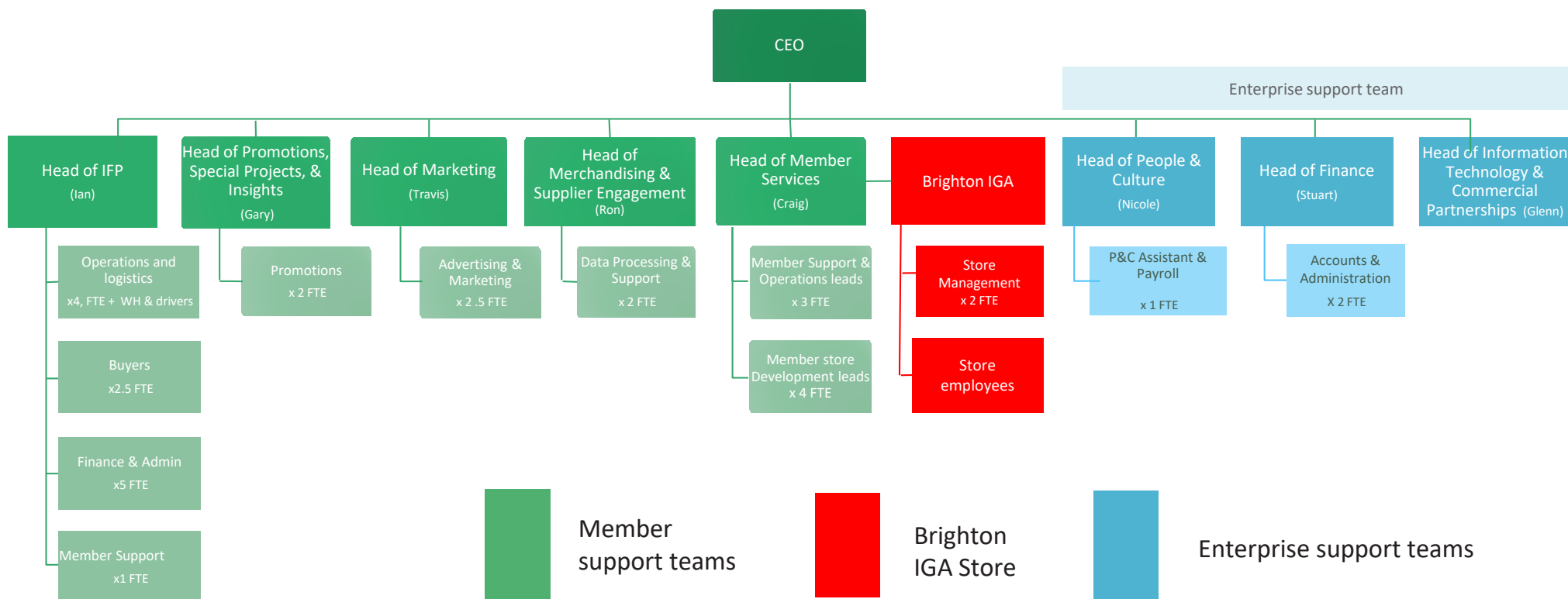




## Organisation Structure 2020



FTE = Full time equivalent employee

# Primary Purpose of the organisation executive roles

**CEO – Grant Hinchcliffe**

Provide leadership of and strategic direction for TIR and continuously strengthen relationships with key stakeholders: our members, the board, key suppliers, strategic partners and the broader industry

**Head of Island Fresh Produce – Ian Heyburn**

Manage and oversee the IFP supply chain to provide members and other customers with high quality fresh produce at a competitive price

**Head of Promotions, Special Projects, & Insights – Gary Sutherland**

Oversee and manage the remit of TIR's promotional activities and programs to strengthen our brand and drive members' sales and profitability. Lead the strategic projects portfolio and annual strategy and business planning processes; develop member engagement and communications strategies; lead business insights capability development and coordination across functions;

**Head of Marketing – Travis Allen**

Manage and oversee the remit of TIR's marketing activities and programs to strengthen our brand and drive members' sales and profitability.

**Head of Merchandising and Supplier Engagement – Ron Barker**

Manage and oversee productive and value-enhancing relationships with our supplier network to deliver continuous improvements to the range, quality, trading terms & financial incentives, cost of goods, margin outcomes and competitive everyday pricing outcomes for our member network.

**Head of Member Services – Craig Smith**

Deliver store-level support and advisory services to continually improve sustainable outcomes for our members including network sales, store quality, efficiency and performance and growth.

**Head of People & Culture – Nicole McCullagh**

Deliver the people, skills, policies and culture that give TIR the best platform to deliver its strategy.

**Head of Finance – Stuart Main**

To oversee and manage all corporate accounting, finance and administrative related matters along with the preparation of detailed Management Financials Reports for all trading divisions consistent with TIR requirements and other relevant statutory obligations. This role also assumes responsibility for the distribution of the TIR Rebate Programs to eligible Members & Retailers, and assisting stores with any finance related queries relevant to their trading relationship and involvement within the TIR / SIW business.

**Head of Information Technology & Commercial Partnerships – Glenn Rainsford**

Equip TIR with the hardware and software solutions, systems and support that enable delivery of TIR's strategy. Liaise with all key stakeholders to ensure appropriate management of commercial partnerships. To identify, promote and foster commercial partnership that deliver a financial and / or other benefit to both TIR and the wider Member Network.