



Position title	Director TUMRA (Traditional Use of Marine Resources Agreements)
Position number	PN1009
Classification	EL2
Location	Cairns, QLD; Townsville, QLD
Salary	\$123,577 - \$146,035 PA (NB employees ordinarily start on the base salary and then advance to the top pay point over time as per the Enterprise Agreement)
Employment type	Ongoing/Non-ongoing; Full-time
Security level	Baseline
Section	TUMRA Section
Branch	Marine Park Operations
Contact officer	William Stock – Davidson Recruitment – (07) 3023 1029

The Organisation

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.

The Position

This position requires a detailed understanding of the cultural connection of Traditional Owners with the Great Barrier Reef. The position will work closely with Great Barrier Reef Traditional Owners and other First Nations people including remote communities, corporations and bodies established to assist First Nations people and business.

The filling of this vacancy is intended to constitute an affirmative measure under subsection 8(1) of the [Racial Discrimination Act 1975](#) and is only open only to First Nations applicants (further information is provided in the eligibility requirements section below).

Where the role fits

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 is responsible for leading collaborative partnerships with Aboriginal and Torres Strait Islander Traditional Owners through the Traditional Use of Marine Resources Agreements and Sea Country Values Mapping programs across the Great Barrier Reef World Heritage Area. A key focus for the TUMRA Section is to build and establish new relationships with Traditional Owner groups, while maintaining its long-standing partnerships with Traditional Owners that have established Traditional Use of Marine Resource Agreements. The TUMRA Section drives innovative and contemporary co-design approaches prioritising the inherent responsibility, spiritual connection, and cultural authority (lore) of Traditional Owners to care for Sea Country. Through its Sea Country Values Mapping program, the TUMRA Section facilitates and enables the incorporation of Traditional Owners' expertise and knowledge into decision-making for Marine Park management to better protect all Marine Park values. The TUMRA Section plays an important role in supporting and enabling the Reef Authority to provide clear and consistent partnership approaches that protect Sea Country for all generations.

The Person

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 understand Aboriginal and Torres Strait Islander people's spiritual connection to Country and can clearly articulate and apply principles of cultural authority, traditional lore, and customs for managing Country.
- ✓ You understand the way that governments can act to improve outcomes for First Nations people, for example by Closing the Gap and implementing the Uluru Statement from the Heart.
- ✓ You are a leader with strategic vision who can motivate and inspire others and set an example through your actions.

- ✓ You are experienced in building and maintaining high level relationships that achieve enduring partnerships, particularly with First Nations people.
- ✓ You are resilient, have an eye for detail and don't get flustered when faced with competing priorities or difficult challenges.
- ✓ You will represent the Reef Authority at internal and external forums and negotiate sensitively on a range of complex matters.

Duties

1. Lead a diverse and multi-disciplinary team to deliver high quality outcomes, meet deadlines and achieve organisational goals.
2. Provide high level and timely advice to senior executives of the Reef Authority, the Marine Park Authority Board and its committees and the Australian Government on the strategic and operational delivery of Reef Authority Programs as they relate to Traditional Owners.
3. Advance engagement and partnerships between the Reef Authority and Traditional Owners particularly through delivery of the Traditional Use of Marine Resources Agreements and Sea Country values mapping programs.
4. Work within the Reef Authority to improve how its legislation, policy and operational delivery achieves culturally appropriate outcomes in a government and/or Traditional Owner setting.
5. Develop and maintain high level relationships by working collaboratively and persuasively with Australian and Queensland government agencies, Traditional Owners and Marine Park users and stakeholders.
6. Promote an organisational culture of risk and safety management, including in the delivery of remote field activities.

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.

Core Accountabilities

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:

We are **ONE GBRMPA**

We are an inclusive community of diverse individuals, working collaboratively with trust and respect to achieve the Authority's shared purpose.

We are **PROFESSIONAL**

We are committed, professional public servants who are accountable and transparent, always acting in the best interests of the Authority.

We **DELIVER**

We deliver meaningful and measurable outcomes by setting clear and achievable goals, managing risk effectively & accepting shared responsibility for results.

We **STRIVE** for **EXCELLENCE**

We bring our experience, skills and knowledge to everything we do and are committed to professional growth.

Eligibility requirements & qualifications

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.

The filling of this vacancy is intended to constitute an affirmative measure under subsection 8(1) of the [Racial Discrimination Act 1975](#) and is only open only to Aboriginal and/or Torres Strait Islander applicants. This means *applicants must*:

- a) be of Aboriginal and/or Torres Strait Islander descent; and
- b) identify as Aboriginal and/or Torres Strait Islander; and
- c) are accepted by their community as being Aboriginal and/or Torres Strait Islander.

Applicants shortlisted for interview will need to provide *evidence at interview to confirm eligibility under the above affirmative measure. Acceptable evidence includes*:

- i. a letter signed and executed by the Chairperson of an incorporated Indigenous organisation confirming that they are recognised as an Aboriginal or Torres Strait Islander person, or
- ii. a confirmation of Aboriginal or Torres Strait Islander descent form executed by an Indigenous organisation.

Essential requirements

- Extensive experience working in partnership with Aboriginal and/or Torres Strait Islander peoples/communities to apply principles of cultural authority, traditional lore, and customs for managing Country.
- The ability to travel, sometimes overnight or for multiple days, including to remote and regional locations, and
- Hold and maintain a current unrestricted Australian issued driver's licence (preferably with 4-wheel drive experience) or be able to obtain one within a reasonable time frame.

Preparing your application

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.

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 [William.Stock@davidsonwp.com](mailto:William.Stock@ davidsonwp.com), with the subject line of ‘PN1009 Director TUMRA’

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

13/09/2022