



Trevor Van Dam - Executive Director and Principal Reviewer – Brisbane and Canberra

Trevor joined CPM Reviews in 2008 as a Principal Reviewer and commenced as Executive Director of CPM Reviews in June 2016.

Trevor is a highly experienced and able Reviewer who can undertake complex workplace and code of conduct investigations and workplace and environment reviews and culture scans. As a Principal Reviewer with CPM Reviews, Trevor has completed many complex investigations and reviews for a significant number of government and non-government agencies. He has also advised and mentored a number of senior staff on leadership, strategy, change management, culture reform and general tactical management in the public sector environment.

Trevor has over 27 years of public sector experience, with almost 19 years in senior executive positions. Trevor held various Senior Executive Service policy, operational and resource management positions – including as National Human Resource Manager with Customs, as Chief Operating Officer (COO) of the Australian Federal Police (AFP) and as the Chief Operating Officer with the Queensland Department of Employment, Economic Development and Innovation (DEEDI). Trevor was also an SES Regional Director for the then Australian Customs Service in both New South Wales and Queensland.

As COO for the AFP Trevor was responsible for the effective delivery of financial and human resource management, information services, corporate governance, professional conduct and professional standards, purchasing, property, contract management, legal, forensics and police technical functions. As COO for the Queensland DEEDI Trevor had responsibility for organisational strategic planning, a wide range of corporate policy and operations, change management and maintenance of organisational professional conduct.

Trevor has excellent communication and networking skills. He has made high-level strategic contributions to several major Commonwealth government organisations and is very experienced at strategic management and tactical implementation in the public sector. Trevor possesses strong analytical, investigative and leadership skills and has sponsored, nurtured and implemented organisational change throughout his career. He is very experienced at bringing staff and stakeholders through change processes

Trevor was an active participant in and advisor on many of the significant policy changes to Human Resource Management across the Australian Public Service. He has also had significant experience in the development of existing and future public sector leaders, both in Australia and overseas.

Throughout his career Trevor has been actively involved in, or has oversighted the development of improved organisational structures, effectiveness, the development of leadership teams and effective use of human and financial resources. Trevor has extensive experience in implementing ethical standards and conduct in the public sector. In most of the senior positions he has held Trevor has had policy and operational responsibility for establishing and maintaining structures and processes which promote sound ethical and professional conduct. He has extensive experience in conflict resolution, negotiation and mediation and has conducted numerous inquiries into workplace and industrial disputes.

Providing Reviews of Decisions and Actions, Workplace Investigations
and Related Strategic Advice to the Public Sector and Other Organisations

Since becoming a consultant, Trevor has worked to assist in the development of managers from a diverse range of backgrounds and cultures, including in Australia, New Zealand, across the South Pacific, South East Asia and the Middle East. He has also undertaken numerous workplace conduct and grievance investigations, and environment and culture scans in Commonwealth and other Australian government agencies.

Trevor holds a Bachelor of Arts degree from Griffith University with majors in Economics, Politics and History and a Certificate IV in Government Investigations from the Sydney Institute of Professional Studies. He has undertaken Post Graduate studies at the Australian National University and Griffith University in Political Science, Labour Economics and Industrial Relations.

Trevor was appointed as a Fellow of the Australian Institute of Management in 2002; was admitted as a Member of the Australian Institute of Company Directors in 2003 and is an adjunct Senior Lecturer with the Graduate School of Policing and Security at Charles Sturt University.

Trevor is well skilled, experienced and able to undertake:

- complex workplace and code of conduct investigations; and
- workplace and environment reviews and culture scans.

He can also advise and mentor senior staff on leadership, strategy, change management, culture reform and general tactical management in the public sector environment.