

## CTO Application Timeline

(key milestones and events highlighted in green and red)

Tue Feb 13	<b>Initial contact with Clare Curran about CTO role</b>
Tue Feb 13	Derek Handley (DH) contacts Minister Clare Curran (CC) via Twitter to explore if she's open to meeting at Digital Nations Summit where they will both be speaking
Wed Feb 14 - Mon Feb 26	<p>Emails and texts between DH and CC to coordinate time. CC advises DH via email of available times to meet:</p> <ul style="list-style-type: none"> <li>• Tues 27th after 8</li> <li>• Wed 28th after 8</li> <li>• Thurs 29th around 5</li> </ul> <p>* Twitter and email communication from Tues Feb 13 - Mon Feb 26th have already been released</p>
Tues Feb 27	DH arrives in Wellington 7:35pm for 8pm meeting at CC offices
Sat Mar 10th	CC texts DH the official email address " <a href="mailto:digitalNZ@mbie.govt.nz">digitalNZ@mbie.govt.nz</a> " for CTO application enquiries
Mon Mar 12th	<p>DH texts CC back thanking for the email address.</p> <p><b>CC and DH are not in contact again via any channel until final interview in Wellington, July 10th.</b></p>
Tues Mar 27th	DH emails official address <a href="mailto:digitalNZ@mbie.govt.nz">digitalNZ@mbie.govt.nz</a> to request being informed if and when the application process re-opens
<b>Mon Apr 23</b>	<b>First contact with Prime Minister about CTO role</b>
Mon Apr 23 Wed Apr 25	<p>DH sends Prime Minister Jacinda Ardern (PM) text to advise that DH is planning to return home to NZ in near future and asks to share ideas on how he may be of service.</p> <p>Series of texts take place about how DH can be of service, and DH also mentions people have asked him to consider applying for CTO role. (PM does not reply to the specific text about CTO.)</p>
May 8th	DH receives email from MBIE Digital Economy Team advising that the application process for CTO has reopened and will close on June 3rd

<b>Sun Jun 3rd</b>	<b>DH submits application for role to MBIE Digital Economy team via official channel</b>
Thurs Jun 7th	DH emails PM as FYI to inform that he applied for CTO role and looks forward to connecting when returning to NZ. (No response from PM).  DH and PM are not in contact again via any channel until Mon 20th August.
<b>Wed Jun 20th</b>	<b>DH advances to next two rounds of application process</b>
Wed Jun 20th	DH receives email from MBIE Digital Economy Team to: <ul style="list-style-type: none"> <li>• Advise application will proceed to the next stage</li> <li>• Request response by 9am Mon 25th June to two video questions via MBIE online platform; and three written questions via email</li> </ul>
Sun Jun 24th	DH emails responses to questions and submits video response
Fri 29th Jun	DH receives email from MBIE Digital Economy Team to: <ul style="list-style-type: none"> <li>• Request responses to one further video questions by 9am July 3</li> <li>• Inform him that candidates shortlisted for an interview will be advised the following week</li> </ul>
Tues Jul 3rd	DH submits video response
<b>Wed July 4th</b>	<b>DH advances to interview round of application process</b>
Wed July 4th	DH receives email from MBIE Digital Economy Team ( <a href="mailto:digitalNZ@mbie.govt.nz">digitalNZ@mbie.govt.nz</a> ) to: <ul style="list-style-type: none"> <li>• Advise DH will proceed to the next stage for in person interview, scheduled for <b>July 10th in Wellington</b></li> <li>• Request his permission to contact six referees</li> <li>• Request his formal identity documents such as passport, qualifications etc</li> <li>• Request his permission to conduct background checks</li> </ul>
Mon Jul 9th	DH arrives in Wellington from New York
Tues Jul 10th	DH is interviewed by panel at 830am in CC offices  This is first time DH and CC are in contact since text message of March 12th.  DH returns back to New York that evening.

Fri July 13th	<b>DH advances to final phase of application process: testing &amp; assessments</b>
Fri Jul 13th	<p>MBIE Digital Economy Team sends email to DH to:</p> <ul style="list-style-type: none"> <li>• Advise that DH will proceed to the next stage as <b>one of two candidates</b></li> <li>• Advise that external consultants will be in touch to arrange psychometric testing and capability assessments</li> </ul>
Mon Jul 16th- Wed Jul 18th	<p>DH undertakes 8 hours of assessments and simulations with external consultants, which includes:</p> <ul style="list-style-type: none"> <li>• 2 hour interview</li> <li>• 2 x psychometric assessments</li> <li>• 90 min meeting simulation; 90 min media simulation</li> <li>• 4 x self-survey reports and questionnaires</li> </ul>
Tue Jul 31st	<p>CC calls DH to explore three questions the interview panel wish to probe:</p> <ul style="list-style-type: none"> <li>• Willingness to working with government bureaucracy and processes</li> <li>• Readiness for media pressure/attacks</li> <li>• Past perceptions from early career</li> </ul> <p>Call concludes that CC will be in touch within a week.</p>
Wed 8 Aug	<b>DH informed he is the successful candidate for CTO role</b>
Wed 8th Aug	<p>CC calls DH to:</p> <ul style="list-style-type: none"> <li>• Advise him he is the selected candidate subject to Appointments Committee and Cabinet approval scheduled for 15th and 20th respectively.</li> <li>• Ask DH if he wishes to take up the role, to which DH replies: yes</li> </ul> <p>DH texts CC acknowledging and thanking for the privilege and opportunity.</p>
Thu Aug 9th	CC office contacts DH to advise will be sending through contract and letter of offer
Fri Aug 10th	Letter of Offer comes via email from CC office
Wed Aug 15th	DH is advised from CC office via email and from CC via text that the appointment is approved at Appointments Committee
Wed Aug 15th	Contract provided from CC office via email
<b>Thurs Aug 16th</b>	<b>Plans for announcing the CTO role are discussed</b>

Thurs Aug 16th	<p>DH and CC speak on phone regarding plan to announce CTO position on <b>August 20th</b> after expected Cabinet approval</p> <p>Later that day, DH texts CC with concerns announcement timeline too rushed to work through all outstanding details</p>
Fri Aug 17th	<p>DH advised that CC and PM Press team shift press conference and announcement to <b>2pm August 23rd in Auckland</b></p>
Fri Aug 17th - Sun Aug 19th	<p>DH liaises with Department of Internal Affairs (DIA) over weekend to finalise contract</p>
Sun Aug 19th	<p>CC Press Office provides draft material and Press Release for press launch.</p>
Mon Aug 20th	<p><b>CC's office realises the February 22nd meeting between CC and DH took place</b></p>
Mon Aug 20th	<p>DH receives final mutually agreed version of Contract and Letter of Offer from DIA. Letter of Offer awaiting only to be signed by Minister.</p> <p>CC's office requests DH to record 60s video for PM Facebook page</p> <p>While planning the announcement, CC's office become aware of February 27th meeting took place and was not recorded</p> <p><b>DH texts PM noting excitement about role. (No response from PM.)</b></p>
Wed Aug 22nd	<p>DH receives and supports final draft Conflict of Interest management plan from DIA which has been provided to State Services Commission for sign off.</p>
Tues Aug 21	<p><b>Plans to announce CTO role are moved to a new date</b></p>
Tues Aug 21st	<p>DIA advises DH that PM Office will reschedule the announcement date to "next available time next week".</p>
Thu Aug 23rd	<p>DH receives text message from Andrew Campbell (AC) PM Press Office requesting to speak urgently.</p> <p>DH and AC speak, AC advises:</p> <ul style="list-style-type: none"> <li>• Issue with CC not disclosing meeting and requirement to update the records, thereby requiring to name DH as the person in the meeting</li> <li>• The preference is to announce that news regarding CC and the CTO</li> </ul>

	<p>appointment simultaneously</p> <p>Later that same day, AC advises the approach will be to separate the announcement of CC issue from the CTO appointment, which will be followed up imminently.</p>
Fri Aug 24th	<p>PM announces CC demotion from Cabinet and Minister Chris Hipkins to complete appointment process.</p> <p>DH receives email from DIA to update on appointment process “which is still moving ahead.”</p>
Mon Aug 27th	<p>DIA emails DH again advising that SSC has met with Minister Hipkins on the matter and “There is no indication of not continuing the recruitment process.”</p>
Wed Aug 29th	<p>DIA emails DH again advising “We are moving the process forward again.”</p>
Fri Aug 31st	<p>DIA request much more extensive declarations from DH on personal, family and associates with regards to possible conflicts of interests.</p>
Tue Sep 2nd	<p>DH provides requested declaration details to barrister who provides to DIA</p>
Fri Sep 7th	<p>DIA advise DH that Conflict of Interest Management plan agreed on 22nd August will need to be updated</p>
Sun Sep 9th	<p>DH and family arrive back in Auckland</p>
Mon Sep 10th	<p>DIA advise DH Minister Chris Hipkins (CH) would like to speak</p> <p>CH calls DH at 3pm to discuss role and ask DH’s views on “headwinds” the role is facing - DH reiterates full commitment to role and need to follow through ASAP given long silence</p> <p>CH advises decision will be made within 48 hours on how to proceed</p>
Tues Sep 11th	<p>DH texts CH to ask to speak again</p> <p>CH declines to speak again with DH directing him to DIA/SSC.</p>
<b>Wed 12 Sept</b>	<p><b>DH learns the CTO role is being “rethought” and he no longer has the role</b></p>
Wed Sep 12th	<p>DIA official calls DH to advise the appointment is to be “stopped”. No reason given.</p> <p>DH requests to speak to Minister Megan Woods (MW).</p> <p>MW declines to speak with DH.</p>

	State Services Commission provide report to CH confirming “evidence suggests a suitably robust recruitment process” and that “Viewed objectively the meeting between the Hon Clare Curran and the candidate...did not prejudice the process”
Thu Sep 13th	DIA advise DH that MW will make an announcement on morning of Friday 14th that the role will be ‘stopped’  DIA propose settlement and contract termination clause is triggered
Fri Sep 14th	MW announces CTO role appointment process stopped and SSC Report is released.  DH releases statement