



Australian Government
Department of Climate Change, Energy,
the Environment and Water



Australian Government
Great Barrier Reef
Marine Park Authority



Reef
Authority

ROLE PROFILE



for the role of

Chief Executive Officer

Great Barrier Reef Marine Park Authority

The Great Barrier Reef Marine Park Authority acknowledges the continuing sea country management and custodianship of the Great Barrier Reef by Aboriginal and Torres Strait Islander Traditional Owners whose rich cultures, heritage values, enduring connections and shared efforts protect the Reef for future generations.



Great Barrier Reef Marine Park Authority

Australia's reef management agency, leading a global effort to preserve and protect one of the planet's most significant natural wonders: the Great Barrier Reef.

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. 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.

OPERATING CONTEXT

The Great Barrier Reef Marine Park Authority (Reef Authority) is a non-corporate Commonwealth entity and operates as a statutory agency under the [Great Barrier Reef Marine Park Act 1975](#). 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.

The Reef Authority's objective is the long-term protection, ecologically sustainable use, understanding and enjoyment of the Great Barrier Reef for all Australians and the international community.

The Great Barrier Reef Marine Park Authority Board (referred to as the Authority Board) is established under the Marine Park Act and comprises a Chairperson (currently Dr Ian Poiner), Chief Executive Officer and 5 members including an Indigenous person, a tourism representative and a nominee from the Queensland government.

CHIEF EXECUTIVE OFFICER

The Chief Executive Officer is an independent statutory office holder and is responsible for managing the affairs of the Reef Authority and ensuring the Authority performs its functions as set out the Marine Park Act.

The Reef Authority Chief Executive Officer is responsible for the following:

- Managing an agency of 257 staff, primarily based in Townsville, with an \$87.752 million operating budget (as per 2021-22 Annual Report).
- Managing the Reef Authority in a way that promotes the achievement of its purpose, with the activities to be engaged in to achieve this, and performance criteria and targets, outlined in its Corporate Plan.
- Continuing the Reef Authority's world-class Marine Park management to protect the Outstanding Universal Value of the Great Barrier Reef.
- Establishing meaningful relationships with Reef Traditional Owners, recognising their rights and aspirations and expanding existing co-management arrangements.
- Continuing to champion the implementation of the Reef 2050 Long-Term Sustainability Plan as the overarching adaptive management approach to address pressures on the Reef, including leading the implementation of selected aspects.
- Working closely with the Reef Authority Board in accordance with the Reef Authority Board Charter.

The Chief Executive Officer is also the accountable authority for the Reef Authority under the [Public Governance, Performance and Accountability Act 2013](#).

Reef Authority staff are employed under the [Public Service Act 1999](#). Although a statutory position, the CEO is a part of the Australian Public Service (APS), is bound by the APS Code of Conduct and must uphold and promote the APS Values and Employment Principle.

Further information is available at the Australian Public Service Commission [website](#).



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POSITION DESCRIPTION AND SELECTION CRITERIA

Position number:	
Title:	Chief Executive Officer, Great Barrier Reef Marine Park Authority
Classification:	Statutory appointment
Location:	Townsville, Queensland
Reports to:	Minister for the Environment and Water
Security classification:	Negative Vetting Level 1

The Chief Executive Officer leads the staff of the Reef Authority and is responsible for managing the affairs of the Reef Authority and ensuring the Authority performs its functions as set out the Marine Park Act. The role is based in Townsville, Queensland

*Please note this role is based in Townsville, Queensland and the successful applicant may be required to relocate if currently living in a different city, state or territory. The department will consider relocation assistance to the successful applicant subject to negotiation, in accordance with the department's Relocation Assistance Policy.

The Chief Executive Officer is also a member of the Reef Authority Board.

The Reef Authority reports to the federal environment minister, currently the Minister for the Environment and Water, the Hon Tanya Plibersek, MP. The Chief Executive Officer also works closely with the Secretary of the Australian Government Department of Climate Change, Energy, the Environment and Water.

The Successful Candidate

To be a strong contender for this key appointment, you must have high level judgement and leadership skills, demonstrated professional and personal integrity and a strong commitment to, and an understanding of, public sector governance and accountability.

Relevant tertiary qualifications are desirable. In addition, membership of relevant professional associations or institutes will be well regarded.

Security Clearance

The Chief Executive Officer role is a position of trust and is subject to the successful candidate gaining and/or maintaining a Negative Vetting Level 1 security clearance, allowing access to information and resources that are classified up to and including SECRET.

Appointment term and basis

The position is a full-time statutory appointment for a fixed term of five years. The appointment will be made by the Governor-General, on the recommendation of the Minister for the Environment and Water, following a merit-based selection process.

Remuneration

Remuneration for the CEO role is set by the Remuneration Tribunal, under the determination for full-time office holders (currently [Determination 2023 Compilation No. 1](#)).



Eligibility

To be eligible for appointment (under the Marine Park Act), the successful candidate must, at the time of appointment, not be a member of the governing body of a relevant interest group (refer to the Marine Park Act, subsection 10(10) for details of interest groups).

Selection criteria

The criteria for the Chief Executive Officer role are as follows (with the italicised bullet points as capabilities to illustrate how the criteria relate to on-the-job performance).

1. Demonstrates high-level leadership and vision.

- *sets a strategic vision and inspires others to achieve this.*
- *innovative in dealing with issues.*
- *articulates a clear direction for their organisation.*
- *high level of judgement.*

2. Manages large and/or complex operations.

- *achieves results within the context of organisational and/or Australian Government policy.*
- *strong people management skills.*
- *strong financial management skills, ensuring efficient, effective and ethical use of resources.*
- *understanding of and commitment to quality organisational governance.*
- *experience relevant to engaging with ministers, Parliament, stakeholders and media.*
- *experience in regulatory decision-making*

3. Works with others to meet objectives.

- *operates collaboratively with others to meet organisational objectives.*
- *cultivates productive relationships.*
- *listens to people and values different perspectives.*
- *demonstrated ability to engage meaningfully with First Nations leaders and communities.*

4. Demonstrates high standard of professional and personal integrity.