

3 Organisational structure



Figure 4: Parks Australia organisation chart as at 30 June 2008

The executive team

Our staff

Table 5: Staffing profile for 2007–08

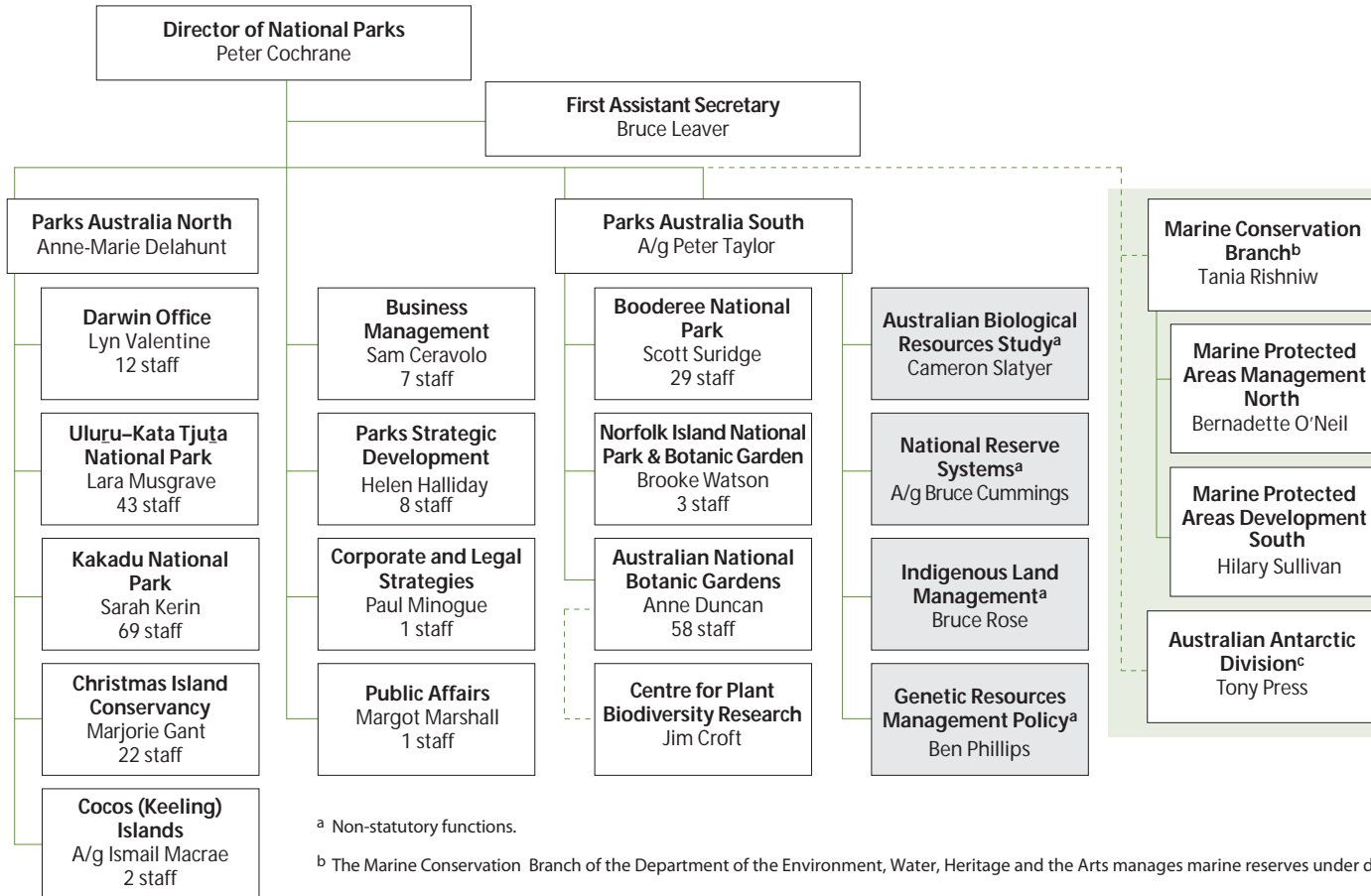
Boards of management membership

Table 6: Booderee National Park Board of Management

Table 7: Kakadu National Park Board of Management

Table 8: Uluru–Kata Tjuṯa National Park Board of Management

Figure 4: Parks Australia organisation chart as at 30 June 2008



The executive team



Peter Cochrane
Director of National Parks

Peter was appointed Director of National Parks in October 1999, reappointed in October 2002 and again in November 2005. 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 federal 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.

Bruce serves 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. He is 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.



Anne-Marie Delahunt
Assistant Secretary, Parks Australia North

Anne-Marie Delahunt has over 16 years experience in the Department of the Environment, Water, Heritage and the Arts, working primarily on forest conservation and wildlife issues. Anne-Marie previously worked for non-government organisations.

Over the past few years she has employed her communication and negotiating skills on a range of issues: working with Indigenous communities on the conservation of turtles and dugong, with non-government organisations and the research community on whale protection, and with the Threatened Species Scientific Committee.



Peter Taylor

Acting Assistant Secretary, Parks Australia South

Peter Taylor has over 25 years experience working with the Australian Government in the establishment and development of protected areas. He was instrumental in the development of national policy on the engagement of Indigenous communities in nature conservation activities. This resulted in the establishment of a 10 year program to incorporate Indigenous knowledge and expertise into the management of protected areas.

Peter enhanced the delivery of the National Reserve System program, which aims to establish a national representative system of terrestrial protected areas throughout Australia. Prior to this he was the Director of the Marine Protected Area Development Section, which made a significant contribution towards the expansion of the Commonwealth Marine Protected Areas estate to its current network of 26 reserves.

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



Tania Rishniw

Assistant Secretary, Marine Conservation Branch

Tania joined the Department of the Environment, Water, Heritage and the Arts in January 2006 after four years as a Director in the Department of Finance and Administration. She has a strong background in policy and regulation and experience across a range of Australian Government agencies.

Before joining the Marine Conservation Branch Tania was responsible for the Environment Assessment Branch—EPBC Act approvals. She was involved in the reconstruction and development taskforce responding to the 2004 Tsunami and the development and implementation of the Australian Government's cost recovery policy.

Tania has a Bachelor of Law degree, with honours, and a Bachelor of Arts degree. She is currently completing a Master of Management degree.

Senior management team

Weekly meetings between the executive team and senior staff address strategic directions and current issues. The Assistant Secretary of Parks Australia North and her staff take part in the meetings via video link. Marine Conservation Branch staff members also participate in regular meetings, advising the Director on Commonwealth marine reserve issues.

Our Staff



Roger Hart from Booderee National Park provides guidance to a student from Jervis Bay School as part of the Junior Ranger Program

Human resources and related corporate services were provided to the Director through a purchaser-provider arrangement with the Department. Detailed information on the management of human resources, employment conditions and remuneration is contained in the Department's annual report for 2007–08.

The Director of National Parks employed an average of 274 staff during 2007–08. The majority are located at Booderee, Kakadu and Uluru–Kata Tjuta National Parks and the ANBG. 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 Canberra City. It is co-located with the Marine Division, which has responsibility for the management of Commonwealth marine reserves, and the Heritage Division of the Department.

Fourteen graduate employees were engaged for three-month placements under the Department's graduate recruitment program.

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 accessible on a broad range of subjects including: conservation and land management; horticulture; Indigenous skills and languages; rescue skills; safe use of chemicals; fire control and suppression; first aid; heavy vehicle and 4WD operation; record keeping and business systems. The Department offers assistance to staff in completing formal external training through the Study Support Scheme.

Staff members located on remote Island Territories are given opportunities to travel to the mainland to undertake training and development, and departmental staff visit these reserves to provide training on such issues as Occupational Health and Safety and GIS applications. The availability of on-line study programs through a number of educational institutions is making tertiary study more accessible for staff in remote areas.

In the jointly managed parks we work together with traditional owners, local Indigenous communities and schools to share knowledge. Traditional land

management skills and the application of Indigenous knowledge are fundamental cornerstones for the management of these parks. We encourage the interest of school children in park management and conservation through the Junior Ranger Program, where primary school students are introduced to various aspects of park management, including land management, plant and animal identification, and working safely.

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

Table 5: Staffing profile for 2007–08^(a)

		Executive	Park Managers/ Section heads	Operational, policy and planning management	Technical and other field staff	Rangers	Total
Parks South	Male	1	2	9	39	4	55
	Female	0	1	10	28	1	40
	Total	1	3	19	67	5	95
Parks North	Male	0	1	17	29	37	84
	Female	1	4	27	29	10	71
	Total	1	5	44	58	47	155
Head Office	Male	2	2	9	0	0	13
	Female	0	2	9	0	0	11
	Total	2	4	18	0	0	24
Totals	Male	3	5	35	68	41	152
	Female	1	7	46	57	11	122
	Total	4	12	81	125	52	274

(a) Staffing profile reflects employees responsible for the management of terrestrial reserves working for the Director, within the Parks Australia Division of DEWHA

Boards of management

Boards of management have been established under the *Environment Protection and Biodiversity Conservation Act 1999* for Uluru–Kata Tjuta, Kakadu and Booderee National Parks. Tables 6, 7 and 8 show members of each board for 2007–08.

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.



Craig Ardler

Chair, Booderee National Park Board of Management

(Term expired February 2008 for all board members)

Craig was raised in the Wreck Bay Aboriginal community where he has lived most of his life. Craig has been chair of the Booderee National Park Board of Management since 2005.

He previously occupied executive positions on the board of the Wreck Bay Aboriginal Community Council and the

Dharawal Aboriginal Corporation Community Association. He was also chief executive officer of the South Coast Medical Service Aboriginal Corporation.

During Craig’s term as chair of the Booderee board, capital works to repair damage caused by the 2007 Caves Beach fire were completed, and a Junior Ranger program was implemented in local schools. Service agreements are in place with Wreck Bay Enterprises Ltd, the business arm of the Wreck Bay Aboriginal Community Council, for many park functions.

Table 6: Booderee National Park Board of Management

Craig Ardler (Chair)	Traditional owner nominee
Lorraine Ardler	Traditional owner nominee
Leon Brown	Traditional owner nominee
Ted Brown	Traditional owner nominee
Julie Freeman	Traditional owner nominee
Gavin McLeod	Traditional owner nominee
Phillip McLeod	Traditional owner nominee
Peter Cochrane	Director of National Parks
Assoc. Prof. Robyn Bushell	Tourism expertise
Prof. John Morrison	Science expertise
Capt. Mark Sander	Department of Defence
Wayne Jeffs	Department of Infrastructure, Transport, Regional Development and Local Government





Jacob Nayinggul

Chair, Kakadu National Park Board of Management

Jacob Nayinggul has been chair of the Kakadu National Park Board of Management since 2005. Jacob is a senior traditional owner of the Maniligarr clan, located in the north-east of Kakadu National Park. He has been on the board since its inception and is actively involved in the Gunbalanya community and the Jabiluka Aboriginal Association.

Jacob is highly respected and is especially well regarded throughout the region for his customary knowledge. He has a long history with both the establishment and management of Kakadu National Park.

Since his appointment as Chair, Jacob has provided leadership during development of the fifth management plan for Kakadu, advised on the development of Twin Falls, helped develop a shared vision for tourism and provided guidance to park management on natural and cultural matters. This past year has required extensive board involvement in the development of a new brand for Kakadu National Park.

Table 7: Kakadu National Park Board of Management

Jacob Nayinggul (Chair)	Traditional owner nominee
Jessie Alderson	Traditional owner nominee
Jane Christophersen	Traditional owner nominee
Victor Cooper	Traditional owner nominee
Michael Banggalang	Traditional owner nominee
Ryan Barrowei	Traditional owner nominee
Jeffrey Lee	Traditional owner nominee
Yvonne Margarula	Traditional owner nominee
Mick Markham	Traditional owner nominee
Denise Williams	Traditional owner nominee
Peter Cochrane	Director of National Parks
Anne-Marie Delahunt	Parks Australia
Rick Murray	Tourism industry expertise
Marilynne Paspaley	Northern Territory Government nominee
Vacant	Nature conservation expertise





Donald Fraser

Chair, Uluru-Kata Tjuta National Park Board of Management

Donald Fraser has been the Chair of the Uluru-Kata Tjuta National Park Board of Management since 2003. Donald is a senior Pitjantjatjara law man dedicated to maintaining and teaching *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.

Since his appointment as Chair, Donald has focussed the board on major strategic issues. He has provided strong leadership in the development of the new management plan for the park and the implementation of joint management arrangements. Donald has placed a very high importance on training and employment for young *Anangu*. He is also championing the active engagement of senior men and women in looking after the park and its natural and cultural values.

Table 8: Uluru-Kata Tjuta National Park Board of Management

Donald Fraser (Chair)	Traditional owner nominee
Alison Carroll	Traditional owner nominee
Rene Kulitja	Traditional owner nominee
Margaret Smith	Traditional owner nominee
Barbara Tjikatu	Traditional owner nominee
Johnny Tjingo	Traditional owner nominee
Reggie Uluru	Traditional owner nominee (proxy)
Windlass	Traditional owner nominee
Peter Cochrane	Director of National Parks
Vicki Gillick	Northern Territory Government nominee
Robert Kennedy	Minister for Resources, Energy and Tourism nominee
Vacant	Minister for the Environment, Heritage and the Arts nominee





A brown booby takes refuge on the cliffs of Christmas Island National Park