

## Executive Brief

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**Organisation:** QLD Dept of Natural Resources, Mines & Energy  
**Position:** Executive Director South Region  
**Consultants:** Liz Crawford & Andrew McEncroe  
**Date:** October 2019

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## The Department of Natural Resources, Mines and Energy

Queensland Department of Natural Resources, Mines and Energy (DNRME) has a clear purpose – helping the community and the government make the best use of Queensland’s renewable and non-renewable land, water, mineral and energy resources and delivering safe, secure, affordable and sustainable energy and water.

DNRME’s partnerships with their customers and stakeholders are important to them as they work to deliver policies, programs and services that support industry while reflecting the needs of the broader community.

The department’s strategic objectives include:

- Manage Queensland’s land, water, mineral and energy resources to optimise sustainable development outcomes
- Deliver safe, secure, affordable and sustainable energy and water resources
- Engage the combined expertise of Traditional Owners, community, industry and government to optimise the management and use of our natural resources
- Build a contemporary workforce that demonstrates high levels of expertise, innovation, collaboration and leadership to improve service quality and responsiveness to customers and communities.

### Divisions and Teams

The department is made up of 7 divisions:

- **Natural Resources** is the natural resource and land management delivery arm of the department, providing customer-focused services and practical solutions to help customers achieve their business goals. Natural Resources has a strong regional presence and works closely with the Policy division to achieve the department’s key reform initiatives. The division provides services such as state land and vegetation management, water licensing and allocations, and initiatives to support short-term and long-term water security for Queensland communities and businesses. The division is also responsible for the oversight of government-owned water entities, facilitating the ownership of State-owned channel irrigation assets to local management and providing advice to government on bulk water pricing. This advice includes responsibility for implementing rural irrigation prices to be charged by Sunwater and Seqwater for the 2020–21 to 2023–24 period, based on the recommendations and advice of the Queensland Competition Authority. This division supports the operation of water trading markets, manages the release of unallocated water reserves and optimises the use of existing water entitlements. The division is also delivering the Rural Water Management Program to drive more transparent and sustainable rural water management across the state. The program also responds to the Independent Audit of Queensland Non-Urban Water Measurement and Compliance.
- The **Policy** division delivers strategic policy, planning and assessment services in the department. As part of this service, the division is responsible for providing expert advice on policy matters regarding land, water, minerals and energy resources.
- **Georesources** administers Queensland’s mining, petroleum and gas tenure frameworks. Our role supports the development of the resources sector. We provide information services to industry and the public about Queensland’s minerals and energy resource potential. Engagement with Queensland’s resource communities is a core function of our service delivery model. This function is delivered concurrently with the ongoing monitoring of tenure holders’ compliance with regulatory obligations. Other responsibilities include critically analysing the cumulative impact of resource development on underground water resources. The ongoing monitoring and management of the state’s legacy assets is a specialist function within the division. The assessment and mitigation of risks to community safety associated with residual resource infrastructure (such as abandoned mines, weirs and dams) is an ongoing and expanding portfolio for the department.
- The **Resources Safety and Health** division works to reduce safety and health risks in Queensland’s minerals, energy and explosives industries by applying an effective risk-based regulatory framework, developing and sharing knowledge, and delivering an effective emergency response capability.
- The **Energy** division ensures Queensland’s energy sector is efficient, equitable and sustainable. The division contributes to an adaptive, resilient energy sector that powers consumer value and choice, and Queensland’s economic growth and prosperity. The core functions of the division are to undertake policy and economic analysis, provide advice on matters related to energy policy at the state and national level, deliver simple and effective regulation of the energy sector and enhance customer value for Queenslanders. The division also facilitates economic growth and innovation by helping to unlock the state’s renewable energy potential to create new industries and new jobs, while driving broader productivity improvements across the energy sector.
- **Lands** is the land administration arm of the department, providing customer-focused services and practical solutions to help customers achieve their business goals. The division provides services such as land valuations, land titles registration, spatial services, and native title services.
- **Business and Corporate Partnership** is a central corporate team that provides services to support three partnering Queensland Government departments. We operate through three corporate hubs embedded in the departments that we service: DNRME, Department of Agriculture and Fisheries, and Department of Environment and Science. Each hub is managed by a head of corporate, who is responsible for delivering a set of core services and a selection of cooperative services (provided to other partnering agencies, including Department of Innovation, Tourism Industry Development).

## The Department's Board Members

### **James Purtil – Director General**

James was the Director-General of the former Department of Natural Resources and Mines, appointed in July 2015. James became Director-General of DNRME upon its establishment in December 2017. He was formerly the Director-General of the Department of Aboriginal and Torres Strait Islander Partnerships, a role he held from 2013. His private sector experience includes senior executive positions with multinational company Santos, and he has been responsible for strategic project management services in the resources and development sectors. James has consulted to industry and government on organisational design, and was Managing Director of environmental rehabilitation services company Landroc Pty Ltd.

He is the former Director-General of the Environmental Protection Agency (including the Queensland Parks and Wildlife Service) and was the Queensland Public Service Commissioner for 2 years from 2006. James holds a Bachelor of Science (Honours) from the University of New South Wales, a Master of Business Administration from The University of Queensland and is a graduate of the Australian Institute of Company Directors.

### **Linda Dobe – Deputy Director-General, Natural Resources**

Linda commenced in this role in January 2018 and was appointed in May 2018. Prior to this role, she was General Manager, Water Planning and Regulation with the former Department of Energy and Water Supply. Linda has worked in state government water functions for over 14 years and also brings to the role diverse private sector experience in the mining and finance sectors.

### **Walter Kearnan – Deputy Director General, Lands**

Wally joined the Department of Lands in 1983 and has seen the evolution of the agency through to today's Department of Natural Resources, Mines and Energy. Wally was appointed to the role of Deputy Director-General, Lands in August 2019 and prior to this was the Executive Director-South Region with the Natural Resources Division.

Wally's career commenced in Field Services with the Land Administration Commission serving in the Brisbane, Bundaberg, Charleville and Emerald Offices. As a registered valuer he undertook statutory valuations in Central Queensland and the Burnett region before returning to Charleville to project manage the enterprise reconstruction component of the South West Strategy. Whilst a field officer, he also started his long association with the State's vegetation management framework.

Wally then, in conjunction with local government, led the revitalisation of Queensland's Stock Route Network System and Stock Route Network legislation and policy prior to undertaking a secondment to AgForce Queensland to enhance the department's understanding and knowledge of issues affecting rural and regional Queensland.

On his return to the department, he concentrated on state land management activities, including the development of the State Rural Leasehold Land Strategy in partnership with the pastoral, indigenous and conservation sectors. Following this period, Wally commenced work in the private sector undertaking land acquisition and negotiation for the mining and transport industries.

With his return to government service, he was appointed as the Rural Advisor in the Department of Premier and Cabinet becoming the conduit between rural and regional Queensland and the Queensland Government. He returned to the department as Regional Services Director-South West before becoming General Manager-Coal and Coal Seam Gas immediately before the formation of the South Region.

### **Benn Barr – Deputy Director General, Policy**

Benn commenced in this role in October 2018. Benn provides strategic leadership and expert policy advice regarding land, water, mineral and energy resources, and native title. Benn has over 20 years' public policy experience in Queensland and Australian governments, and graduated from James Cook University with a Bachelor of Economics. Prior to this role, he held the role of Deputy Director-General, Energy where he was responsible for leading and managing the roles and responsibilities of the Energy division, which includes the delivery of a cost-effective, safe, secure and reliable energy supply. Benn was also responsible for implementing the government's renewable energy commitments.

### **Shaun Ferris – Deputy Director-General, Georesources**

Shaun commenced acting in this role in November 2018. His professional experience in the mining and resources sector over the last 20 years includes environmental management, sustainability, project approvals, stakeholder engagement, government relations, and land and tenement management. Shaun has a broad range of experience in both the private and public sectors. His success in resources sector operational and management roles throughout regional Queensland has strengthened and refined his strategic leadership style. Shaun has had experience working at all stages of the resource sector lifecycle with a global resources company based in Australia—facilitating environmental approvals, planning and tenure approvals, and environmental management services, as well as executing business strategies during mine development and production stages. Shaun holds a Bachelor of Engineering (Environmental) from Griffith University, Brisbane.

**Mark Stone – Executive Director, Resources Safety and Health**

Mark is Executive Director of the Resources Safety and Health division. In this role, he is accountable for the delivery of effective resources safety and health regulation (mining, explosives and petroleum), and mine safety research, testing and training. Prior to joining the Queensland Government in 2014, Mark spent 20 years in the international oil and gas industry in technical and management roles. He is a member of the Society of Petroleum Engineers and serves on the Global Training Committee and AsiaPacific Technical Committee.

**Kathie Standen – Deputy Director-General, Energy**

Prior to commencing in this role in October 2018, Kathie held senior executive positions across the Energy division, with responsibility for regulation and pricing within the retail market, consumer issues, largescale renewables, energy emergency, biofuels, regulation and governance of Queensland's government owned corporations. Kathie also has experience across a number of economic portfolios, including Transport and Main Roads and Health. She holds a Bachelor of Economics (Honours) from The University of Queensland and a Masters of Public Administration from the Australia New Zealand School of Government.

**Brenda Parker – Deputy Director-General, Business and Corporate Partnership**

In July 2013, Brenda commenced as Deputy Director-General, Business and Corporate Partnership. Brenda is responsible for leading and managing effective and efficient corporate services within an evolving service delivery environment across multiple agencies. Prior to this role, Brenda led the Corporate Services Renewal Taskforce at the Public Service Commission, which was responsible for identifying and implementing recommendations to improve the manner in which corporate services are delivered across all government agencies. Brenda has more than 25 years' experience in the public sector, including key leadership roles in the provision of corporate services, and has a wealth of experience and professional qualifications in human resources, workplace health and safety.

**Chantal Llora – Executive Director, Communications**

Chantal commenced in this role in January 2017 and has over 15 years' experience in communications across the public and private sectors, and has broad experience across media, stakeholder engagement, web and design, and project management. Prior to this role, she spent 5 years in the Australian Government leading communications and internal operations planning. Chantal also spent several years as an officer in the Australian Defence Force, providing strategic communications advice and public relations support across the Australian Army

*See Appendix A for The Department's Organisational Chart*

## Headline Facts and Figures

### Values

The department has its own guiding principles, which are underpinned by the Queensland public service values. The guiding principles set the cultural expectations for the department, as follows:

- Safety & Wellbeing
- Respect
- We Deliver
- Professional Excellence

### Financial Overview

The department recorded an operating surplus of \$1.1 million for the 2018-19 financial year.

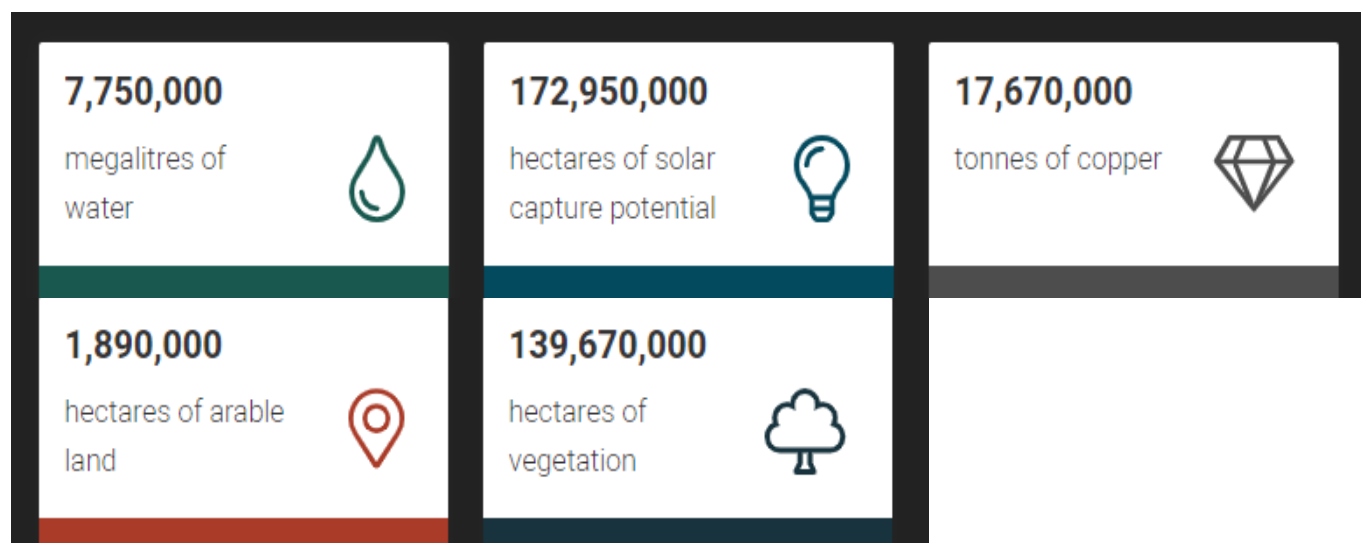
### Establishment

The Queensland Government established the Department of Natural Resources, Mines and Energy (DNRME) on 12 December 2017 through machinery-of-government changes under the Public Service Act 2008.

### 2,647 FTE Employees

The number of employees as at 30 June 2019, including both full time and part time employees, measured on a full time equivalent basis.

### Queensland's natural resources in numbers



### 2018 – 2022 Strategic Plan

[https://www.dnrme.qld.gov.au/data/assets/pdf\\_file/0011/1398737/strategic-plan-2018-22.pdf](https://www.dnrme.qld.gov.au/data/assets/pdf_file/0011/1398737/strategic-plan-2018-22.pdf)

## Position Overview

<b>Status</b>	Contract, for up to 5 years	<b>Total Remuneration</b>	\$226,609 to \$234,957 per annum Total remuneration package including salary, leave loading, vehicle allowance and up to 12.75% employer superannuation contributions.
<b>Division</b>	South Region	<b>Closing Date</b>	15 October 2019
<b>Location</b>	Brisbane	<b>Job Ad Reference</b>	26035
<b>Apply via</b>	Refer 'How to Apply'	<b>Contact</b>	Katie Crichton, <a href="mailto:kcrichton@derwentsearch.com.au">kcrichton@derwentsearch.com.au</a> 073811 8013

## The Role

Lead over 350 staff across 20 locations in the South Region to contribute to improved management of our land, water and vegetation resources through best practice regulatory frameworks and access to DNRME services in a manner that supports businesses and the community.

This includes, delivering programs to improve sustainability, facilitating economic development through assessments and transactions, and strong engagement across community, industry and government leaders on highly contentious natural resource management matters.

## Key Duties and Accountabilities

- Deliver key government initiatives, regulation and compliance relating to water, land and vegetation for the region and provide leadership of the department's participation in regional planning initiatives to optimise sustainable development outcomes.
- Ensuring consistent delivery of the department's land, water, and vegetation services in the region and also supporting initiatives for state-wide coordination and improvement of these services. In particular:
  - High volumes of sensitive land dealings.
  - Complex water management for the Murray Darling Basin
  - State-wide Vegetation Hub service delivery.
- Provide strategic intelligence and direction in the development of DNRME policies and programs in collaboration with the Policy Division and across the Department to ensure:
  - Key stakeholders and industry bodies, government objectives and regional specific issues are addressed to ensure services delivered to customers promote transparency and ease of use.
  - Business improvements are service delivery focused and implemented with necessary change management focus.
- Drive strategic direction for natural resource management issues, recognising difficulties and planning to overcome those problems particularly in an environment where community perceptions on natural resource management issues are divergent and changing.
- Provide strategic intelligence, analysis and guidance to the Director-General, Deputy Directors-General, and Board on critical developments and emerging regional opportunities.
- Partner with community leaders, Local Government officials and industry leaders, in high level negotiations at regional, state and national forums, and represent department and its services, to ensure improved natural resources management for the Region.
- Lead a financially sustainable, high performance, workforce by implementing a right size organisational structure to deliver key outcomes effectively and efficiently within agreed budget allocation.
- Ensure the development and promotion of a collaborative and flexible organisation in line with corporate strategic planning and performance targets.
- Other duties as directed and required

## Capabilities

To determine suitability for the role, candidates will be assessed on the following key capabilities that link to the *Key Duties and Accountabilities* for this role.

### Vision

- Leads change in complex environments
  - Embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Makes insightful decisions
  - Makes considered, ethical and courageous decisions based on insight into the broader context.

## Results

- Builds enduring relationships
  - Builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.

## Accountability

- Fosters healthy and inclusive workplaces.
  - Fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritized.

## How to Apply

To apply for this position, please go to [www.derwentsearch.com.au](http://www.derwentsearch.com.au) and search for the role title or reference number **26035**.

Please submit a current resume including two referees and a cover letter (up to 2 pages) addressing your motivation for the role and your most relevant achievements.

For further information, please email [kcrichton@derwentsearch.com.au](mailto:kcrichton@derwentsearch.com.au) or call Katie Crichton of Derwent Search on **07 3811 8000**

## Closing Date

Tuesday, 15 October 2019.



Appendix A

Department of Natural Resources, Mines and Energy - Organisational Chart

As at 12 August 2019

