



<b>Position title</b>	Assistant Director Sea Country Values
<b>Position number</b>	PN459
<b>Classification</b>	EL1
<b>Location</b>	Townsville, QLD
<b>Salary</b>	\$105,516 - \$115,648 PA (NB employees ordinarily start on the base salary and then advance to the top pay point over time as per the Enterprise Agreement)
<b>Employment type</b>	Ongoing/Non-ongoing; Full-time
<b>Security level</b>	Baseline
<b>Section</b>	TUMRA Section
<b>Branch</b>	Marine Park Operations
<b>Contact officer</b>	Shelby McMorran – Davidson Recruitment – 07 3023 1022

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## The Organisation

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The Great Barrier Reef is a massive tropical marine ecosystem of 3000 individual coral reefs, deep shoals, seagrasses and mangrove systems that support many thousands of marine species. Bigger than Italy, it stretches 2300 kilometres along Australia's Queensland coast. It is the sea country home for about 70 Traditional Owner groups whose connections with the Reef go back more than 60,000 years. The Reef inspires awe in two million tourists every year and is considered 'our Reef' to the 1.1 million Australians living along its coastline. It supports approximately 64,000 jobs and contributes almost \$6.4 billion a year to the Australian national economy.

The Great Barrier Reef Marine Park Authority (the Reef Authority) is a non-corporate Commonwealth entity and operates as a statutory agency under the Great Barrier Reef Marine Park Act 1975 (Marine Park Act). The Reef Authority sits within the Australian Government Climate Change, Energy, the Environment and Water Portfolio and reports to the Minister for the Environment and Water. Our objective is the long-term protection, ecologically sustainable use, understanding and enjoyment of the Great Barrier Reef for all Australians and the international community through the care and development of the Marine Park. The Great Barrier Reef is a priceless natural asset. It is our great privilege to manage this internationally acclaimed World Heritage Area on behalf of all Australians and the world since we were established in 1975.

When you choose to work for us, you not only join a team of passionate people, but you make a commitment to ensure that all the reef's ecological, social and economic value is available for generations to come. You will also have access to 26 days annual leave, excellent professional development opportunities and a Healthy Lifestyle Allowance.

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## The Position

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You will lead a small Sea Country Values Mapping team to drive the Sea Country Cultural Values program for the Reef Authority, focusing on heritage protection and management partnerships. This requires an ability to develop and maintain strong and sustainable partnerships with Traditional Owners and oversee the negotiation, development and implementation of multi-jurisdictional sea estate management that aligns with Traditional Owner aspirations, self-determination, and heritage protection. Specific responsibilities include development and management of on-ground Sea Country projects in partnership with Traditional Owners and implementation of improvements to Traditional Owner involvement in management within the Reef Authority.

We are seeking a candidate with extensive experience in government policy and program development and implementation along with excellent communication skills and extensive Traditional Owner engagement experience. The person needs a strong understanding of the current uses of the Marine Park and their management, including Indigenous Cultural Heritage Values. You will have excellent negotiation and leadership skills and be a team player, working closely and collaboratively with other areas of the Reef Authority, the Australian and Queensland governments' Reef Joint Field Management Program and a diverse network of stakeholders and Traditional Owners.

This position is an **identified position** and is one in which the duties involve extensive engagement with Aboriginal and Torres Strait Islander Peoples, Traditional Owners, Indigenous communities or their representatives. The successful applicant must have:

- an understanding of the issues affecting Aboriginal and/or Torres Strait Islander Peoples, and
- an ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander Peoples.

Further information is provided in the eligibility requirements section below.

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## Where the role fits

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The Marine Park Operations Branch provides in-park management across the Great Barrier Reef World Heritage Area to protect and rehabilitate reefs, islands and species and provide opportunities for people to enjoy the Great Barrier Reef. This includes partnerships with Aboriginal and Torres Strait Islander Traditional Owners who have an inherent responsibility through spiritual connection and cultural authority (lore) to care for Sea Country. The Branch is critical in ensuring people who use the Marine Park respect and comply with laws, permits and cultural authority of Traditional Owners. The Branch delivers a risk-based permissions system and a Reef Joint Field Management Program in partnership with the Queensland Parks and Wildlife Service. Traditional Use of Marine Resources Agreements and Sea Country values mapping are priority programs of the Reef Authority's partnerships with Traditional Owners. The resilience of the reef and islands is enhanced by in park interventions such as the Crown-of-thorns Starfish (COTS) Control Program, the management of pest and weeds on islands and mitigation of impacts from extreme weather events and maritime vessel incidents.

The TUMRA Section leads collaborative partnerships with Aboriginal and Torres Strait Islander Traditional Owners of the Great Barrier Reef World Heritage Area through the Traditional Use of Marine Resources Agreement and Sea Country Values Mapping programs. These programs are key mechanisms to integrate other Reef Authority delivery with Traditional Owner Sea Country management. The Section will do this by strengthening existing relationships with existing partners and developing new ones. A key focus for the Section is to be guided by and support innovative and contemporary co-design approaches with Traditional Owners that acknowledge and respect the inherent responsibility, spiritual connection and cultural authority (lore) of Traditional Owners to care for Sea Country.

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## The Person

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The suitable candidate will be agile and adaptive in the way they work, open to change and willing to explore innovative ways of working. When you work for us, you understand that leadership exists at all levels and you display this at all times. You work collaboratively to deliver results and display the personal drive and integrity expected of an Australian Public Service (APS) employee.

- ✓ You are culturally aware and have a strong track record of fostering collaborative partnerships that bring benefits and outcomes for both Traditional Owners and environmental management.
- ✓ You have extensive experience in developing and implementing policy and programs in an environmental and cultural heritage management context.
- ✓ You have demonstrated experience in team leadership and management of a team that generates a culture of continuous positive change and development.
- ✓ You are a natural problem solver, a doer and an innovator, known for taking initiative and seeing things through to completion.
- ✓ You have excellent interpersonal and team skills, to work collaboratively across a range of internal and external stakeholders and drive a range of diverse projects.
- ✓ You have excellent written and verbal communication skills, tailored to a range of audiences including high level government briefings and Traditional Owners.
- ✓ You are highly experienced in government processes, including project management, governance, procurement and contract management.

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## Duties

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1. Lead a team in liaising, consulting and negotiating with Traditional Owner groups, Native Title Representative Bodies and government agencies on issues relevant to Marine Park management.
2. Develop initiatives and deliver complex projects that support Sea Country policy and the protection of the Marine Park through a risk-based management approach.
3. Provide high level strategic and operational advice to the Director, the Executive and others on Traditional Owner issues relevant to Marine Park management, including preparing high quality written material and reports.
4. Work collaboratively to achieve results by engaging effectively with Traditional Owners, internal, external stakeholders and other government agencies on both strategic and operational issues, including representing the views of the Reef Authority in a range of meetings and forums.
5. Actively participate, as part of a committed team member, to the work of the TUMRA Section, including contributing to delivering the broader Reef Authority's corporate objectives.
6. Manage work priorities and monitoring progress to achieve results demonstrating the ability to be agile and responsive to changing requirements.

As an APS employee you may be reassigned to a different set of duties at the same classification level at the discretion of the agency head (CEO), taking account of operational requirements in the agency.

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## Core Accountabilities

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As an employee of the Reef Authority you will have the following core accountabilities where:

1. You will take responsibility to ensure that you are fit for duty, taking reasonable care for your own health and safety and that your acts or omissions do not adversely affect the health and safety of others in the workplace. You will contribute to the effective implementation of the Reef Authority's work health and safety (WHS) Policy and Manual, and comply with the WHS Codes of Practice and legislation;
2. You will uphold the APS Code of Conduct, the APS Values and the APS Employment Principles, comply with relevant legislation, and observe the policies and procedures of the Reef Authority as in force from time to time.
3. The Reef Authority supports the Government position to reduce the spread of COVID-19 through vaccination. You may be required to show evidence of current vaccination status, including COVID-19.
4. You will model and uphold the Reef Authority's behaviours that will deliver our ideal culture:



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## Eligibility requirements & qualifications

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Applicants **must**:

1. be an Australian citizen at time of applying for position,
2. be able to obtain and maintain a Baseline security clearance, failure to do so will result in termination of employment.

### Essential requirements

**Note:** this position is an **identified position** and is one in which the duties involve extensive engagement with Aboriginal and Torres Strait Islander Peoples, Traditional Owners, Indigenous communities or their representatives. The successful applicant must have:

- an understanding of the issues affecting Aboriginal and/or Torres Strait Islander Peoples, and
- an ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander Peoples.

Aboriginal and Torres Strait Islander Peoples are encouraged to apply. Non-Indigenous applicants applying for this Identified position may be asked to supply a reference from an Aboriginal or Torres Strait Islander person, group or organisation supporting their skills and ability in the areas identified.

### **Desirable qualifications or equivalent experience**

- Contemporary knowledge of marine park legislation, complementary marine protected areas management tools and Cultural Heritage Values.
- The ability to travel regularly, sometimes overnight or for multiple days and to remote areas.

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## Preparing your application

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Please ensure you read the instructions carefully, noting failure to address identified requirements may lead to your application being deemed ineligible.

You will be required to prepare a response document (“pitch”) in MSWord or PDF format using standard margins and size 11 Arial font.

Please prepare a ‘pitch’, which does not exceed **two** pages, in relation to the advertised role, outlining:

1. how your experience, abilities, knowledge and personal qualities would enable you to perform the duties and meet the technical and behavioural capabilities of the role.
2. any specific examples or achievements that demonstrate your ability to perform the role.
3. how you meet the eligibility requirements and qualifications for the position.

When you include an example, you should explain;

- ✓ your personal role in the task.
- ✓ the methods you used.
- ✓ any barriers you were able to overcome, and
- ✓ the outcome.

When crafting your response, we encourage you to review ‘**Cracking the Code**’ and the relevant **Australian Public Service Work Level Standards** which can be found on the Australian Public Service Commission website: [www.apsc.gov.au](http://www.apsc.gov.au).

Your application must include:

1. a completed Applicant Details Form (located on the GBRMPA [Tools and Tips](#) page).
2. your ‘pitch’ (as described above).
3. proof of Australian citizenship.
4. a current curriculum vitae (resume) that includes:
  - ✓ an outline of your career history.
  - ✓ qualifications and/or formal/informal training relevant to the position.
  - ✓ contact details for at least two recent referees, one of whom should be your current supervisor.

Applicants are advised to read the **Tools and Tips** provided on the [Great Barrier Reef Marine Park Authority Careers website](#).

Applications should be emailed to [Shelby.McMorran@davidsonwp.com](mailto:Shelby.McMorran@davidsonwp.com), with the subject line of 'PN459 Assistant Director Sea Country Values'

**PLEASE NOTE: - The panel may not consider additional information such as a cover letter or content exceeding the page limit.**

**Position description approved by:**

Bree Harris

**Assistant Director – People & Capability**

22/09/2022