



THE STAR

Media release

The Star appoints first female GM of Surveillance Queensland

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The Star Entertainment Group has appointed Zhan Spalding to its senior leadership team, taking up the newly created role of General Manager Surveillance Queensland and further supporting a commitment to gender equality targets.

With more than 30 years' experience leading surveillance and security operations for both national and international gaming venues, Ms Spalding will take on the dual role overseeing The Star's two Queensland properties.

Ms Spalding will be a key part of the transition from the Treasury Brisbane surveillance team to a new model in preparation for operations commencing at the Queen's Wharf Brisbane precinct with a planned staged opening in the second half of 2023.

She will also commence immediate oversight of the existing surveillance operating model at The Star Gold Coast, as its \$2 billion masterplan expansion continues.

Chief Operating Officer of The Star Gold Coast Jess Mellor said, "We are thrilled to have been successful in attracting Zhan to this new and critical role for the business."

"She has extensive expertise in surveillance technology implementation, multi-site management, restructuring and streamlining processes, which we will be relying on as we further cement our position as the Gold Coast's premium tourism and entertainment destination.

"Her appointment underpins The Star's growth and investment in Queensland as well as bolstering our female leadership ranks," Jess Mellor said.

"The Star has a target of 45% female and 45% male representation in leadership roles while the remaining 10% recognises the need to create space for non-binary gender identities."

Zhan Spalding, who began her gaming career in Prague and has worked globally including in Morocco, Argentina, Venezuela, Romania, England and New Zealand before moving to Australia said the promotion of gender equality was an attractor to the role.

"Throughout my career there have been many times I was the only woman in a surveillance or security international network events team, so I am passionate about encouraging other women to pursue a career in this industry," Ms Spalding said.

"I also want to shine a spotlight on the breadth of the role, which is complex and challenging requiring knowledge of technology, compliance, policy, procedure, data analytics, crisis management and more," she said.

"I am thrilled to join The Star at this exciting stage of their expansion, and hope to help progress its cultural and diversity focus and achievements."

The Star Entertainment Group Interim CEO and MD, Geoff Hogg said, “Zhan’s wealth of experience will be an asset to our Queensland-based surveillance and security team, particularly to a role and industry sector where women have traditionally been under-represented.”

“We value diversity of ideas and backgrounds and it’s rewarding to see the strides we have made in promoting gender equality are being reflected in our talent acquisition pipeline,” he said.

“We ensure the best people are recruited for the right roles, adhering to a policy that provides everyone with the same opportunities, reduces bias in the hiring process and fosters an inclusive workplace.”

Zhan will commence duties for The Star on September 5 dividing her time between both Queensland properties.

The Star Entertainment Group has a recognised commitment to promoting gender equality as one of only 12 new Australian businesses awarded a 2022 Workplace Gender Equality Agency ‘Employer of Choice for Gender Equality’ citation.

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