

**GENERAL MEMBER  
DIRECTOR  
CANDIDATE  
INFORMATION**

**ANDERSON, Ian**

**CARTER, Nicole**

**COLE, Darren**

**ELLIS, Samantha**

**EMERY, Aaron**

**HENDERSON, Luke**

**LUCKHARDT, Jason**

**REIQ 2025 ELECTION**

## ANDERSON, IAN

### 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?

1. Assist members in compliance with State Govt legislation
2. Efficiency of operation and cost issues to ensure future financial security of REIQ
3. Expansion and adjustment of services provide to members

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

- RE agent since 80s in Sydney City – RE Agent, Strata Agent and Rural Agent Licenses
- Past Licencee and owner operator of LJ Hooker Elizabeth Bay/Kings Cross for 10 yrs – incl a 500 mgt portfolio – mostly Auction sales
- Panel agent for CBA MIPS (Mortgage in Possession) Securities Division
- Been registered in Qld as a RE Agent since 2016
- Company director since 1993 of currently 2 x Pty Ltds – past directorships 2 x Pty Ltds
- Corporate Director and Trustee of my own SMSF since 1993

### Question 3. Describe your academic and professional qualifications.

Bach Electrical Engineering UNSW (Applied Physics & Mathematics)

Dip of Finance Sydney Securities Institute (old ASX)

Dip Building & Construction Canberra based RTO

Practical experience in running offices

Up to date with SM – internet and other media platforms

The future isn't franchise ops by the way

### 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.

Been current with fiduciary and legal obligations of directors in my own companies

Understand the crucial obligations of that signature on docs

### 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 deep and unique macro world view of econ history and how it effects REIQ members



## CARTER, NICOLE

**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?**

1. **Professional Standards & Education** – Strengthening career pathways and mentoring to attract, retain and develop the next generation of real estate professionals.
2. **Digital Transformation** – Supporting members to embrace technology to drive compliance, efficiency and customer engagement.
3. **Advocacy & Industry Voice** – Ensuring REIQ remains the leading advocate on tenancy reforms, housing affordability and legislation that balances the needs of property owners, tenants and practitioners.

**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 a Director of a Queensland real estate business since 2008 and am currently a Director of **McGrath Southport and McGrath Robina**. Over 17 years, I have led high-performing teams across sales and property management, built sustainable business growth, and championed professionalism and ethics in the industry. I actively support REIQ training and initiatives, mentoring new entrants into the profession.

**Question 3. Describe your academic and professional qualifications.**

- Licensed Real Estate Agent (QLD)
- Seventeen years' experience as a business director, with strong governance, compliance and financial management capability
- Leadership in business growth, people management, customer service and risk oversight

**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.**

As a Director since 2008, I have had full fiduciary responsibility for business operations, compliance, workplace legislation and financial performance. This experience has given me a practical understanding of governance and accountability, supported by ongoing professional development and community involvement.

**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 supporting women in real estate and **regularly host luncheons for female agents to discuss the unique challenges and opportunities they face in the profession.** These forums have created valuable networks, mentoring opportunities and advocacy initiatives for women across the industry. I bring a collaborative leadership style, commercial experience at scale, and a commitment to advancing both gender diversity and professionalism in Queensland real estate. I understand the commitment required of an REIQ Board Director and am prepared to contribute strategically, diligently and with integrity on behalf of members.



## COLE, 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?

As a prospective director of the Real Estate Institute of Queensland, I focus on three key issues vital for the advancement of our profession: People Development, Diversity and Sustainability.

1. Fostering a diverse talent pool across property management, sales, and administrative roles is essential. I will champion continuous training programs and mentorship initiatives that promote inclusivity and address skills gaps, resulting in a resilient workforce.
2. Relevance and Value Delivery: Enhancing the REIQ's relevance requires delivering tangible value to members and their clients. I will pursue lobbying efforts and educational initiatives to address critical issues such as seller disclosure reform and anti-money laundering obligations, ensuring our members navigate upcoming regulatory changes effectively.
3. Consumer Protection and Industry Standards: Strengthening the link between consumer protection and industry qualifications is crucial. I will support the development of Continuing Professional Development (CPD) programs to meet evolving demands and enhance strategies that foster trust and demonstrate the value of compliance to both members and clients.

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

With over 23 years in the real estate sector, I have held diverse roles that provide me with a comprehensive understanding of the industry. My career highlights include:

- CEO of Australia's Largest Regional and Rural Real Estate Business.
- As Owner/Director of a Small Independent Office in Bayside, my current role has deepened my focus on sales and property management, allowing me to gain hands-on experience with clients and empathy for what our members experience on the ground daily.
- Trainer and Mentor. I have trained hundreds of professionals, helping to develop the next generation of agents.
- My recent involvement as a chapter member of the REIQ's residential chapter has further positioned me to effectively represent industry interests, particularly in discussions on anti-money laundering regulations.

### Question 3. Describe your academic and professional qualifications.

I hold a range of qualifications and licenses that validate my expertise in the real estate industry:

- Real Estate and Auctioneers Licenses in Queensland
- Diploma of Property in NSW
- Comprehensive previous licensure across all Australian states and territories, as well as New Zealand

These credentials, paired with decades of practical experience, have provided me with a deep understanding of the regulatory and operational landscapes of real estate positioning me to make significant contributions as a director of the REIQ.

### 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.

Additionally, I have served as a director for various private companies and non-profit organisations, including Queensland's oldest football club and one of Australia's largest independent training organisations. I hold an Executive Master of Business Administration from Sydney University and have completed programs at the London School of Economics, the Indian Institute of Management, and Stanford University. These experiences have broadened my strategic perspective.

Currently, I am pursuing a Master's in Theology, which enriches my understanding of ethics and community engagement.

My directorial roles have equipped me with essential competencies in governance, risk management, and stakeholder relations. I am dedicated to leveraging my background to drive positive change within our industry for the benefit of all stakeholders.

### 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.

Thank you for the opportunity to serve you, the members.





## ELLIS, SAMANTHA

### 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?

As a Director of the REIQ, I would promote and support three key issues of importance to the real estate profession in Queensland:

1. **Professional Standards & Education** – advocating for ongoing training, development and accreditation to ensure agents remain trusted, knowledgeable professionals.
2. **Fair and Balanced Legislation** - working with government and industry bodies to achieve practical, transparent, and equitable tenancy and property laws that protect owners, tenants, and agents alike.
3. **Innovation & Sustainability** – supporting the adoption of technology and sustainable practices to improve efficiency, enhance client experiences, and future-proof the profession. I believe these areas are critical to strengthening the industry's reputation, building consumer confidence, and ensuring the long-term success of real estate in Queensland.

### 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 worked in the real estate profession for 20 years this year, during which time I have only been with two agencies. This stability reflects my commitment, loyalty, and passion for the industry. My experience spans across property management, business leadership, where I have consistently delivered high-quality service to both landlords and tenants. I have also contributed to the profession through my involvement with the REIQ, including Zone Chair rep for Northern Suburbs, REIQ Property Manager Finalist of the year 2024, 2021 and 2020. Which has allowed me to engage with industry peers and support the development of best practices. I am dedicated to upholding professional standards, mentoring others in the profession, and contributing to the growth and reputation of real estate in Queensland.

### Question 3. Describe your academic and professional qualifications.

I hold over 20 years of experience in the real estate profession, supported by extensive industry training and continuous professional development through the REIQ. Beyond my real estate background, I bring strong skills in business management, leadership, strategic planning, and dispute resolution. I have successfully operated a business with the principal and grown a business, managed teams, and built strong client and community relationships, all of which demonstrate my ability to balance governance with

practical outcomes. These skills, together with my commitment to integrity and professionalism, would enable me to make a valuable contribution as a Director of the REIQ.

### 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.

Although I have not yet formally held the role of company director, it is within my long-term scope to take on this responsibility for Property Zest in the next 5-10 years. In preparation, I have developed strong governance, leadership and risk management experience through both professional and community roles, including: **Property Zest** – regularly step in to oversee and run the business when the principal is away, managing operations, staff, and risk to ensure business continuity. **School Involvement** – active member of my children's school Parents and Friends Association (P&F), contributing to decision-making, fundraising, and community engagement. **Sporting Community** – support and assist with my son's football team and my children's Little Athletics, helping with organisation, coordination, and community participation. **Local Dance School** – volunteer my time to assist and organise with events and activities, strengthening community connections. Through these roles, I have developed practical governance skills, strong communication and stakeholder management, and a commitment to achieving positive outcomes. These experiences would assist me greatly in fulfilling the duties of an REIQ Director.

### 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 deeply passionate about the real estate profession and committed to contributing to its growth, integrity, and reputation in Queensland. With 20 years of industry experience, I bring not only practical knowledge but also a genuine dedication to supporting both property owners and tenants. I pride myself on being approachable, transparent, and results-driven, with a strong focus on collaboration and community. Beyond my professional career, I actively contribute to my local community through volunteer roles with my children's school P&F, local sporting clubs, and a dance school. These roles have strengthened my skills in governance, teamwork, and decision-making, while also grounding me in the importance of service and connection. I believe my combination of industry expertise, business leadership and community involvement equips me with the balance of skills and values required to effectively serve as a Director of the REIQ. My goal is to represent members with integrity, ensure their voices are heard, and help drive the profession forward into a sustainable and innovative future.



## EMERY, AARON

### **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?**

Professional standards & compliance; business sustainability & profitability; and advocacy & representation. These areas are critical to protecting consumers, strengthening member businesses, and ensuring fair, balanced industry reforms. I would also support initiatives that raise professional recognition for agents, ensuring the REIQ mark is seen by the public as a trusted symbol of quality.

### **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 17+ years in Queensland real estate, specialising in property management. I've built, scaled, and sold my own rent roll, and now operate a national consulting business delivering audits, brokerage support, coaching and advisory services, with a core focus on Queensland. I have conducted 200+ rent roll audits, supported numerous acquisitions and sales, and mentored hundreds of property managers and business leaders. My contributions include speaking at major conferences, coaching principals and licensees, and developing tools that improve compliance, profitability, and client experience. My work aligns closely with REIQ's mission to lift professional standards, and I am committed to helping members adapt and grow in a changing environment.

### **Question 3. Describe your academic and professional qualifications.**

I hold a Full Real Estate Licence, having served as a principal licensee since 2014, and continue to maintain my licence to provide temporary relief and licensee-in-charge support when required as part of my consulting services. I am also a coach, facilitator, and trainer, recognised as an REB Mentor of the Year finalist in 2023 and 2024. Beyond real estate, I bring governance, strategic planning, financial analysis, and business transformation expertise, developed through collaboration with legal, financial and industry stakeholders.

### **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.**

As a business owner and consultant, I have held director responsibilities including ASIC compliance, governance oversight, financial reporting, and risk management. I regularly advise principals and directors on trust account compliance, operational audits, and governance. These experiences have given me a strong understanding of board-level decision making, accountability, and risk oversight. I am committed to undertaking the Australian Institute of Company Directors (AICD) Director Short Course to further enhance my skills.

### **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 strengthening professionalism and sustainability in Queensland real estate. Having walked in the shoes of business owners, principals, and property managers, I understand members' challenges and opportunities. My collaborative, forward-thinking approach balances immediate needs with long-term strategy. I bring the perspective of someone who has built and sold a business, advised agencies of all sizes, and worked closely with industry leaders across Queensland, and more widely, across Australia. I am committed to ensuring members feel represented, supported, and equipped to thrive in a rapidly evolving real estate landscape.



## HENDERSON, LUKE

### **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?**

I understand all facets of our industry, including these three important objectives –

1. Lobbying for rewards and incentives for implementing Government regulatory practices.
2. Higher level of industry entry to enhance community respect.
3. Systems and education to enable better work life balance structures.

My connections, and real world experiences make me an ideal candidate to influence change for you all.

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

I am so proud of what REIQ is doing for us all in taking up the fight for our industry. In the past I have volunteered to speak at REIQ events and member training, but I know I can do, and I should do more. This is why I have decided to nominate for the REIQ Board.

### **Question 3. Describe your academic and professional qualifications.**

Serving the community is important to me. I enjoy it, plus it sets the right example to my four children. Additionally, there is also a raft of skills and contacts that I gain. These include responsibilities of the Chair, board governance, strategy, risk management and optimal organisational structure. I am currently self-funding my enrolment in the company directors course through 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.**

My current board roles include:

1. Chair, St Hilda's Foundation – 7 years – Empowering young women to achieve.
2. Director – Gold Coast Turf Club – 15 years – Qld's most progressive race club.
3. Nobby's Neighbourhood Watch – 14 years – Local safety.

### **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.**

Queensland's real estate industry has been great to my entire family. It's now time to give back to the industry – using my skills, knowledge, personal profile and connections. In the 25 years owning and operating my Mermaid Beach based business, I was able to reach the loftiest of awarded heights, both as a salesperson and a business owner. Creating a personal profile that opened doors, showcasing a work ethic hard to match. Merging with Coastal allowed me to step back from running a high performing team in both residential and commercial sales and leasing, providing me with the one thing that I never had a lot of before, and that is TIME. I plan to use this new found time, my work ethic/energy, and my profile for the benefit of us all, and for our industry.



## 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?

The industry is currently undergoing rapid transformation driven by significant legislative reform, technological advancement, and evolving community expectations. Key focus areas I believe to be essential to address include:

- **Technology:** From implementation and adoption to critical concerns around cyber safety and fraud prevention.
- **Education:** Ensuring high-quality training and improving recognition of professional qualifications.
- **Industry Image:** Elevating public perception and reinforcing trust in the profession.

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

With over 35 years as a licensed agent, I bring deep industry knowledge and practical insight. I've been a continuous member of the REIQ since 2012 (and prior), currently serving as Chair of the Commercial and Industrial Chapter Committee. I'm also a training provider, having helped develop and deliver the *Commercial Essentials Series*, aimed at strengthening foundational knowledge in the commercial sector.

### Question 3. Describe your academic and professional qualifications.

- Graduate – Australian Institute of Company Directors
- Diploma of Business (Marketing)
- Licensed Agent and Auctioneer (QLD)

### 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.

- **Board Director** – 18 years, including 8 years as Chair of an NSX-listed corporation with Social Enterprise Certification.
- **National Head of Franchise Network** – NAI Harcourts (7 years)
- **Former Franchisee** – Director/Business Owner across two major networks
- **Elected National Representative** – South QLD, Bendigo Bank Community Bank companies

### Community Leadership Roles:

- Chair – St Matthews School Board
- President – Logan Rugby Union Junior Club
- Member – Griffith University Chancellor's Advisory Board.

### 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.

A passionate advocate for the sectors I work within, my approach is collaborative and inclusive with a strong analytical lens. Innately aware of the importance governance plays and acknowledging brand-aligned roles I have held, I maintain an independent and purpose-driven style of contribution – focused on substance over volume.







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