Sarah Zeljko

Specialist Consultant

"The Council was impressed with Sarah's professionalism, deep knowledge, and her ability to engage confidently and respectfully within the boardroom. Her facilitation of the workshop was excellent, underpinned by thorough preparation and a clear understanding of our needs. There is a high level of trust placed in Sarah, not just as a consultant, but as someone who brings real-world insight from her own board experience."

Florence Kearney, Head of College and CEO

Short Profile

Sarah is a professional Non-Executive Director with extensive executive, operational, governance and advisory experience across large ASX listed, government and private corporations, having led a range of Boards, Committees and Executives through strategic and operational challenges.

She is recognised for her commercial acumen and has an extensive executive career leading governance, risk, compliance, legal, insurance and internal audit teams. Sarah has a history delivering revenue growth in large corporations through developing and executing corporate strategy, negotiating commercial agreements, capital raising, M&A and project management across complex multimillion-dollar transactions.

Qualifications

Value Creation Through Effective Boards (completed course), Harvard Business School Executive Education, 2024

Graduate, Australian Superannuation Trustees (GAIST), 2018

Graduate, Australian Institute of Company Directors (GAICD), 2012

Bachelor of Laws (LLB), Bond University

Admitted to the Supreme Court of QLD and NSW

Consulting Focus

Principally Sarah's consulting work at Board Matters focuses on:

- Preparation and presentation of board performance evaluations and assessments including facilitating discussions from board performance evaluations;
- Creating and implementing tailored board and management development programs;
- Constitutional, policy and procedure development and review work;
- Developing and undertaking governance evaluations, board composition and competencies assessments;
- Facilitating strategic planning workshops and creating strategic plans;
- Conducting governance structural reviews;
- Trouble shooting for organisations in crisis;
- Company secretarial advice and mentoring; and
- Regulator liaison and government advocacy.

Current Board Roles and Memberships

- Non-Executive Director, **EnergyCo (Energy Corporation of New South Wales)**, since 2025
- Co-Chapter Lead (Qld Chapter), **Minerva Network**, since 2025
- Non-Executive Director, **Queensland Rugby Union (Queensland Reds)**, since 2024
- Non-Executive Director, **International River Foundation**, since 2024
- Non-Executive Director and Member of the Audit and Risk Committee, **Stockyard Beef**, since 2020
- Non-Executive Director, Member of the Audit and Risk Committee, and Member of the People and Culture Committee, **UnityWater**, since 2020
- Co-Chapter Lead, **Minerva**, since 2026,

- Graduate, **Australian Institute of Company Directors**
- Ambassador, **Equal by 30**

Past Board Roles and Appointments

- Chair, Energy Queensland (2022-2025)
- Non-Executive Director, Intellidesign (2021-2026)
- Expert Member, Ministerial Advisory Council for Flood Mitigation Manuals (2019-2024)
- Non-Executive Director, Venlo (2022-2023)
- Non-Executive Director, Verbrec Ltd (ASX:VBC) (2020-2023)
- Patrons of Fire, Girl Shaped Flames (2019-2023)
- Chair, UNIQ YOU (2021-2022)
- Non-Executive Director, Millovate (2020-2021)
- Non-Executive Director, Brighter Super (2018-2022)
- Non-Executive Director, Powerlink Queensland (2016-2022)
- Chair, Bravehearts (2019-2019)
- Chair, Waterways Plus Pty Ltd (2016-2018)

Executive Career Summary

In the private sector, Sarah's experience has included:

- Charged with increasing the governance as part of the new executive team at G8 Education Limited (ASX:GEM). Raised $195m of equity through a domestic institutional placement ($100m) and share placement to CFCG Investment Partners International (Australia) Pty Ltd ($95m). This transaction was completed within four days during a trading halt.
- Establishing the policies and processes, compliance and risk management frameworks as the inaugural General Counsel of WICET, a $4 billion greenfield project and the largest coal terminal construction project in Queensland. Negotiated $1 billion in contractor claims to settle under 15% at the completion of construction.
- Managing a significant ACCC federal court proceeding and a significant financial and corporate restructuring project as part of a broad functional role within Cement Australia.
- Legal Director leading the launch of a solar energy project to the investment market.
- Merger and acquisition work regarding multiple acquisitions with the Ikon Group.
- Leading Repower, a large international corporate, through the successful bidding and construction of their first Australian Windfarm infrastructure project.
- Managing the international consolidation, negotiation and sale of the Agrichem group.
- Successfully negotiating mining projects across Australia with Roche Mining.

With publicly-owned organisations, during challenging times, Sarah's experience has included:

- Managing the legal merger and restructuring of Seqwater with WaterSecure, a Desalination provider. Held the position of Acting Corporate Services Executive in charge of Risk, Compliance, Legal, HR, Finance, Insurance and ICT during 2011 Floods that affected over 200,000 people, with damages estimated at $2.3 billion.
- Leading negotiations with Queensland Treasury in establishing Queensland Urban Utilities, a new water retailer servicing South-East Queensland.
- Legal 2IC to the Chief Legal Counsel, delivering legal services to all areas of Brisbane City Council, the largest council in the southern hemisphere.