

GENERAL MEMBER DIRECTOR CANDIDATE INFORMATION

CAMPHIN, Peter

EARLY, Cameron

GRIMWADE, Darren

LUCKHARDT, Jason

CAMPBIN, PETER

Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

The key issues I will support over the next term as a Director are:

1. Support the continued implementation and execution of the current REIQ Strategic Plan, including good governance and advice with all key stakeholders to ensure the financial stability and growth of the REIQ for generations to come.
2. Support of the CEO and Senior Leadership team in decisions relating to resources and activities required by the membership to provide relevant education, recognition and infield assistance in support of their business needs.
3. Support in regard to issues requiring strong advocacy on all issues which affect our industry, including those of our clients and customers, as well as the membership body.

Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

I have been in the property industry for over 45 years and have experience in all aspects of agency practice and franchise development. My career started in 1976 in Sydney's eastern suburbs in property management. I established my first office at the age of 26 on Sydney's North Shore, my second one at 28. My career changed in 1992 moving from franchisee to franchisor joining the Ray White Group as CEO in Victoria. In 1994 I moved to Auckland where for the next several years led the Ray White Group in New Zealand. Our family moved back to Australia in 1997 when I became the CEO of Ray White Queensland and held the position until 2015. During that year an opportunity was presented to me to join our finance brokering business, Loan Market Queensland which I held for 3 years. More recently I worked with StoreLocal Self Storage in a network growth/acquisition and advisory position and as well as investing in the sector.

Today I provide coaching and training services to many companies in the industry and continue to

advise agency owners and franchise groups to build better businesses and career paths.

Question 3. Describe your academic and professional qualifications.

Licensed Real Estate agency / auctioneer QLD, NSW, VIC, NZ. Multiple Coaching and Trainer the Trainer Courses. Leadership Training HBS.

Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

Current Board Member and Fellow of REIQ. Previous School Board positions: St Joseph's Nudgee College Indooroopilly and St Joseph's College Gregory Terrace, Spring Hill; Tattersalls/Brisbane Rowing Club and Oxley Rowing Club. I have held leadership and national positions in several Property and Finance Franchise Organisations.

President and Life member of Terrace Rowing and Member of the Queensland Club; Member of Australian Institute of Company Directors (AICD); Member of Indooroopilly Golf Club.

Question 5: Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

In all my dealings in the property industry and in life, I have strived to uphold a high standard of behavior and practice and be an example for those in the industry. I intend to continue that commitment, to influence leaders to take responsibility and protect the industry that has been so good to me and thousands of others.



EARLY, CAMERON

Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

- CPD Compliance.
- Specialist training and advice for providing services to Senior clients.
- Development of opportunities leading into 2032 Olympic Games.

Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

- Sales Agent & Valuer since 1990.
- General Sales, Land Development Sales, Investment Marketing and Property Management Experience.
- Acquisitions & Project Analyst – QM Properties Pty Ltd – 1993-1998.
- National Manager – Property – Harts Australasia Limited – 1998-2001.
- Founder & CEO – Golden Years Home Transitions – 2012-current.
- Forensic Valuer – Value Associates – 1996-current.
- REIQ Representative for PAMDA Introduction – 1999-2000.
- REIQ Dispute Committee Panelist – 1996-1999.

Question 3. Describe your academic and professional qualifications.

- Master of Ageing (1st Class Hons) – University of Melb., Grad Dip Ageing (1st Class Hons) – University of Melb.
- Dip Bus (Real Estate Valuation) – University of Qld.
- Grad Cert – Australian Institute of Company Directors
- Certificate of Registration as a Valuer – Qld. Valuers Registration Board
- Licenced General Real Estate Agent (Qld), (NSW), (VIC), (WA).
- JP (Qual)

Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

- GAICD – Graduate and Board Qualified (2019)
- Board Member – Australian Unity Limited (Seniors Advisory Board – 2012-2013)
- Board Member – Uniting Church in Australia (Qld Synod) Discipline Committee – 2022-current.
- Board Director – Footprints Community Limited – 2022-current, Chair – Property & Housing Sub-committee – Footprints Community Limited – 2022-current.
- Committee Member – Comlink Australia Limited – Strategy & Innovation Sub Committee – 2020-2021
- Secretary – Brookfield Show Society Inc. 2001-2007, President – Brookfield Show Society Inc – 2012-2014
- President Brookfield State School P&C Assoc. – 2012-2014
- Workshop Invitee – API/Qld Government for Land Valuation Act 2010 introduction
- President – Brisbane Grammar School Tennis Support Group – 2015-2017; Youth Mentor (Qualified) – Raise Foundation – 2021-current, Volunteer Driver – Meals on Wheels Qld. – 1997-current

Question 5: Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

I am passionate about delivering leadership to an ageing demographic and workforce, particularly in the area of innovation of residential accommodation built form. I have tremendous corporate governance skills to offer the REIQ Board.



GRIMWADE, DARREN

Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

There are numerous issues that I feel need to be closely monitored during these uncertain times in our industry. Firstly, I would like to see the REIQ pay close attention to digital disrupters and modern technology platforms that have the ability to destabilise our industry. Secondly, I feel that the Government regulations applied to our industry needs to be reviewed and brought into the 21st century. There are so many regulations and legislative requirements that are outdated and costing agencies time and money. Thirdly, I would like to see the requirement of compulsory Professional Development Training in the industry to ensure that the professionalism of the industry is protected.

Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

I have been buying and selling real-estate in South East Queensland for over 20 years. I am currently the Principal/Licensee for our family run real-estate business. We operate a small boutique real-estate agency located in the City of Moreton Bay. Prior to opening our own business, I have previously been employed by a well-known real-estate franchise as a sales consultant.

Question 3. Describe your academic and professional qualifications.

I am a Graduate of the Australian Institute of Company Directors (AICD). I completed this qualification in 2017 and since completing this qualification have undertaken numerous professional development updates to enhance my skillset in corporate governance, risk management, audit and strategic framework development. Additionally, in 2008 I was recognised as the 'Young Entrepreneur of the Year' in Queensland.

Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

I am a Director and on the Board of 'Pine Rivers Community Finance Limited', which operates the Bendigo Bank branch in Samford, Qld (Community Bank Samford). Being on the board has enabled me to gain valuable experience in the banking and finance sectors which operated in a similar highly regulated environment to the real-estate industry.

I am currently an elected Councillor in the Moreton Bay Regional Council. The responsibilities of a Councillor are very similar to that of a Company Director. I have previously been appointed as the Chair of the Planning Portfolio within Council and am currently appointed as the Chair for the Engaged Council Portfolio which is responsible for many varying departments, including the delivery of the annual budget of Council. Previously I have held a role as a Franchise Director for one of the largest taxation firms in the world.

Question 5: Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

I have previously been elected into the Queensland Parliament and served a term working in the Local Government, Housing & Transport Committee, which was responsible for the oversight and scrutiny of legislation brought before the Parliament. This role has created many existing relationships and networks from both sides of politics in the Queensland Parliament and provided me extensive skills relating to how legislation is developed, consulted, scrutinised and implemented. I feel this experience would be a major asset to the board if I was provided the opportunity to be a Director of the REIQ



LUCKHARDT, JASON

Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

Working towards a professional status classification. (High priority)

Integrity of the profession – Being a champion for the best image we as practitioners can uphold including Elevating the standard of practice and fostering a collegiate working environment.

Embracing tech and data to ensure members are at the forefront of industry trends. This includes the desire to be part of the corpus that drives the trends rather than purely being driven by them.

Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

Property is in the family. My mother Denise, was Queensland's first female Master Builder, building some of Mt Ommaney's first homes in the 70's, and my father George, originally selling in Brisbane's Western Suburbs and then moving to Burleigh Heads in 1977 to head up a Pre-franchise day's Ray White Burleigh Heads.

I began on the Gold Coast in 1989 before moving to Brisbane in 1992. Working at Ray White Commercial, Eagle Street, specialising in Commercial Transactions in the Asset Disposal and Insolvency recoveries area. Later I was Owner of Ray White Springwood (Residential and Commercial) in the late 90's-early 00's. Group General manager for "AVP – The Property People" in the mid 00's, overseeing residential and commercial developments in Beenleigh, Logan, Beaudesert and Townsville, including two golf course lifestyle residential precincts and Commercial office tower in Beenleigh. From 2011 onwards – NAI Harcourts (Gold Coast Franchisee 2011-2018) and National Manager for the Franchisor 2018-current).

Question 3. Describe your academic and professional qualifications.

Salesperson 1989-2001

Licensed agent 2001-current

Auctioneer 2011-current

Diploma of Business (Marketing) and Graduate of the Australian Institute of Company Directors

Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

Company director for Publicly Listed entity – NSX – **LCB** (Logan Community Financial Services Ltd) since 2009. Chair since 2014. Member of Governance, Audit and HR Committee.

Community Bank National Council (Southern Qld elected rep since 2021) Bendigo Bank.

A practicing member and Graduate of the AICD.

Former – Chair – St Matthews Catholic Primary / President – Logan Saints Junior Rugby Union.

Question 5: Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

I have a well-documented career in providing education and training across speciality areas in Sales, leasing and property management. Peers that have worked with me know my capacity to share knowledge and bring this to a role such as this. I hope to work with you as a member of the Real Estate Institute of Queensland in making our industry "always better, always respected".





FOR SALE



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