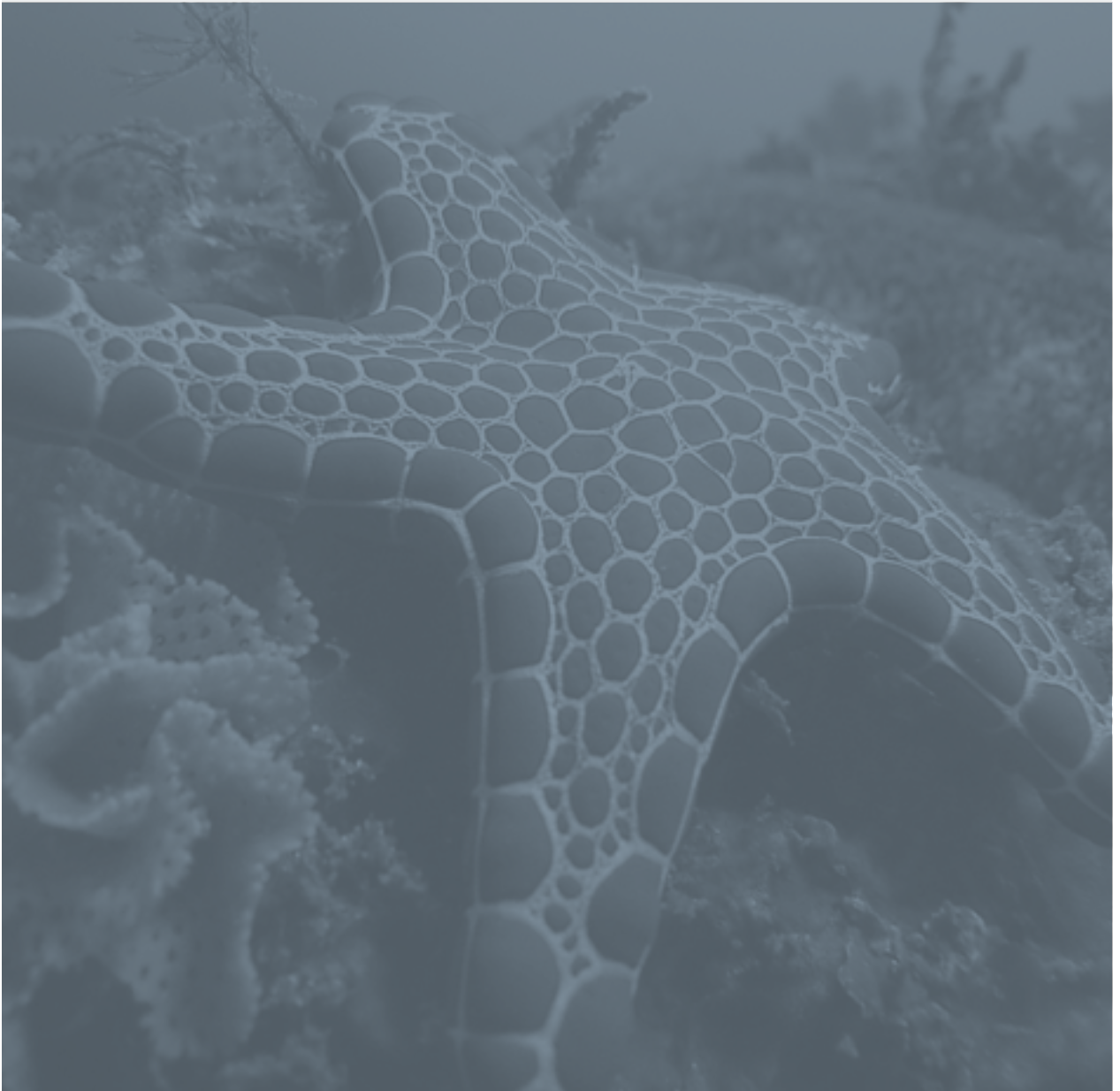
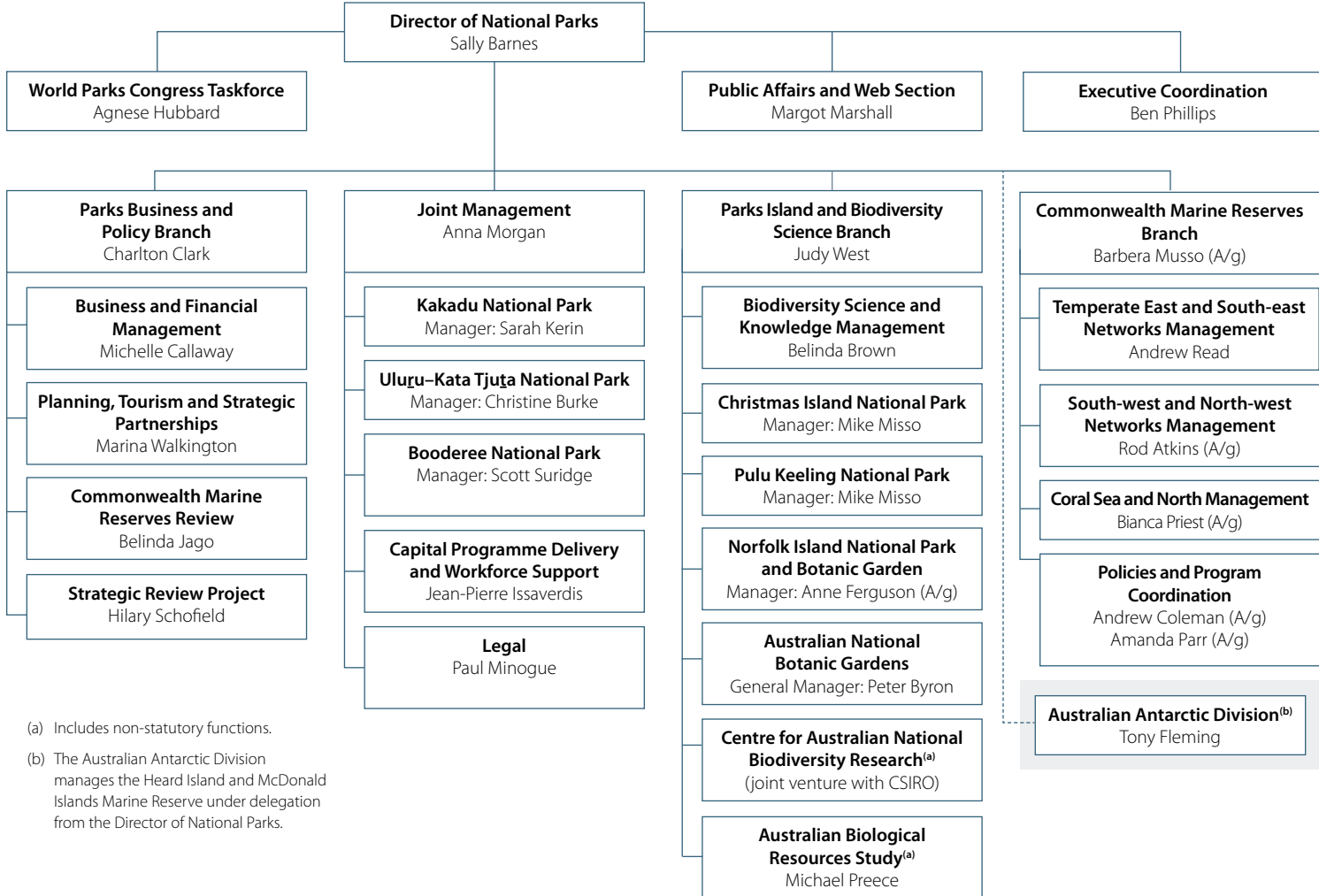


3 Organisational structure





(a) Includes non-statutory functions.

(b) The Australian Antarctic Division manages the Heard Island and McDonald Islands Marine Reserve under delegation from the Director of National Parks.

Figure 3: Parks Australia organisational chart as at 30 June 2014

The executive team

At the end of 2013 we farewelled Peter Cochrane who served as Director of National Parks since 1999. Peter will be warmly remembered as a well respected and caring leader who achieved much for the parks, the National Landscapes initiative and Indigenous Protected Areas. In particular, Peter's relationships with the traditional Aboriginal owners of jointly managed parks, the tourism industry and scientific researchers were highly regarded. In managing Parks Australia, Peter introduced many initiatives to improve agency accountability and risk management, performance and reporting, and corporate governance.

We also said goodbye to Assistant Secretary Mark Taylor who transferred to the role of Assistant Secretary People Strategies Branch within the department. Mark will be fondly remembered for his role in supporting Norfolk Island and Booderee national parks, implementing Australia's commitments under the Nagoya Protocol and building the National Reserve System.



Sally Barnes

Director of National Parks

Sally Barnes has worked in environment protection and cultural and natural heritage management for more than 20 years. She is the newly appointed Director of National Parks for the Australian Government. Prior to this role she was the Chief Executive of the Office of Environment and Heritage in New South Wales. She is passionate about Australia's landscape and its unique marine environments, and opportunities to work with traditional Aboriginal owners and local communities on sustainable use and unique visitor experiences.



Dr Judy West

Executive Director, Australian National Botanic Gardens

Judy oversees Parks Australia's science, natural resource and knowledge-management activities; leads the Australian National Botanic Gardens; and manages the Commonwealth island reserves, namely Christmas, Pulu Keeling and Norfolk Island national parks. Judy has more than 30 years experience in scientific research and policy as a research scientist in CSIRO Plant Industry and director of the Centre for Australian National Biodiversity Research and the Australian National Herbarium. She holds an adjunct professorial position at the Australian National University. For her contributions to Australian plant systematics and Australia's Virtual Herbarium, she 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. Using her skills developing partnerships that link science and policy, Judy is building an active science and knowledge-management network in Parks Australia.



Anna Morgan

Assistant Secretary, Joint Management Branch

Anna oversees the joint management (with traditional Aboriginal owners) of Booderee National Park and Australia's World Heritage listed national parks, Kakadu and Uluru–Kata Tjuta. Anna joined the department in 2000, having worked as a cultural heritage consultant and a conservation officer in Queensland. Anna has held a variety of positions in the department, gaining extensive policy and programme-management experience in heritage conservation, legislative reform, stakeholder engagement and the delivery of protected-area programmes. Prior to her current role, Anna established the Working on Country programme in the Northern Territory and led the implementation of the Australian and Northern Territory governments' bilateral agreement—Healthy Country Healthy People. Anna has a Bachelor of Arts (Honours) in history and archaeology and a Masters degree in cultural heritage studies in anthropology and archaeology.



Dr Barbara Musso

Acting Assistant Secretary, Commonwealth Marine Reserves Branch

Barbara has been working in marine conservation planning and management since 2001, playing a key role in the implementation of both *Australia's Oceans Policy* and, more recently, the Marine Bioregional Planning Programme. Prior to joining the Australian Public Service, Barbara did post-doctorate research at James Cook University on marine environmental monitoring and worked in a number of natural resource management roles in the dry tropics region of Australia.



Charlton Clark

Assistant Secretary, Parks Business and Policy Branch

Charlton has 20 years experience working in the Australian Government, most recently in the fields of marine and Antarctic management and policy, where he played a lead role in the development of the national network of Commonwealth marine reserves and the establishment of the air link between Australia and Antarctica. Prior to joining the department in 2001, Charlton served as an officer in the Australian Army in a variety of logistics operations and management roles in Australia and overseas.

Senior management team

The executive team and senior staff meet regularly to address strategic directions and current issues. The Assistant Secretary of the Joint Management Branch (based in Darwin) and the Assistant Secretary of the Commonwealth Marine Reserves Branch (based in Hobart) take part in the meetings via video link. Where appropriate, video and telephone links are used to liaise with executive and senior staff of the Australian Antarctic Division in Tasmania on 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 2013–14.

As at 30 June 2014, the Director employed 315.2 full-time equivalent staff, including 47.5 staff working on marine issues. 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 the remote locations of Norfolk Island, Christmas Island and the Cocos (Keeling) Islands. The administrative office of Parks Australia is in Canberra with an office also in Darwin. Staff engaged in the management of Commonwealth marine reserves are based in Hobart, Canberra, Perth and Brisbane.

Parks Australia is committed to providing staff with the necessary skills to effectively and safely undertake their duties in the field and office. Internal and external training is available on a range of subjects including conservation and land management, horticulture, Indigenous skills and languages, rescue skills, customer service, the Environment Protection and Biodiversity Conservation Act, fire control and suppression, leadership development, heavy vehicle and four-wheel drive operation, record keeping and business systems. The department offers a study support scheme for staff to complete formal external training.

Staff on remote islands are given opportunities to travel to the mainland for training and development, and departmental staff visit reserves to provide training on issues such as occupational health and safety. Online study programmes offered by a number of educational institutions make tertiary study more accessible for staff in remote areas.

This year the employment level of permanent Indigenous staff in Parks Australia's three jointly managed national parks was essentially unchanged from 2012–13, with a slight increase in the actual number of ongoing Indigenous staff to 80 people (equivalent to 47.58 full-time positions). There is strong Indigenous representation in ongoing roles at Kakadu National Park, Uluru–Kata Tjuta National Park and Booderee National Park.

Booderee filled an executive level position by advertising the position consistent with the APS special measures guidelines. The recruitment process resulted in the first ever ongoing Executive Level 1 appointment of a traditional Aboriginal owner at Booderee.

In Kakadu, Uluru–Kata Tjuta and Booderee national parks, traditional Aboriginal owners have entered into a joint-management arrangement through a long-term lease with the Director of National Parks so their land may be protected as a national park and enjoyed by all Australians. Each party has agreed that management of the parks should include traditional land-management skills and the application of Indigenous knowledge. Each party has also agreed that staff will work with traditional Aboriginal owners, local Indigenous communities and schools to share knowledge. Staff encourage interest from school children in park management and conservation through Junior Ranger programmes where primary school students are introduced to 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 programmes 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. Each of the three jointly managed parks have a specified Indigenous trainee position. These positions were maintained at Kakadu and Uluru–Kata Tjuta. Booderee commenced a specific trainee position in June 2013. These apprentices complete secondary school through paid apprenticeships, gaining nationally accredited training in conservation and park management. Further information on Indigenous staffing is provided in chapter 4 and Appendix B.

Table 4: Staffing (full-time and part-time) profile at 30 June 2014

		APS 1-3	APS 4	APS 5	APS 6	EXEC 1	Park Managers, Section Heads	Technical, Legal, Public Affairs	SES	Total
ANBG	Male	9	4	6	8	3			1	31
	Female	8	10	2	5	5	2	1		33
	Total	17	14	8	13	8	2	1	1	64
Booderee	Male	4	1		1	3				9
	Female	6	4	2	3	2	1			18
	Total	10	5	2	4	5	1			27
Brisbane	Male					1				
	Total					1				1
Canberra	Male		4	7	12	8	4	5	1	41
	Female				7	6	2	1		16
	Total	0	4	7	19	14	6	6	1	57
Christmas Island	Male	5	1	1		1				8
	Female	13	1	2	1		1			18
	Total	18	2	3	1	1	1			26
Pulu Keeling	Male	1								1
	Female			1						1
	Total	1		1						2
Darwin	Male	1	1	1	1	1			1	6
	Female		1		1	1	1			4
	Total	1	2	1	2	2	1		1	10
Hobart	Male		5	4	5	8	3		1	26
	Female		2	1	3	2	1		1	10
	Total		7	5	8	10	4		2	36
Kakadu	Male	11	5	2	7	2	1			28
	Female	18	6	7		2				33
	Total	29	11	9	7	4	1			61
Norfolk Island	Male	1	1				1			3
	Female	1	1							2
	Total	2	2				1			5
Perth	Female					1				1
	Total					1				1
Uluru-Kata Tjuta	Male	6	2	3		3				14
	Female	6	3	4	1		1			15
	Total	12	5	7	1	3	1			29
Grand total		90	52	43	55	49	18	7	5	319

Note: Figures represent individual staff members, including those working part-time, and are not expressed as full-time equivalents.

Boards of management

Boards of management have been established under the Environment Protection and Biodiversity Conservation Act for Booderee, Kakadu and Uluru–Kata Tjuta national parks. Tables 6, 7 and 8 show members of each board at 30 June 2014.

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

Booderee National Park

Vacant

Chair, Booderee National Park Board of Management

Table 5: Booderee National Park Board of Management

Chair	Vacant
Members	Ms Annette Brown (traditional owner nominee) Mrs Beverley Ardler (traditional owner nominee) Mr Joseph Brown (traditional owner nominee) Mr Leon Brown (traditional owner nominee) Mr Tony Carter (traditional owner nominee) Mrs Julie Freeman (traditional owner nominee) Captain Stephen Hussey (Commanding Officer HMAS Creswell) Ms Sheryl Klaffer (Regional Australia) Vacant (conservation science expert) Ms Wendy Hills (ecotourism expert) Ms Sally Barnes (Director of National Parks)

Kakadu National Park



Maria Lee

Chair, Kakadu National Park Board of Management

Maria joined the Kakadu National Park Board of Management in 2012. Maria is a traditional owner of the Wurrkbarbar clan group, which is one of the three clan groups of the Jawoyn people covering the Gunlom land trust area in the southern part of Kakadu.

Table 6: Kakadu National Park Board of Management

Chair	Ms Maria Lee (traditional owner nominee)
Members	Mr Jonathan Nadji (traditional owner nominee) Mr Alfred Nayinggul (traditional owner nominee) Mr Michael Bangalang (traditional owner nominee) Mr Graham Kenyon (traditional owner nominee) Ms Yvonne Margarula (traditional owner nominee) Ms Violet Lawson (traditional owner nominee) Mr Jeffrey Lee (traditional owner nominee) Vacant (traditional owner nominee) Vacant (traditional owner nominee) Vacant (nature conservation expertise) Mr Rick Murray (tourism industry expertise) Tony Mayell (Northern Territory Government nominee) Ms Sally Barnes (Director of National Parks)

Uluru–Kata Tjuta National Park

Vacant

Chair, Uluru–Kata Tjuta National Park Board of Management

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

Chair	Vacant
Members	Vacant (traditional owner nominee) (approval of nominee pending) Vacant (traditional owner nominee) (approval of nominee pending) Vacant (traditional owner nominee) (approval of nominee pending) Vacant (traditional owner nominee) (approval of nominee pending) Vacant (traditional owner nominee) (approval of nominee pending) Vacant (traditional owner nominee) (approval of nominee pending) Vacant (traditional owner nominee) (approval of nominee pending) Vacant (traditional owner nominee) (approval of nominee pending) Mr Grant Hunt (Northern Territory Government nominee) Mr John King (Minister for Tourism nominee) Ms Sally Barnes (Director of National Parks) Vacant (Minister for the Environment nominee)