAPRICORN ENTERPRISE

MAR 2016 – PRESENT

- Capricorn Enterprise is responsible for strategically marketing the Capricorn region to domestic and international consumers, trade, media and business, and for supporting and developing industry projects; attracting large-scale investment and driving the region's economy forward.

CERTIFIED PROFESSIONAL MEMBER (CAHRI)

AUSTRALIAN HUMAN RESOURCES INSTITUTE (AHRI)

MAR 2016 - PRESENT

- This type of membership is reserved for established HR professionals with eight or more years of HR workplace experience, including at least two years in strategic HR management.

COMMITTEE MEMBER

CAPRICORN LAUNCHPAD

JUL 2014 – JUN 2015

- Capricorn LaunchPad provides a platform for young professionals in the Capricorn region to lead and inspire community, cultural, commercial, educational, social and personal development.

HOSTING & PUBLIC SPEAKING —

HOST

STRATEGY, LEADERSHIP AND IMPACT PODCAST

On this platform, I share my experience and give practical advice on thinking strategically, leading organisations to achieve success and making an impact on your industry, business and career.

MC / PANEL MEMBER

AUSTRALIAN INSTITUTE OF COMPANY DIRECTORS

Post Cyclone Marcia and its impact on local businesses panel discussion, Yeppoon QLD.

PRESENTER

TED TALKS AND OTHER DIFFICULT CONVERSATIONS

CQUniversity Senior Leaders Conference, October 2017

PRESENTER

AUSTRALIAN INSTITUTE OF COMPANY DIRECTORS

'What's Your End Game' on succession planning for small to medium-sized businesses, Rockhampton QLD.

SPEAKER

TED TALK

Stop Acting Like an Adult and Start Thinking Like a Five-Year-Old, TEDx Rockhampton, Jul 2017 (Available for viewing on YouTube)

PRESENTER

CENTRAL HIGHLANDS DEVELOPMENT CORPORATION'S INDUSTRY & INNOVATION FORUM,

Innovation: Universities and the Future of Tertiary Education, Jul 2018

OTHER QUALIFICATIONS & ACTIVITIES —

- RECREATION PILOT'S LICENSE (CASA)
- RECREATION PILOT'S CERTIFICATE (RA AUS)
- CASA AVIATION SECURITY IDENTIFICATION CARD
- COMPOSITE RISK MANAGEMENT COURSE
- AUSTRALIAN WEIGHTLIFTING FEDERATION (AWF) LICENSED LEVEL 3 (INTERN) NATIONAL SPORTS POWER COACH
- QUEENSLAND WEIGHTLIFTING ASSOCIATION CERTIFIED STATE REFEREE
- CROSSFIT LEVEL 1 AND CROSSFIT WEIGHTLIFTING COACH

Available on request.



Thanks.