



Guiding Our Organisation

Penrith City Council Leadership Team





Statement of Recognition

We acknowledge and pay respect to the Darug and Gundungarra people who are the traditional owners in which Penrith Local Government Area is situated. We also pay our respect to elders past, present and emerging, and to the First Nations people living in our community today.

At Penrith City Council, we are proud to be led by a team of passionate and skilled professionals who are committed to making a positive impact in our City, for communities, and our teams.

Here, you'll find biographies of the Leadership Team who guide Penrith City Council in delivering exceptional services and shaping the future of our city.

Our leaders bring a wealth of experience and a shared dedication to serving our community with integrity, transparency, and care. I invite you to explore their stories and get to know the people who are working every day to build a thriving, inclusive, and sustainable Penrith.

Each profile offers insight into the experience, values, and vision that drives them, as they work to support our growing City, effect positive change, and lead their diverse teams. I'm proud to work with this team and thank them for their commitment to Penrith.



Andrew Moore,
General Manager



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Andrew Moore

GENERAL MANAGER

- Master of Professional Accounting
- Bachelor of Commerce
- Certified Practising Accountant

Andrew's deep connection to Penrith—professionally and personally—fuels his passion for leading our organisation in this once-in-a-generation period of transformation.

As a long-time resident raising a family in Penrith, Andrew is inspired by the growing opportunities for our broader community and is committed to ensuring that growth benefits everyone.

With the Western Sydney International Airport acting as a catalyst for unprecedented change, Andrew sees Council's response as a defining moment. His vision is clear: to guide Penrith through transformative progress and leave a legacy that positions our City for long-term success.

Andrew's career at Council has been shaped by strong mentorship and a commitment to continuous development. He's been with Council for over 20 years, first in early roles in Financial Services, then as Chief Financial Officer, and Director of Corporate Services. He stepped into the role of General Manager in 2023 with a wealth of experience and clear purpose – to leave both the City and the organisation in a better position than when he started.

To do that, he believes connection is key – leading an organisation where staff feel connected to each other, to our work, the community, and place.

Andrew describes his role as a great privilege and a great responsibility. He leads with integrity, accountability, and compassion—values that underpin his approach to building an outcomes-driven, financially sustainable, and future-focused organisation.

He strives to build a culture of continuous improvement and innovation, where everyone's contribution is valued, and we work together as one team to get the best for Penrith.

Outside of work, Andrew enjoys spending time with his family, relaxing in the backyard, or hitting the golf course.





Adam Beggs

HEAD OF GOVERNANCE

- Bachelor of Business (Management)
- Associate Certificate of Applied Management

Adam’s journey with Penrith City Council began over two decades ago as a Business Administration Trainee, and his career progression is a powerful reflection of the Council’s commitment to nurturing talent, fostering continuous learning and creating meaningful opportunities for growth. As Adam puts it: “The opportunities are endless and varied and the organisation cares for you as a person first.”

Throughout his time with Council, Adam has not only grown professionally but has also contributed to Penrith’s transformation and in his current role as Head of Governance, Adam is dedicated to upholding the standards that guide Council operations. He provides strategic governance advice to councillors and staff, ensuring transparency in decision-making and fostering public trust in Council processes and outcomes.

One of the most defining moments in Adam’s career has been leading and contributing to Council’s election process — a significant undertaking every four years that represents the heart of local democracy. Being part of a process that ensures transparency, community trust and fair representation is incredibly rewarding. For Adam, it reflects the very purpose of local government and its responsibility to act in the best interests of the community.

With leadership values rooted in integrity and accountability, Adam describes his style as “casual but professional”. He sets high standards and encourages strong performance, always mindful of his team’s wellbeing. His approach is about maintaining perspective, focusing on what truly matters, and helping his team find the right balance.

Outside of work, Adam enjoys quality time with his wife and three young children. Whether it’s playing cricket, heading out for a day of fishing, or cheering on his beloved St George Illawarra Dragons, Adam brings the same passion and grounded perspective to his personal life as he does to his professional one.

Glenn McCarthy

HEAD OF PROGRAM ASSURANCE

- Bachelor of Business (Public Administration and Legal Studies)
- Graduate Diploma of Legal Practice
- Diploma in Law
- Solicitor Member – Law Society of NSW

Glenn has been part of the Penrith City Council family since 2003, taking on a variety of roles over the years that have deepened his connection to our City and its people. Today, he's using his extensive experience and skills in the delivery of strategic and transformational projects—bringing together strong governance, program assurance and leadership to help Penrith grow and thrive.

One of Glenn's proudest career moments was leading Council's applications for the Western Sydney Infrastructure Grants Program. It was a large undertaking, but one that paid off—securing \$182 million in funding for 10 major projects. Glenn coordinated multidisciplinary teams, navigated complex funding frameworks and helped deliver outcomes that truly reflect the needs and aspirations of the community.

Throughout his career, Glenn has embraced continuous learning and the challenge of evolving in areas like governance, legal compliance, and project leadership. His advice to anyone thinking about joining Council? "Penrith City Council is a place where innovation and collaboration is genuinely valued—they're part of the culture. If you're looking for a career where your work genuinely matters and makes a lasting difference, this is the place to be."

When he's not at work, you'll likely find Glenn tuning into a podcast, getting lost in a good book, exploring the outdoors, or spending quality time with his family.





Sandy Davies

DIRECTOR COMMUNITY CONNECTION

- Master of Commerce (Employment Relations)
- Master of Management

Since joining Penrith City Council in 2015, Sandy has led her team with a clear purpose: to make a meaningful difference every day. Under her leadership, the Community Connection team delivers impactful outcomes across policy, placemaking, events, recreation and sporting facilities, libraries, and exceptional customer service.

Sandy is a passionate advocate for Penrith, believing it's not just the place, but the people, that set the City apart. With transformative projects like the Western Sydney International Airport opening in 2026 and the St Marys Town Centre Master Plan underway, she sees Penrith as a City of opportunity—where challenges are met with optimism and innovation.

That care for our community became career-defining for Sandy during the pandemic, particularly through her work leading the Children's Services team. She played a key role in ensuring the workforce felt safe and supported, working to enable flexible work arrangements for our people, that kept our services open for business and maintained access to quality childcare for the families of Penrith.

Prior to joining Council, Sandy had more than 25 years' experience in human resources and business leadership, in both State government and the private sector.

Her leadership is grounded in trust, empathy and a can-do mindset. Sandy fosters an open and empowering environment, giving her team the autonomy and support they need to help Penrith grow and thrive. She values the strong sense of community and the work-life balance that makes Council a truly rewarding place to work.

Outside of work, Sandy recharges at her favourite getaways—the beach and Mudgee—which she fondly calls her unofficial second homes.

David Parry

HEAD OF CUSTOMER EXPERIENCE

- Bachelor of Business

David's role is a vital part of Penrith Council's commitment to excellence—leading and empowering the Customer Experience Team to ensure every interaction with Council is positive, seamless and impactful.

Since joining Council in 2017, David has guided the growth of a dynamic team of customer-focused professionals, championed the implementation of Council's Customer Promise and driven the adoption of innovative technologies that make it easier for our community to connect with Council services.

With Penrith poised for significant population growth and development, David sees exciting opportunities to evolve the customer experience in line with the City's future needs, whilst his forward-thinking approach ensures that our Council remains responsive, inclusive and ready to meet the expectations of a growing and diverse community.

David's leadership style is described as open, collaborative and fun—with a strong focus on performance and innovation. He's passionate about supporting his team's wellbeing and work-life balance, acknowledging the unique challenges of working in customer experience. "It can be a demanding environment," David says, "so we've introduced a health and wellbeing program that's helped foster a happy, engaged team—reflected in our KPI's and recent employee engagement survey results".

Outside of work, David embraces his own work-life flexibility. You'll often find him enjoying quality time with his family or exploring the outdoors—whether it's fishing, camping, or trail running.





Sarah Dean

HEAD OF LIBRARY SERVICES

- Bachelor of Arts (Politics, Philosophy and History)
- Graduate Certificate in Social and Organisational Leadership
- Graduate Diploma in Information Studies

Sarah leads Penrith City Libraries across three vibrant locations, supported by a team of over 60 passionate staff. Her mission, in her own words, is to “enable connection, engagement and learning for all community members by providing equitable access to information and a range of programs and services as well as sharing information, history, stories and culture”.

With more than a decade of experience at Penrith City Council, Sarah exemplifies the importance of professional growth. She has advanced through the organisation with the support of Council’s educational initiatives, completing further studies at Charles Sturt University and stepping into a senior leadership role. Her enthusiasm for Penrith’s future is matched by her commitment to innovation—viewing the City’s growth as a unique opportunity to enhance library services and better meet the evolving needs of our community.

For Sarah, the most rewarding part of her work is witnessing the positive impact that library services can have on individuals. These moments affirm the value of her team’s efforts and reinforce the belief that their work truly makes a difference in people’s lives.

Sarah’s leadership style is open, transparent, and approachable. She works closely with her team to foster unity, align on shared goals, and create a supportive environment where everyone can thrive.

Outside of work, Sarah enjoys embracing her love of travel, exploring art galleries and museums, attending the opera and walking Penrith’s scenic ‘bridge to bridge’ trail.

Marcella Kelshaw

HEAD OF CITY ACTIVATION, COMMUNITY AND PLACE

- Bachelor of Creative Arts
- Graduate Certificate in Museum Studies

Marcella joined Penrith City Council in 2024, bringing with her more than 20 years of experience across Australia and the United Kingdom. Her career is defined by a unique blend of creative vision, policy expertise, and operational leadership—all focused on shaping vibrant, inclusive communities and urban environments.

As the leader of Council's City Activation, Community and Place department, Marcella oversees a passionate group of professionals working across social strategy, policy, advocacy, community capacity building, cultural development, and events. Together, they deliver meaningful projects and programs that reflect the diverse voices of Penrith's community and foster a sense of belonging and connection.

Marcella's work is grounded in her deep commitment to civic participation, cultural equity, and place-making. Her team consistently feel the impact of their work, and she encourages others to consider a career with Council, as it holds a strong vision for developing and supporting its community.

As a leader, Marcella brings clarity, and curiosity to her role. Her leadership style is compassionate and collaborative, firmly believing that we are better together.





Andrew Robinson

HEAD OF COMMUNITY FACILITIES AND RECREATION

- Master of Science – Leisure Management

For over two decades, Andrew has proudly called our Council home, leading with purpose and passion, championing community spaces and experiences. He oversees the planning and delivery of sport, recreation, play and open space projects, as well as cemetery services and the operations of Council’s community and recreational facilities.

Driven by a deep commitment to our City’s future, Andrew is energised by the opportunity to shape vibrant, inclusive spaces that serve both our well established and emerging communities.

Andrew is a creative problem solver who thrives on bringing people together. His strength lies in building networks that deliver—connecting teams, stakeholders and communities to shape vibrant, inclusive places that enrich everyday life. His leadership is grounded in trust and independence, with a focus on learning through creating opportunities to grow and he empowers his team by creating space for collaboration, initiative, and shared ownership of outcomes.

Outside of work, Andrew enjoys the calm of the lawn bowls green and proudly embraces his role as a dedicated ‘dance dad’.

His message to those considering a career at Council? “This is an organisation that genuinely strives for the best outcomes—for our City and for our people. And remember, you always miss 100% of the shots you don’t take.”

Adam Wilkinson

DIRECTOR ASSET SERVICES

- Bachelor of Civil Engineering (Hons)

Adam joined Penrith City Council in 2010 and has led a range of passionate and professional teams dedicated to designing, delivering and maintaining sustainable public infrastructure that meets our community needs and supports our City's ongoing growth.

Adam commenced his successful career in local government as an Engineering Cadet here in Penrith in 1991. His 35-year career has seen him hold a variety of technical and executive roles, including a period at Camden Council, before returning to his hometown of Penrith.

When asked why someone should work at Penrith, Adam's answer is simple: "Be part of a dynamic team, work with a diverse and impactful portfolio of public assets, and with a region full of opportunity. Penrith is not just a great place to work—it's the place to make a real difference."

For Adam, the benefits go beyond the job. The ability to live close to work, enjoy flexible work-from-home options, and contribute to the community he grew up in makes the role deeply meaningful.

Adam says he sees himself as a custodian. His goal is to leave a positive legacy for future generations.

Adam's leadership style is grounded in respect, continuous learning and empowering his team with the tools they need to succeed. He thrives on collaboration and takes pride in seeing people grow and achieve together.

Outside of work, Adam enjoys playing golf on Penrith's top-tier courses, hiking through the region's stunning bushland to soak in the beauty of the Blue Mountains, and exploring new international destinations.





Linda Ross

HEAD OF CITY PRESENTATION

- Bachelor of Commerce (Human Resource Management and Industrial Relations)

Keeping our City vibrant and welcoming is no small task and it's one that Linda takes immense pride in. As Head of City Presentation, she leads a dedicated team focused on enriching our community—creating spaces where people can connect, make memories and enjoy a healthy, fulfilling lifestyle.

With a diverse background across industries and organisations, Linda thrives on the fast-paced nature of her role. She's energised by the challenge of adapting to the needs of a growing City, where no two days are ever the same.

One of Linda's defining career moments was recently embracing the opportunity to lead the City Presentation department, bringing her passion and experience to a new chapter of serving our City.

Linda is a firm believer in honest communication and clarity. Her open-door leadership style fosters a culture of trust, collaboration and continuous improvement—driving her team's growth and reinforcing their strong "one team" ethos.

A country girl at heart, Linda finds balance in her busy role by spending time with her family on the farm, casting a line for Murray Cod and fundraising for cancer research.

Michael Alderton

HEAD OF STRATEGIC ASSET MANAGEMENT

- Tertiary Qualification in Civil Engineering

After nearly three decades with Penrith City Council, Michael is a true example of the growth and development opportunities our organisation offers. As Head of Strategic Asset Management, he oversees the delivery and stewardship of Council's \$4 billion asset portfolio—ensuring our infrastructure and community spaces continue to serve and inspire.

Michael is passionate about empowering his teams to take pride in their work and the impact they have on the City. His leadership has left a lasting mark, particularly through his pivotal role in guiding engineering teams during the planning of Orchard Hills North and Glenmore Park Stage 3—precincts now coming to life with new homes and vibrant communities.

He leads with strong values of communication and support, fostering a culture of openness, learning and honest dialogue. Michael's approach encourages collaboration and continuous improvement, helping his team thrive and deliver meaningful outcomes.

Outside of work, Michael is a keen traveller and family man. You'll often find him exploring Australia's natural beauty, coaching his local soccer team, or staying active at the gym.





Anne Sacco

HEAD OF DESIGN

- Bachelor of Landscape Architecture

As Head of Design, Anne leads a dynamic team of design professionals, working collaboratively across the organisation to provide design oversight, services and assurance for Council’s infrastructure projects. She also champions aspirational projects that enrich community life and reflect Penrith’s evolving identity.

Driven by a passion for Penrith’s future, Anne is inspired by the City’s growth and the opportunity to contribute to projects that celebrate its character while supporting the needs of a growing community. With iconic natural and urban features like Penrith Lakes, the Blue Mountains National Park, Nepean River and the new Western Sydney International Airport, she believes Penrith’s uniqueness will always shine through.

Anne values Council’s forward-thinking approach to flexibility and work-life balance. It empowers her to thrive professionally while being present for family milestones – enabling her to lead a team meeting in the morning and cheer on the sidelines at a school sports carnival in the afternoon.

Her leadership style is approachable, engaging and effective. She brings warmth and humour to the workplace, building genuine connections while maintaining the structure and processes her team needs to succeed.

Outside of work, Anne enjoys walking along the Nepean River, browsing local op shops for hidden treasures and curling up with a good book – when she’s not busy taking her kids to basketball, cricket, netball or golf!

Tariq Rasheed

HEAD OF PROJECTS

- Master of Engineering, MIEAust
- Bachelor of Science – Civil Engineering

Tariq leads a talented and diverse team of project management professionals, overseeing the delivery of major civil infrastructure projects that are shaping Penrith's future. His work plays a vital role in advancing the City's growth and liveability.

With leadership values grounded in collaboration, empowerment and a strong commitment to outcomes, Tariq fosters a supportive and mentoring environment. He believes in keeping his team connected and focused on achieving high-impact results.

One of Tariq's proudest moments was the opening of Regatta Park—a vibrant new destination for nature, leisure and recreation. It stands as a testament to his team's contribution to making Penrith Western Sydney's most liveable city.

Tariq also embraces Council's progressive approach to work-life balance. When he's not driving transformational projects, you'll likely find him enjoying quality time with his family—preferably with a good cup of coffee in hand.





Matthew Bullivant

DIRECTOR CORPORATE SERVICES

- Master of Business Administration (Leading and Managing People)
- Bachelor of Economics
- Bachelor of Laws
- Graduate Diploma in Legal Practice

Matthew has more than two decades of experience across legal and corporate services, and property.

Since joining Penrith City Council in 2003, Matthew has played a pivotal role in leading diverse portfolios that support the success of our progressive and innovative organisation. He understands firsthand the immense opportunities that come with the region's rapid growth. While this growth brings pressure and high expectations, Matthew sees it as a privilege to contribute to the Council's strategic objectives at an executive level and to have the opportunity to support and shape Penrith to become the best place in Sydney to live, work and play.

When asked why someone should consider a career with Penrith City Council, Matthew says: "You'll do work that is purposeful, satisfying, and rewarding." He aims to empower people to thrive through work on a variety of projects, by nurturing a supportive and high-performing culture, and enabling flexibility and work-life balance.

Matthew's leadership style is grounded in authenticity and empathy. As he puts it: "Any strength or success our organisation has, comes from the support, dedication and passion of the people in it".

Outside of work, Matthew enjoys quality time with his wife and three children, and you'll often find him on the golf course, swimming laps at the local pool, or immersed in a great book.

Jane Howard

CHIEF INFORMATION OFFICER

- Master of Business and Technology

Jane brings together a deep passion for technology and a strong commitment to people and community in her role as Chief Information Officer—a position she’s proudly held for nearly a decade. From driving investment in cutting-edge systems and championing AI and cybersecurity, to enabling a mobile and connected workforce, Jane’s work is dynamic, challenging and deeply rewarding.

What motivates Jane most is the opportunity to make a meaningful impact. “Everything I’ve undertaken in my role feels connected to our community and employees,” she shares. “We’ve received incredible feedback on many of our initiatives, and I feel a genuine sense of achievement.”

Jane leads with honesty, openness and care—bringing her teams together with a clear focus on outcomes and collaboration. Her leadership style is grounded in authenticity and a strong drive to deliver the best for Council and the community.

Her career-defining moment? The day she joined Penrith City Council. In her words: “I’ve never looked back.”

Outside of work, Jane is all about balance and adventure. You’ll find her dragon boating on the Nepean River, spending quality time with family and friends, or cheering on the mighty Penrith Panthers.





Joshua Fayle

HEAD OF PEOPLE AND CULTURE

- Bachelor of Business (Human Resource Management and Industrial Relations)

Nearly two decades ago, Joshua began his journey with Penrith City Council through our award-winning Traineeship Program. Today, as Head of People and Culture, he is a shining example of the career growth and opportunities available within our organisation.

Leading a dynamic team of People and Culture professionals, Joshua is driven by a clear purpose: to create an environment where individuals feel supported and empowered to be their best selves at work.

With Penrith’s rapid growth and evolving challenges, Joshua is energised by the role our organisation plays in shaping the future, and he believes Council is an ideal place to start or grow a career, offering a wide range of benefits including flexible hours, remote working options and educational support. Throughout his own career, Joshua has embraced new challenges, gained valuable skills and completed qualifications that have supported his progression—all within our Council.

Joshua describes his leadership style as calm, respectful and consistent. He fosters a culture of trust and flexibility, where every team member is valued equally. “We’re all peers,” he says, “not bound by hierarchy”.

Outside of work, Joshua enjoys spending time with his young family—whether it’s cheering from the sidelines at soccer games, attending school events, or simply being present for the little moments that matter most. A passionate traveller, he also cherishes family holidays and the lasting memories they create.

Stephannie Mikhail

HEAD OF BUSINESS EXCELLENCE

- Graduate Diploma in Management (Organisational Change)
- Diploma of Human Resources
- Diploma of Leadership

Stephannie joined Council in 2022 and leads the Business Excellence Department, a team dedicated to enabling Council to perform at its best—now and into the future. Her work supports the organisation through expert guidance and practical solutions that drive continuous improvement and long-term success.

Stephannie is energised by the purpose and impact of her role and by being part of an department that doesn't just respond to change—it drives it. Through innovation, exciting projects and new ways of working, she finds herself constantly challenged in the best way: thinking creatively to solve complex problems for the organisation.

Her leadership style is empowering, reflective and people centred. Stephannie leads with purpose and intention, creating a safe and inclusive environment where people feel encouraged to contribute, challenge the status quo and grow. As she puts it: "I don't just drive change—I create the conditions for others to own it alongside me. By leading with clarity, care and bringing joy, I hope to shape a culture where people feel valued, capable and inspired to do their best work."

Embracing Council's flexibility and commitment to wellbeing, Stephannie spends her time outside of work with family, exploring nature, or discovering her latest foodie favourite.





Neil Farquharson

CHIEF FINANCIAL OFFICER

- Bachelor of Commerce (Accounting and Law)
- Fellow Member – Chartered Practicing Accountant Australia

As Chief Financial Officer, Neil leads the strategic and operational management of Council’s financial functions, ensuring long-term sustainability, growth and value for the community. Bringing nearly 40 years of finance experience across both private and government sectors, Neil provides clear financial leadership that supports Council’s diverse services and ambitious goals and with nearly a decade of experience at Penrith, he maintains a strong focus on delivering key outcomes.

Neil sees Council as a uniquely dynamic workplace—offering over 50 services under one roof, meaningful career pathways and a strong commitment to work-life balance. He thrives on the variety and complexity of projects he’s involved in, and is energised by Council’s forward-thinking approach to innovation, growth and change.

A values-driven leader, Neil champions trust, respect and unity. He actively involves his team in decision-making and fosters a collaborative, inclusive culture where people feel empowered and supported.

Outside of work, Neil enjoys exploring the Penrith and Blue Mountains regions—whether it’s hiking, mountain biking, spending quality time with family, or discovering his next favourite bar or restaurant.

Andrew Avery

HEAD OF LEGAL SERVICES

- Master of Public Affairs
- Graduate Diploma in Legal Practice
- Admitted Solicitor, Supreme Court of NSW
- Bachelor of Laws
- Bachelor of Business

Andrew began his journey with Penrith City Council over a decade ago as a Trainee Legal Officer, and today he leads the Legal Services team, overseeing the delivery of expert legal advice and support across the organisation. Andrew plays a pivotal role in ensuring Council's decisions and operations are legally sound, transparent and aligned with our community's expectations.

For Andrew, working in local government law is both dynamic and rewarding. The legal landscape is constantly evolving, presenting complex challenges—from advising on planning law and representing Council in court, to navigating legislative reform.

Despite the pace and variety, Andrew finds deep fulfilment in serving the community as his client – “At Penrith City Council, you can build a meaningful career and be genuinely supported along the way. The sense of purpose and job satisfaction here is unmatched. Our Council delivers such a broad range of services that no matter your skillset, qualifications, or background—there's a role for you. What matters most is your passion for serving the community.”

When reflecting on his career at Council, Andrew doesn't point to singular defining moments, but rather the many small, meaningful experiences that have shaped his journey. He's especially grateful for the mentors who have guided and supported his growth, helping him become the leader he is today.

Andrew's leadership is grounded in integrity, accountability and service. He leads with transparency and purpose, making decisions with conviction and encouraging his team to do the same. He strives to foster an environment where people feel empowered to contribute, grow and challenge ideas constructively.





Kylie Powell

DIRECTOR FUTURES AND STRATEGY / DEPUTY GENERAL MANAGER

- Master of Urban and Regional Planning
- Bachelor of Arts in Welfare Studies

With almost three decades of experience in local government driving outcomes for people and place, Kylie is charged with leading the alignment of the organisation's strategy with the long-term vision for the City, at this critical time of urban transformation and community growth.

She draws on her extensive background across youth and community development, stakeholder relations and engagement, urban and economic planning, and corporate strategy, to drive best practice outcomes that are both evidence-based and place-based.

A lifelong and passionate advocate for Western Sydney, Kylie is known for her acute strategic thinking, dedication to community, and unwavering belief in the power of partnerships.

Kylie has driven strategic outcomes at Penrith City Council for a decade, including six years as Director. She was appointed Director of City Futures in 2019 then Futures and Strategy in 2024. Prior to this she was Executive Manager City Economy and Planning, and Economic Initiatives Manager.

Before joining Penrith, Kylie was Manager of Strategic Planning at Camden Council for 10 years, where she oversaw transformative rezonings, underpinned by innovative planning agreements that ensured infrastructure delivery matched rapid community growth.

Beyond her government roles, Kylie served for eight years on the board of The Mac (Macarthur Credit Union), driving strategy and overseeing performance, compliance and risk.

At Penrith, Kylie is deeply committed to driving a culture of collaboration, inclusion, and excellence. She encourages the best from colleagues, celebrates successes, and is a generous mentor.

Kylie is a devoted mum and supports staff to be themselves at work, to grow, and to have fun.

Carlie Ryan

HEAD OF CITY STRATEGY

- Bachelor of Planning (Honours)
- Graduate Certificate in Public Sector Management

Carlie brings a wealth of experience in strategic planning and policy development to her role at Penrith City Council, which she joined in 2018. She leads the charge in shaping Council's strategic response to the significant transformation underway in Penrith—ensuring the city not only meets its potential but thrives well into the future.

In Carlie's own words, her role is about "setting a guiding light for land use to deliver outcomes for our current and future community of Penrith". It's a vision that guides her leadership of a passionate team of strategy and advocacy specialists, all driven by the exciting opportunities that come with growth and the chance to make a great place even greater.

A standout moment in Carlie's career was leading the development of the Master Plan for St Marys Town Centre—a project that exemplifies collaborative, community-led planning and sets a benchmark for the future of Sydney's urban spaces.

Carlie is energised by the possibilities ahead for Penrith and is deeply committed to creating places that people are proud to call home.





Kevin Brennan

HEAD OF CITY ECONOMY AND MARKETING

- Master of Arts (Management)
- Bachelor of Arts

Kevin joined Council in 2022 and leads a dynamic team of economic and marketing professionals dedicated to strengthening Penrith's economy and creating more local job opportunities for our community.

Working in close partnership with businesses, investors, government agencies, and residents, Kevin and his team deliver impactful projects that drive job creation, grow our visitor economy, foster innovation, and support sustainable growth.

Passionate about Penrith's future, Kevin sees the Western Sydney International Airport and Metro to St Marys as catalysts for growth, unlocking new opportunities to strengthen our economic landscape. He believes these developments, combined with Council's strategic investments and high-quality services, will help Penrith prosper.

For those considering a career at Council, Kevin highlights the chance to contribute to meaningful projects and deliver valuable services to the community.

Kevin describes his leadership style as strategic and collaborative. He works closely with his team to set clear goals, provide support, and create a positive, connected, and enjoyable work environment.

Jeni Pollard

HEAD OF FUTURE DIRECTIONS AND RESILIENCE

- Undergraduate Study in Community Social Services
- Postgraduate Study in Local Government Management

With over 15 years of dedicated service at Penrith City Council, Jeni brings a deep sense of purpose to her role—driven by a commitment to serve the community and foster a resilient, sustainable organisation.

Her career has spanned key areas including community engagement and place-making, providing her with a rich understanding of the City's evolving needs. Today, Jeni leads a dynamic team of professionals focused on assisting the organisation to shape corporate strategy that delivers on the positive ambitions and narrative of the city, and the organisation, for a resilient future.

A passionate advocate for local government, Jeni believes it offers a unique platform to create meaningful impact. She sees Penrith's current phase of growth and change as an exciting opportunity to contribute to innovative and future-focused projects that shape the organisation in parallel to the City's trajectory.

Jeni's leadership journey has been one of growth and evolution. She views her role as a privilege—one that involves enabling others, fostering collaboration, and championing positive change. Her approach is grounded in listening, advocating and guiding, with the belief that people are the foundation of every success.





Belinda Zammit

HEAD OF COMMUNICATIONS

- Master of Business Administration (Marketing)
- Bachelor of Arts (Journalism)

Belinda is a highly experienced strategist and leader, with 25 years of experience in the public and private sectors managing communications, marketing and risk. With almost half of this time in local government, Belinda values the close connection of councils with communities, and commitment to services that help them thrive.

A former Walkley Award-winning journalist, Belinda knows the power of a strong story – to unite people, to bring down barriers and to forge new ways forward. As Penrith City Council’s Head of Communications, Belinda is passionate about using communications to help bring people on the journey of transformation in Western Sydney.

“I’m particularly proud to be part of a broader council team that’s working hard to maximise the opportunities for Penrith City,” she says. “The opportunities will help shape the future for residents, providing education, services and jobs close to home.”

Belinda is customer-focused and applies her experience and passion across channels – including print, websites and social media – to inform, connect and engage. She leads a team of dynamic communication professionals who bring specialist skills to the organisation, and help ensure there is an authentic, ongoing conversation with community.

She loves juggling multiple demands in a fast-paced environment. “The breadth of work in councils is vast and diverse. Penrith City Council provides about 60 services to the local community, which is incredible. I really value providing advice to so many services, knowing the great impact they have.”

Belinda is a writer at heart and is happiest when being inspired by the stories of others and travelling with her family.

Stephen Britten

DIRECTOR BUSINESS OPERATIONS

- Master of Business Administration
- Bachelor of Science
- Bachelor of Law
- Solicitor of the Supreme Court of New South Wales

Stephen's career with Penrith City Council began in 1987, giving him a front-row seat to the organisation's evolution over nearly four decades.

Starting as a Legal Officer, he steadily advanced to key leadership roles – including Chief Governance Officer – and he now leads the Business Operations Directorate.

His deep institutional knowledge and steady guidance have been instrumental in helping teams navigate major transformations, challenges and milestones across property management, major waste and resource contracts, and a range of organisational changes.

Outside of work, Stephen is a passionate Rotarian, having served multiple terms as President of his local Rotary Club and as District Governor for Rotary District 9675. His commitment to community service is matched by his love for the outdoors and family – you'll often find him tending to his vineyard in Mudgee or frequenting his son's coffee roasting and café business.





Jade Bradbury

HEAD OF CHILDREN'S SERVICES

- Master of Business Administration
- Master of Marketing
- Bachelor of Leisure Management

Joining Penrith City Council in 2009, Jade leads a passionate and devoted team committed to delivering high-quality care and education to the more than 4,000 children and young people aged 0–12 enrolled in our services. For Jade, the mission is clear: to help shape a more sustainable, engaged and thriving community by nurturing the next generation.

Driven by this purpose and energised by possibility, Jade embraces the challenge of growth and innovation for his expanding workforce. Under his leadership, the department has introduced a range of forward-thinking initiatives, including the establishment of an Allied Health division—bringing vital services such as Speech and Occupational Therapy to local families.

Jade is known for his values-led leadership, grounded in integrity, collaboration, empowerment and accountability. He believes in unlocking the potential of his 500-strong workforce by fostering a culture of support, trust and continuous improvement.

Outside of work, Jade is just as active—whether he's skiing, hiking, coaching his kids' soccer team, or passionately cheering on Collingwood.

Tracy Chalk

HEAD OF AQUATICS AND LEISURE

- Bachelor of Applied Science (Environmental Health)

Tracy brings three decades of experience to her role, leading the strategic direction and operational excellence of Penrith's aquatic centres and leisure facilities. With a strong foundation in community engagement, environmental health, and business development, Tracy is passionate about creating inclusive, vibrant spaces that foster health, wellbeing, and connection across our diverse community.

Throughout her career, Tracy has celebrated many defining moments, particularly in building high-performing teams. She takes pride in supporting individuals who are new to their roles or the industry—mentoring their growth and often helping them establish long-term careers within Council.

Tracy's leadership is grounded in innovation and a commitment to service excellence. She ensures that every facility and service under her guidance delivers outstanding experiences for residents of all ages. Known for her collaborative approach, Tracy works closely with teams, stakeholders, and the community to shape offerings that truly reflect local needs.

A passionate advocate for local government, Tracy believes Council is where real impact happens. She champions the importance of investing in people—both within the organisation and across the community—knowing that this is key to building a thriving, resilient city.





Justin Day

HEAD OF PROPERTY DEVELOPMENT

- Bachelor of Business (Land Economy)

Justin joined Penrith City Council in 2024, bringing with him a wealth of experience across both commercial and public sector property. He leads a dedicated team of professionals focused on enhancing the commercial performance of Council's property portfolio—delivering tangible financial benefits for the Penrith community.

Passionate about the City's future, Justin sees Penrith on the cusp of transformative growth, poised to become a key driver of economic and urban development across Greater Sydney.

A values-driven leader, Justin is guided by integrity, trust and collaboration. He fosters a culture where diverse perspectives are embraced and continuous learning is encouraged—empowering his team to thrive and innovate.

Outside of work, Justin leads a full and creative life. He enjoys writing short stories for competitions and finds balance by spending time in nature.

Aisha Poole

HEAD OF WASTE AND RESOURCE RECOVERY

- Bachelor of Science (Honours)
- Graduate Certificate in Ecologically Sustainable Development

Aisha heads up Penrith Council's Waste and Resource Recovery team and she's all about making a difference—both for the planet and the people. Her mission is clear: to deliver waste management and resource recovery solutions that champion the circular economy and sustainable best practices.

In her own words: "Care for people, care for planet, predict the future by creating it."

Since joining Council in 2002, Aisha has held a variety of roles, each building on her dedication to team development and a culture of support. She is passionate about helping her team grow, thrive and become the best versions of themselves, while her leadership style is described as supportive, collaborative and kind—balanced with ambition and a strong drive for achievement.

Aisha's role is a balance of challenging work and positive impact. She encourages her team to stay agile, adapt quickly and pivot when needed—delivering a wide range of resource recovery outcomes for Penrith's diverse and growing community.

She believes that in every area of work at Penrith Council, our people play a vital role in maintaining and improving the city—whether it's through physical spaces or social initiatives. "Every person makes a difference. We really are one team."

Council's flexible working arrangements have been a key enabler for Aisha, allowing her to prioritise both her health and her family, and she believes that the ability to tailor work-life balance as a partnership is a standout feature of Penrith Council's culture, setting it apart from other employers.

Outside of work, Aisha finds joy in nature—whether she's gardening, camping by the beach, or exploring rainforests. Her favourite destination is Elliot Falls in Far North Queensland, closely followed by the Red Centre in the Northern Territory, where experiences have deepened her appreciation for the land and the enduring connection First Nations people have to country.





Rob Twedde

HEAD OF BUSINESS OPERATIONS PRIORITY PROJECTS

- Bachelor of Sport and Recreation Management
- Bachelor of Sports Management, Performance and Coach Education

Rob joined Penrith City Council in 2019, bringing a strong background in performance coaching and sports management. He is currently leading several City-shaping initiatives, including the development of a contemporary community sport precinct, a state-of-the-art indoor multi-sports arena and the delivery of a long-term aquatic strategy for Penrith.

Before stepping into this strategic role, Rob led the team at Ripples—Council’s network of aquatic and leisure venues—where he empowered health and aquatics professionals to innovate and deliver fun and contemporary wellbeing services tailored to the needs of the Penrith community. His leadership style is grounded in trust, support and giving his team the space to test new ideas and grow.

When asked why someone should join Council, Rob says: “Join Penrith if you want your work life to truly mean something. Every service we provide—whether it’s a swim squad, a seniors’ wellness class, or an educational pop-up—helps locals feel healthier, more connected and more in control of their wellbeing.”

A coach at heart, Rob focuses on creating an environment where individuals feel supported to do their best work, contributing to a well-rounded and successful team.

Outside of work, Rob values balance. You’ll often find him in the garden or spending quality time with his young family.

Andrew Jackson

DIRECTOR PLANNING AND REGULATORY SERVICES

- Bachelor of Agricultural Economics
- Graduate of the Australian Institute of Company Directors (GAICD)

Andrew brings more than three decades of experience in local and state government, leading city transformation strategy and projects in Western and Greater Sydney.

He joined Penrith City Council in 2021 to help deliver the enormous potential for our City—at the heart of the fastest growing region in the country—drawing on his deep government and stakeholder partnering experience. This includes his former role as Director of the Planning Partnership, bringing together local and state governments to deliver coordinated planning and infrastructure for the region, under the Western Sydney City Deal.

Prior to this, Andrew led significant strategy and infrastructure programs in NSW government, including at Department of Premier and Cabinet, Department of Planning and Environment, Treasury, and Sydney Water. At Council, he now leads a dynamic and future-focussed team responsible for City planning and regulatory services. He's known for his strong stakeholder relationships and outcomes focus, which he encourages across Council.

Andrew says that what drives him is seeing great outcomes on the ground. He knows from experience how good planning, supported by infrastructure, and quality design and development, enable communities, neighbourhoods and economies to thrive.

Guided by his values of trust and courage, Andrew fosters a culture of honesty, transparency, and collaboration. His leadership style is grounded in building strong teams that are empowered to make a meaningful impact.

Andrew believes that Council's commitment to flexible working reflects a progressive culture and genuine care for our staff. He says flexibility is key to enabling people to balance rewarding—and sometimes demanding—careers with the other things they value. For Andrew, that includes time with family and friends, and cooking.





Joshua Hull

HEAD OF ENGINEERING SERVICES

- Bachelor of Civil Engineering (Honours)

Josh began his journey with Penrith City Council as an Engineering Trainee, faced with a pivotal decision early in his career—venture into the private sector or continue growing within Council. Thanks to the guidance of trusted mentors, Joshua chose the Council path, and he’s never looked back.

Now leading the Engineering Services Department, Josh plays a key role in planning, designing and delivering safe, efficient infrastructure that meets the needs of Penrith’s growing community. He’s passionate about guiding the City’s evolution and embracing innovative approaches to make Penrith a place where people truly want to live, work, and play.

Josh thrives in a role that challenges and inspires him daily. “I get to work with an amazing team, lead exciting projects and make a real difference in the community,” he says. “No other organisation offers the same opportunities as Penrith City Council while still giving me the work-life balance I value.”

His leadership is rooted in authenticity, respect and integrity. He believes people are the heart of any organisation and leads by example to foster a positive, high-performing culture. Describing himself as a diplomatic leader, Joshua is committed to inspiring his team to do their best work while staying true to shared values.

Outside of work, Josh finds joy in bushwalking through the Blue Mountains with his young family, stargazing on clear nights, tending to his garden, or catching a footy game with friends.

Christine Gough

HEAD OF CITY PLANNING

- Bachelor of Town Planning

Christine leads Penrith City Council's City Planning Department, a team of dedicated and experienced planning professionals responsible for shaping the long-term vision of our City. Her team delivers a wide range of strategic programs and services, including land use planning, city and regional planning, and place-based initiatives that guide Penrith's future growth.

With a career spanning multiple levels of government, Christine brings a wealth of experience and a deep commitment to achieving the best outcomes for the community. She is passionate about working alongside a highly motivated team of planners and experts who share her drive to make a meaningful impact.

For Christine, Penrith is a dynamic and exciting place to be a planner. As she puts it, "We're experiencing significant growth and have no shortage of interesting projects and opportunities—it's a great time to be part of the journey."





Peter Wood

HEAD OF DEVELOPMENT SERVICES

- Bachelor of Town Planning
- Bachelor of Environmental Science

Peter has proudly called Penrith City Council home for over two decades, witnessing—and helping shape—our City’s remarkable journey of growth and transformation. As the leader of a team of skilled, passionate planning and building professionals, Peter oversees development assessment, certification and approval services, ensuring Penrith continues to grow sustainably while honouring the character and importance of its past.

Peter describes his leadership style as grounded in trust, support, and a genuine belief in empowering his team. He thrives on the balance of meaningful, challenging work and the opportunity to contribute to a City he deeply cares about.

When he’s not helping build the Penrith of tomorrow, you’ll likely find Peter enjoying quality time with his family.

