

Dear Members,

I have worked tirelessly (and very long hours) in a volunteer capacity for the good of ESA for the past 2 years. I have donated an extreme amount of my expertise and time, which in addition to beneficial contribution to ESA acting in accordance with Workplace Laws and Regulations, on a wide variety of matters, has saved the organisation many thousands of dollars that would have been required to be spent in consulting / legal fees. That's why we have a skills based Board.

Confidentiality, integrity and objectivity have been a significant requirement of my professional career as an HR Manager. I have many times been in the position of both recommending and making business decisions, which involved friends/work colleagues who may have applied for a promotional opportunity etc. it goes with the territory..

I am well practiced and able to separate the two, remain objective, and will always make the best decision for the organisation. It is my profession.

ESA EO Recruitment Process:

- I formally advised the Board that a friend of mine had applied for the role of EO.
- She had been shortlisted on her match to the required criteria.
- The Board was invited to review 6 candidates selected for interview, and also view 7 potentially shortlisted candidates to ensure transparency, fairness and appropriate process. 13 candidates shortlisted in total.
- The Board suggested 6 were too many to interview, and we should aim to interview 4.
- They suggested the 4 to interview, deleting 3 of those I had selected, and replacing with 1 from the shortlist.
- A Panel of three, including two independent parties selected by the Board, together with myself, conducted the interviews.
- At interview end, I advised the Panel one of the interviewees was a friend of mine and asked them to voice their opinions before I provided mine
- I did not want to influence their opinions.
- I presented the Board with a balanced report on the interview process, and did not include my own opinion, again I did not wish to influence...
- I provided the Board with three options to move the process forward.
- The Board unanimously decided the best option was to have the two preferred candidates present to the Board on our chosen topics of issue.
- The two preferred candidates made their presentations at the next Board Meeting.
- I did not appoint the EO - the Board voted, and based on the two presentations, Janeth was selected with a significant majority.
- Janeth got the role on her own merit, with absolutely no interference or influence by me.

I do not believe there was anything in the process to cause a conflict of interest. I reiterate, I had absolutely no financial, or other professional or self-interest, whereby I stood to gain personal benefit or to profit personally from the appointment.

In conclusion, I am confident the Board selected the best person for the role.

My only objective and focus in the totally transparent and inclusive recruitment process was to select the very best applicant to perform the role of EO according to the Board identified requirements, and to take ESA forward in a positive manner.

However, although I stand firmly by the integrity and objectivity of the process and the resulting decisions made, both by the Board and myself, I acknowledge that the misconception that I had a conflict of interest appears to remain amongst some of the members, and this has the potential to de-stabilise the Board's good work with the negativity and opinions currently circulating, which impact negatively on the future of ESA.

It is for that reason that I have tendered my resignation from the Board

The Board needs to be enabled to move ESA forward without the distraction of the innuendo and false allegations that are currently being alleged.

I implore Members to stop bringing criticism of the Board and Events to public attention, without having gone through due process.

Please give the current management the opportunity to provide good governance and provide appropriate solutions by following the complaints process, should you have a specific issue to resolve. Trial by social media is misleading and fraught with unnecessary damage and hurt to all parties involved.

Again, in resigning I have the best interests of the organisation in mind. I wish the continuing Board, the Staff and Members all the very best in uniting and moving forward, and I truly believe you are in good hands with the new EO and the Board to develop a bright new future of Equestrian Sport in SA.

With kindest regards

J. Lang

Jacqui

Jacqui Lang
(Ex) Board, Equestrian South Australia