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[Personal website](#) | [Strava](#)

Executive Search & Assessment | AI-assisted Product Development | Elite Marathoner

Curious and commercially minded executive search and assessment professional working with CEOs, boards and executive teams on senior leadership appointments. Combines organisational psychology, structured assessment and stakeholder judgement with practical AI-assisted tools. Experience spans aviation, technology, consumer retail, utilities, health and government across the UK, Australia, New Zealand and the US. Founder of Trajectas and The Marathon Clinic; former professional triathlete, elite marathon runner and Guinness World Record holder.

Career History and Experience

Woolworths Group

Talent Partner (Sydney)

April 2026 - July 2026 · Contract

- Supported senior hiring across commercial and operational business units during a period of significant demand.
- Developed AI tools and coached colleagues in applying AI to recruitment and everyday workflows.

UpGuard

Executive Talent Strategy Partner (Sydney & Remote)

October 2025 - February 2026 · Contract

- Delivered executive talent mapping and search for a high-growth cybersecurity SaaS business, using AI tools to support leadership-market research.
- Appointments included General Counsel (San Francisco), VP Revenue Enablement (Los Angeles) and VP Sales EMEA (London).

Executive Quarter

Partner | Executive Search & Head of Assessment (Sydney)

June 2024 - March 2025

- First Sydney-based hire for a Brisbane-headquartered boutique. Delivered CEO, CFO, COO and other senior searches across health, not-for-profit, transport and utilities.
- Led executive assessment and developed a bespoke leadership competency framework for candidate assessment and client use.
- Introduced AI, automation and digitisation into candidate mapping, internal processes and client and candidate workflows.

Qantas Group

Manager Executive Recruitment (Sydney)

April 2023 - October 2023

- Established executive recruitment and advised the Group Management Committee on senior talent requirements and hiring processes.
- Supported appointments including Jetstar Chief Customer Officer, Head of Customer Strategy & Journey, Head of Group Fleet Procurement and Head of Sydney Airport. Worked with external search partners where engaged; a search firm ran the Jetstar CCO search.

Career History and Experience

Air New Zealand

Executive Search Consultant (Auckland)

May 2021 - December 2022

- Partnered with the Executive Leadership Team on executive search, assessment and selection across commercial, operational and corporate functions. Mandates included finance, revenue management, engineering, brand and marketing, cargo, supply chain, remuneration, regional leadership and airport operations.
- Also supported high-touch corporate recruitment across finance, legal, corporate affairs, networks, communications and the Agile Centre of Excellence.
- For the Enterprise Agile transition, co-developed the leadership competency framework and owned the assessment structure for approximately 70 leaders. Two executive interviewers assessed each leader; McKinsey facilitated calibration with the Leadership Squad.
- Separately designed the assessment and selection process for 45 high-potential employees to train as Agile Coaches, and recruited experienced external Agile Coaches.

SEQEL Partners

Executive Search Associate (Auckland)

October 2019 - May 2021

- Worked on board and executive mandates for NZX/ASX-listed, private-equity, privately owned and multinational clients, including CEO, CFO, COO, Chief Strategy Officer and non-executive director roles.
- Managed search work from briefing and research through longlist, shortlist and offer, maintaining client and candidate relationships throughout.
- Examples spanned retail, professional services, media, technology, utilities and transport.

Korn Ferry

Leadership, Talent and Reward Analyst (Auckland)

January 2019 - October 2019

- Conducted leadership-development workshops for call-centre managers in a major New Zealand postal business, supporting work intended to address turnover.
- Assisted development of a leadership assessment programme for a major NZX-listed company to identify and develop high-potential leaders.

New Zealand Defence Force

Organisational Psychology Intern (Trentham/Linton)

November 2016 - February 2017

NZ Army - Reserve Infantry Rifleman (Dunedin/Christchurch)

2014 - 2019

Education

Master of Science with Distinction

[University of Canterbury](#)

Applied Psychology programme, specialising in Organisational Psychology

Bachelor of Arts

[University of Otago](#)

Psychology and Music

International Exchange

[Queen's University](#) · Canada

Assessment and Applied AI

Assessment tools and frameworks

Experience with [Korn Ferry](#) Leadership Architect and related tools, [SHL](#), [Hogan](#) and [Talegent](#). My Applied Psychology training and experience building frameworks and assessment content support a comprehensive understanding of what tools measure, how they complement one another and their limitations.

AI in products and workflows

Use AI across problem definition, software development, testing and deployment, as well as model integration within products. Practical work includes transcription, summarisation, model APIs, data connections and workflow automation, with attention to permissions, output quality and failure handling.

Founder Work

[Trajectas](#) - Founder

Built assessment workflows for capability libraries, items, campaigns, comparisons and reporting through AI-assisted development. Refined a coaching-oriented framework and assessment content with an early collaborator.

[The Marathon Clinic](#) - Founder & Head Coach

Founded a marathon-focused coaching venture combining one-to-one coaching with free training guidance, a plan generator and pace, fuelling and course-pacing tools. Used AI to help build the site and tools; training calculations and plan logic follow defined rules.

Sporting Achievements

Elite marathon runner · January 2023 - present

Former professional long-distance triathlete · January 2021 - January 2023

- **Marathon personal best: 2:24:11** - Gold Coast Marathon, July 2025.
- **1st, Sunshine Coast Marathon 2023** - 2:28:57.
- **[Guinness World Record: fastest marathon in a suit \(male\)](#)** - 2:38:21, Melbourne Marathon, 12 October 2025.

[Running story and verified results](#) | [Training on Strava](#)