

3 Organisational structure

Figure 3: Parks Australia organisation chart at 30 June 2010

The executive team

Senior management team

Staffing overview

Table 5: Staffing (full- and part-time) profile at 30 June 2010

Boards of management

Booderee National Park

Kakadu National Park

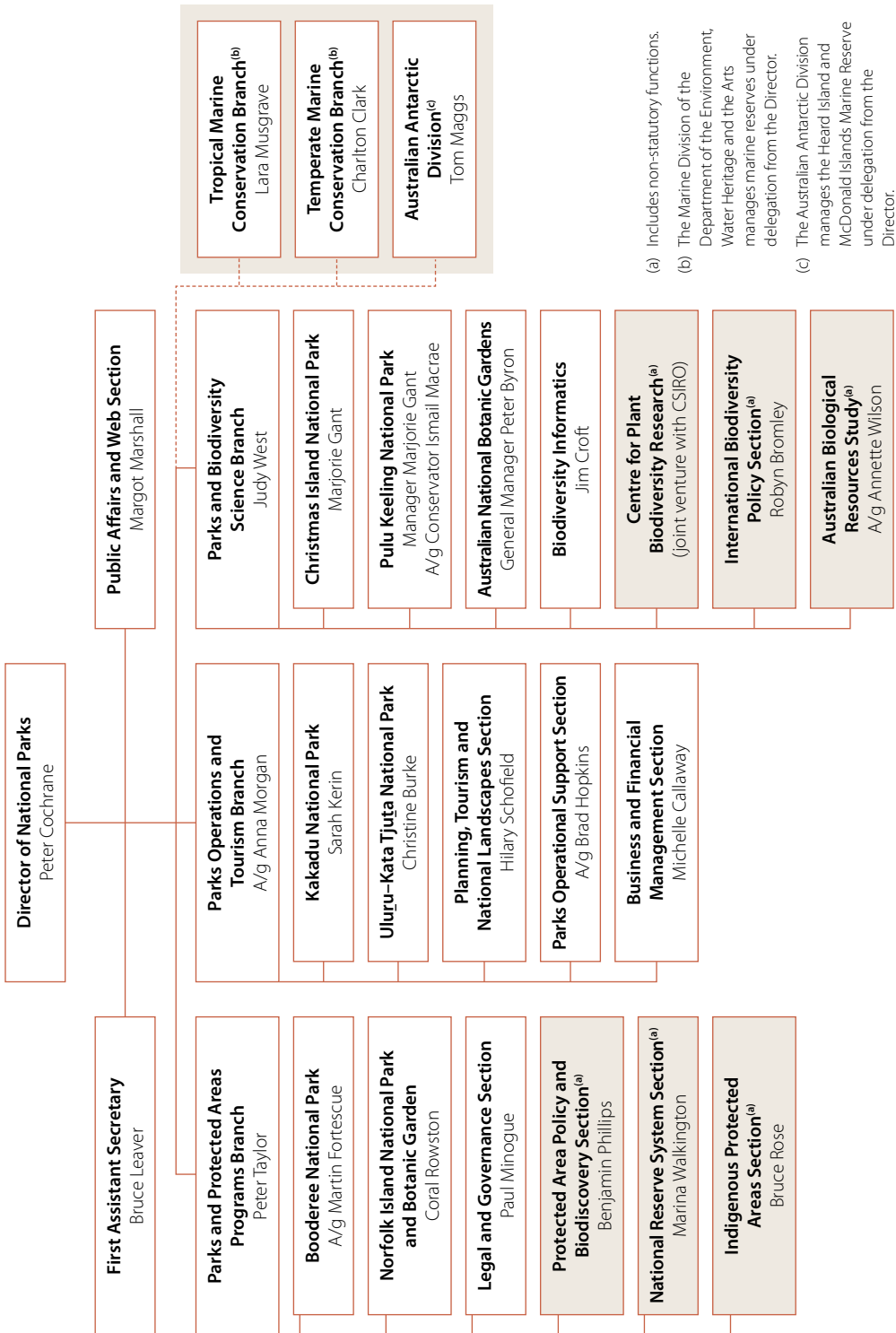
Uluru–Kata Tjuṯa National Park

Table 6: Booderee National Park Board of Management

Table 7: Uluru–Kata Tjuṯa Board of Management

← One of Australia's smallest national parks, Pulu Keeling National Park has helped maintain its pristine environment and rich biodiversity largely due to its remoteness. Here park ranger Ally Colless holds a green turtle, one of the many marine species found in the waters surrounding the Cocos (Keeling) Islands. The park surveyed the species again in 2009–10 finding that the turtles appear to grow at a faster rate than elsewhere in Australia.

Figure 3: Parks Australia organisational chart as at 30 June 2010



The executive team



Peter Cochrane

Director of National Parks

Peter was appointed Director of National Parks in October 1999 and was reappointed in October 2002, November 2005 and again in December 2008. Priorities continue to be building relationships with traditional owners of jointly managed parks and other stakeholders, and improving agency performance, corporate governance, accountability, transparency and risk management.

Peter has worked for the oil and gas industry on national environment and competition policy issues and as an adviser to two Australian Government Ministers on environment and natural resources issues.

Peter has a Masters degree in Public Policy and a Bachelor of Science degree. He has a background in field ecology and the eco-physiology of native plants.



Bruce Leaver

First Assistant Secretary

Bruce has worked in conservation management agencies in New South Wales, Tasmania and South Australia. He is a former Executive Director of the Australian Heritage Commission and has professional qualifications in forestry.

Until his retirement on 30 June 2010, Bruce served on the Conservation, Heritage and Indigenous Partnerships Reef Advisory Committee and the Tourism and Recreation Reef Advisory Committee for the Great Barrier Reef Marine Park Authority, and on the Australian Capital Territory Bushfire Council. Bruce was the convener of the Australian Alps Liaison Committee which oversees the cooperative management program for alpine national parks in Victoria, New South Wales and the Australian Capital Territory.



Dr Judy West

**Executive Director, Australian National Botanic Gardens
Assistant Secretary, Parks and Biodiversity Science Branch**

Judy has been a Senior Principal Research Scientist in CSIRO Plant Industry and Director of the Centre for Plant Biodiversity Research and Australian National Herbarium. She holds an adjunct professorial position at the Australian National University for her contributions to Australian plant systematics and was awarded the Nancy Burbidge Memorial Medal in 2001 and an Order of Australia in 2003.

Judy's scientific expertise is in plant systematics and phylogenetics, biodiversity informatics and conservation biology. Judy started with Parks Australia in November 2009.



Peter Taylor

Assistant Secretary, Parks and Protected Areas Programs Branch

Peter has over 30 years experience working with the South Australian and Australian governments. He has had a long involvement in the development of national policies and programs associated with conservation and protected areas. This work has included initiatives to engage Indigenous community knowledge and expertise in nature conservation, leading the early development of the department's current marine protected area agenda, and working

with governments and industry to enhance recognition of the importance of Australia's National Reserve System.

Peter has a Bachelor of Arts degree in biology and a Graduate Diploma of Continuing Education.



Anna Morgan

Acting Assistant Secretary, Parks Operations and Tourism Branch

Anna joined the Department in 2000, having worked as a cultural heritage consultant and a conservation officer in the Queensland environment department. She has held a variety of positions in the department gaining extensive policy and program experience. Anna has worked on the development of the heritage amendments to the EPBC Act 1999, the Indigenous Protected Area (IPA) program and provided secretariat support to key departmental Indigenous

advisory committees. Prior to her current role, Anna was involved in the development of the national Working on Country program and the development and management of the Northern Territory Working on Country program. She oversaw the implementation of the Australian and Northern Territory Governments' bilateral agreement, Healthy Country Healthy People. Anna has a Bachelor of Arts with Honours in History and Archaeology and a Masters Degree in Cultural Heritage Studies in Anthropology and Archaeology from James Cook University.



Lara Musgrave

Assistant Secretary, Tropical Marine Conservation Branch

Lara first joined the department in February 1998. Before commencing her current role in February 2010, Lara was the Manager of Uluṟu–Kata Tjuṯa National Park. She has extensive policy and regulatory experience in water and marine issues particularly. Lara was involved in the National Water Initiative Taskforce in the Department of the Prime Minister and Cabinet and has had responsibility for a variety of marine and water related areas in the department including domestic

and international fisheries issues, water policy, and Great Barrier Reef water quality protection cooperation with Queensland. Lara has a Bachelor of Science (Earth Science Oceanography) with honours from the University of New South Wales.



Charlton Clark

Assistant Secretary, Temperate Marine Conservation Branch

Charlton has worked in the department since 2001. Before commencing his current role in October 2008, Charlton was responsible for management of aviation operations for the Australian Antarctic Division including the establishment of an air service between Australia and Antarctica. He has a strong background in program and risk management and has worked in Antarctica on several occasions.

Before joining the department Charlton spent ten years in a variety of logistics operations and management roles in the Army in Australia and overseas.

Charlton has a Bachelor of Arts degree with honours and a Graduate Diploma in Business Administration.

Senior management team

Weekly meetings between the executive team and senior staff address strategic directions and current issues. The Assistant Secretary of the Parks Operations and Tourism Branch, who is based in Darwin, takes part in the meetings via video link. Marine Division staff also participate in regular meetings, advising the Director on Commonwealth marine reserve issues. Where appropriate, video and telephone links are used to liaise with executive and senior staff of the Australian Antarctic Division in Tasmania with regard to the management of the Heard Island and McDonald Islands Marine Reserve.

Staffing overview

Human resources and related corporate services are provided to the Director through a purchaser-provider arrangement with the department. Detailed information on human resources management, employment conditions and remuneration is contained in the department's annual report for 2009–10.

The Director of National Parks employed an average of 290 full time equivalent staff during 2009–10. The majority are located at Booderee, Kakadu and Uluru–Kata Tjuta National Parks and the Australian National Botanic Gardens. There are also small offices in remote locations including Norfolk Island in the South Pacific Ocean and Christmas Island and the Cocos (Keeling) Islands in the Indian Ocean.

The central office of Parks Australia is located in Woden in Canberra. It is co-located with the department's Marine Division, which manages Commonwealth marine reserves under delegation from the Director.

Parks Australia participates in the department's graduate recruitment program and school leaver traineeship program and this year hosted a number of placements in Canberra and on the reserves.

Parks Australia is committed to providing staff with the necessary skills to effectively and safely undertake their duties, both in the field and in the office environment. Internal and external training is available on a broad range of subjects including conservation and land management, horticulture, Indigenous skills and languages, rescue skills, customer service, the EPBC Act, fire control and suppression, leadership development, heavy vehicle and 4WD operation, record keeping and business systems. The department offers assistance to staff in completing formal external training through a study support scheme.

Staff on remote islands are given opportunities to travel to the mainland for training and development, and departmental staff visit these reserves to provide training on such issues as occupational health and safety and geographic information system (GIS) applications. The availability of online study programs through a number of educational institutions is making tertiary study more accessible for staff in remote areas.

In the jointly managed parks staff work with traditional owners, local Indigenous communities and schools to share knowledge. Traditional land management skills and the application of Indigenous knowledge are cornerstones in the management of these parks. Staff encourage school children's interest in park management and conservation through Junior Ranger programs, where primary school students are introduced to various aspects of park management, including land management, plant and animal identification, and working safely. The island parks also work closely with local schools to encourage appreciation of the national parks and their place in the local environment.

Indigenous trainees and apprentices are employed in the three jointly managed parks. Trainee programs are designed to improve the skills of local people, particularly in conservation and land management. Trainees complete nationally accredited certificates and are provided with on-the-job experience such as assisting with ranger duties and natural resource management.

Jointly managed parks have a number of positions within their organisational structures specifically for Indigenous staff. Uluru–Kata Tjuta National Park employs four specified Indigenous trainees and Kakadu National Park has one specified Indigenous trainee position. Kakadu National Park employs two Indigenous school based apprentices. These apprentices complete secondary school through participation in paid apprenticeships, gaining nationally accredited training in conservation and park management.

Through Working on Country, Kakadu's Indigenous Ranger Program is resourced to host 11 community rangers in park related employment.

Table 5: Staffing (full- and part-time) profile at 30 June 2010

		APS 1-3	APS 4	APS 5	APS 6	EL1	Park managers, Section heads	Technical, Legal, Public Affairs	SES	Total
Canberra (incl. ANBG)	Male	11	11	2	10	9	3	2	3	51
	Female	9	8	12	8	9	2	5	1	54
	Total	20	19	14	18	18	5	7	4	105
Kakadu	Male	27	8	5	2	4	0	0	0	46
	Female	17	5	5	5	1	1	0	0	34
	Total	44	13	10	7	5	1	0	0	80
Uluru-Kata Tjuta	Male	10	3	6	2	0	0	0	0	21
	Female	11	6	1	1	1	1	0	0	21
	Total	21	9	7	3	1	1	0	0	42
Christmas Island	Male	15	1	2	2	0	0	0	0	20
	Female	8	1	0	0	1	0	0	0	10
	Total	23	2	2	2	1	0	0	0	30
Booderee	Male	4	3	3	2	2	1	0	0	15
	Female	6	1	1	1	2	0	0	0	11
	Total	10	4	4	3	4	1	0	0	26
Darwin Office	Male	0	1	0	3	2	1	0	0	7
	Female	2	1	3	1	1	0	0	1	9
	Total	2	2	3	4	3	1	0	1	16
Pulu Keeling and Norfolk Island	Male	2	2	1	0	0	0	0	0	5
	Female	1	0	0	1	0	0	0	0	2
	Total	3	2	1	1	0	0	0	0	7
Grand Total		123	51	41	38	32	9	7	5	306

Note: these figures represent individual staff members, including those working part-time, and is not expressed as Full Time Equivalents (FTE).

Boards of management

Boards of management have been established under the EPBC Act for Uluru–Kata Tjuta, Kakadu and Booderee National Parks. Tables 6 and 7 show members of the boards at 30 June 2010.

In conjunction with the Director, each board prepares management plans for the reserve, makes decisions relating to the management of the reserve in accordance with the management plan, monitors management and advises the Minister on future development.

Booderee National Park



Paul McLeod

Chair, Booderee National Park Board of Management

Paul was raised in the Wreck Bay Aboriginal Community and has lived in the local area all his life. He actively participated in the negotiated handback of land including Booderee and Wreck Bay and the establishment of joint management arrangements for the park. Paul has a custodial relationship with lands in the broader region including Tomikan and Wandanian, Monaro/Ngargo, and Jaithmathang. As such he plays a significant role in the Australian Alps Traditional

Owner Reference Group and the New South Wales Department of Environment, Climate Change and Water Cultural Heritage Reference Group.

Paul has been employed by the Jervis Bay Marine Park Authority, providing advice and liaison for setting up the Jervis Bay and Batemans Bay Marine Parks. Paul is a great advocate for maintaining links with country through knowledge of traditional dance, song and teachings.

Table 6: Booderee National Park Board of Management

Chair	Mr Paul McLeod (traditional owner nominee)
Members	Mr Craig Adler (traditional owner nominee) Mr Joseph Brown (traditional owner nominee) Mr James McKenzie (traditional owner nominee) Ms Julie Freeman (traditional owner nominee) Ms Jennifer Stewart (traditional owner nominee) Mr John Stewart (traditional owner nominee) Captain Jaimie Hatcher AM RAN (HMAS <i>Creswell</i>) Ms Sheryl Klaffer (Jervis Bay Territory Administration) Dr Todd Minchinton (conservation science expert) Assoc Prof Robyn Bushell (ecotourism expert) Mr Peter Cochrane (Director of National Parks)

Kakadu National Park

The terms of Kakadu National Park board members have expired and a process to recommend new members to the Minister is under way.

Uluru–Kata Tjuta National Park



Harry Wilson

Chair, Uluru–Kata Tjuta Board of Management

Harry Wilson has been the chair of the Uluru–Kata Tjuta National Park Board of Management since the beginning of 2009. Harry is the grandson of Paddy Uluru, a senior custodian of Uluru. Harry is keen to continue the good work of the previous chair in maintaining *Tjukurpa* (traditional Aboriginal law in the western desert region), and supporting Anangu (western desert Aboriginal people) and the park in working together to keep *Tjukurpa* strong.

Table 7: Uluru–Kata Tjuta National Park Board of Management

Chair	Mr Harry Wilson (traditional owner nominee)
Members	Ms Alison Hunt (traditional owner nominee)
	Ms Panjiti Windlass (traditional owner nominee)
	Mr Sammy Wilson (traditional owner nominee)
	Ms Judy Trigger (traditional owner nominee)
	Ms Malya Teamay (traditional owner nominee)
	Mr Bruce Breaden (traditional owner nominee)
	One other traditional owner (vacant) (nomination pending)
	Mr Tony Mayell (Northern Territory Government nominee)
	Mr John King (Minister for Resources, Energy and Tourism nominee)
	Mr Peter Cochrane (Director of National Parks)
	Minister for Environment Protection, Heritage and the Arts nominee (vacant) (nomination pending)

