



Candidate Information Pack

Natural Hazards Research Australia
Chief Executive Officer

Consultant: Andrew McEncroe, Managing Partner

April 2022

Contents

Contents.....	2
Links to other useful documents	2
Advertisement	3
About Natural Hazards Research Australia	5
The Board	6
Position Description	10
The Application and Selection Process	14

Links to other useful documents

[Natural Hazards Research Australia Website](#)

[Natural Hazards Research Australia - Strategic Plan 2021 - 2031](#)

[Media Release: "World Class Natural Hazards Research Centre"](#)

Advertisement

Chief Executive Officer

- Natural Hazards Research Australia
- Develop a new collaborative research institute protecting Australian Communities
- Flexible location

The Australian Government established Natural Hazards Research Australia (the Centre) in 2021 with a vision that through carrying out research and implementing the outcomes communities will be safer, more resilient and sustainable in the face of natural hazards in a changing climate.

Supported by \$85 million in funding over ten years from the Commonwealth Government and further funding from the States and Territories to deliver critical research into natural hazards and disaster resilience, the Centre leads a coordinated national research effort, building on the strong foundations of its preceding Cooperative Research Centres, the Bushfire and Natural Hazards CRC and the Bushfire CRC. This unique leadership opportunity follows the retirement of the incumbent CEO.

The Centre is an aggregator and enabler of multidisciplinary research capabilities, insights and projects, delivering the maximum value to investing partners. It works in the broad emergency management and disaster resilience sector, with partners drawn from all states and territories, governments, key industry bodies, the private and not-for-profit sectors, and other organisations with a stake in protecting Australian communities.

As CEO you have responsibility for the development and delivery of the Centre's strategy, reporting to a skills-based Board and supported by a small nationally distributed team. You provide the leadership and management to ensure that it works with partners and the community to produce tangible research results that enable end-users to manage risk from natural hazards more effectively.

We are seeking a talented leader with significant senior executive experience in a collaborative research environment. As the Centre's primary spokesperson, it is essential that you have exceptional communication, stakeholder engagement, negotiation and facilitation skills along with high levels of political nous in managing relationships.

This is a rare opportunity to develop an organisation with a compelling mission and make a difference through better decision-making to save lives and protect communities.

To apply and for a copy of the Candidate Information Pack, please go to www.derwentsearch.com.au and search the role title. Your application requires a resume and covering letter addressing your interest and suitability. For enquiries, please contact Derwent at publicsector@derwentsearch.com.au or call Andrew McEncroe on 0416 018 860.

Closing date: Tuesday 26th April 2022

Our vision

That communities will be safer, more resilient and sustainable in the face of natural hazards.

Natural Hazards Research Australia

Our mission

To work with partners and the community on research that is useful, actionable and supportive of better decision-making to save lives and protect communities.

Partnerships

Partnering and collaborating with end users, researchers, government and the community.

Strategic themes

Governance and management

- Robust governance, oversight and engagement strategies
- A clear, shared strategy to guide the work of the Centre
- Transparent, equitable and fair processes
- Efficient and effective use of resources
- A safe and rewarding work environment

Capability

- A national research workforce enhanced through funding and investment
- National frameworks for research data
- Professional development opportunities provided for researchers and end-users

Partnerships

- Partnerships that facilitate research efforts
- Investment increased for research and implementation into natural hazards.
- People, networks and ideas connected across the nation and internationally

Research informed advice

- Public debate led and informed by research knowledge
- Issues identified to inform and influence policy and standards identified
- Working with partners to translate the research outcomes into action

Research and implementation

- A 10-year research strategy to deliver quality research across the mitigate-respond-recover spectrum
- Partnerships that ensure delivery of key research outcomes
- Measured and articulated benefits of the research on disaster resilience and disaster risk reduction
- Research that widens knowledge and understanding of natural hazards

Outcomes

The outcomes of our work will be used by communities and governments to build resilience and to enhance capability.

About Natural Hazards Research Australia

Natural Hazards Research Australia (The Centre) is Australia's research and implementation centre for natural hazards resilience and disaster risk reduction. The Centre began on 1 July 2021 and is now working closely with the Australian government and other partners across Australia to deliver a strategic research agenda for the nation.

The Centre is built on the strong foundations of its preceding Cooperative Research Centres, the Bushfire and Natural Hazards CRC and the Bushfire CRC.

The challenge

Over many years, large natural hazard events have led to significant loss of life, injuries, loss of community infrastructure and homes, loss of economic activity and loss of natural landscapes. The impact on vulnerable communities and environments has led to large increases in government and societal costs.

In the coming decades, the frequency, intensity, and distribution of natural hazards across Australia will increase, placing more of the population at risk more often.

The challenge that natural hazards pose to Australia is an ongoing one, and the Centre will work with its partners and governments to establish a sustainable research and utilisation capability for the nation and the region.

The Centre has the opportunity to work across Australian communities, through governments and their agencies, with the private and not-for-profit sector and also directly with those communities, to find innovative and sustainable solutions to minimise the impacts of these natural hazards.

The vision

Our vision encapsulates future outcomes for the nation. It is a statement of the impact that the Centre will have had at the end of the current funding period. Through the work of the Centre, Australian communities will be safer, more resilient, and more sustainable – environmentally, economically, and socially – in the face of the growing threats of increasing natural hazard¹ frequency, intensity and distribution.

The Centre will achieve this by working with partners, the community, and researchers, in Australia and internationally, to find better ways to mitigate, respond to and recover from the effects of natural hazards.

At the end of the initial funding period, the Centre will be able to identify how and where the investments made in new knowledge, data and systems have improved decision making across the sector, resulting in lives saved and injuries reduced, and resulting in more resilient communities and infrastructure, as well as the services they provide. The Centre will also have identified evidence-based priority areas for future investment.

The mission

The Centre is the core of a network of stakeholders that will build a national capability to be flexible and innovative as challenges emerge. The research undertaken must be useful and able to be used in order to achieve the Centre's vision, mission and strategic objectives.

Factors that will affect how this is achieved and how investments are prioritised include:

- **Changing climate:** The climate is changing, and the nature, frequency, distribution, and severity of hazards is changing along with it.
- **Changing demographics:** A growing and aging population, a shift in urban and rural growth and settlement trends mean that the nation's vulnerability to threats of natural hazards is changing.

- **Escalating costs:** The costs associated with the impact of natural hazards are rapidly increasing to unsustainable levels. A renewed focus on the costs of mitigation and adaptation together with response and recovery is underway.
- **The resilience agenda:** International, national, and local policy is changing to embrace a renewed focus on resilience at the community, enterprise, and government levels. There has been a clear shift in national priorities from response and recovery to mitigation. The Centre's work will be pivotal to achieving the national benefits embodied in this shift in priorities.

The Centre will play a critical role in the implementation of the recommendations and findings from the Royal Commission into National Natural Disaster Arrangements and other state-based inquiries. The work of the Centre will also be aligned to the implementation of the National Disaster Risk Reduction Framework. It will work with all levels of government, in particular the National Recovery and Resilience Agency, to ensure that the work of the Centre remains relevant at the national level and that implementation of the research is ensured.

The Centre will also seek to reduce the impacts of natural hazards through the application of better knowledge and the creation of core national datasets.

The Board



Dr Katherine Woodthorpe AO – Chair

Dr Katherine Woodthorpe AO is the Independent Chair of Natural Hazards Research Australia, following her role as Chair with the Bushfire and Natural Hazards CRC from March 2019.

Dr Woodthorpe brings a wealth of experience in innovation and research across many sectors. She is a Fellow of the Australian Institute of Company Directors and the Academy of Technology and Engineering and holds a PhD in Chemistry (Manchester) and an Honorary Doctorate from the University of Technology Sydney. In 2017, she received an Order of Australia for her ongoing service to research and technology innovation in Australia.

Dr Woodthorpe has a strong track record of achieving outcomes in a range of technology-oriented industries, including medical devices and health services, and a deep knowledge of governance, leadership and the private equity and financial sectors. She is a director of several organisations, including the Olivia Newton-John Cancer Research Institute and Vast Solar Pty Ltd and is President of the NSW Division of the Australian Institute of Company Directors.

Previously she served as Chief Executive of the Australian Private Equity and Venture Capital Association, which represents the venture capital industry.



Iain Mackenzie – Deputy Chair

Shaped by forty years in the Public Safety sector, Mr Iain Mackenzie is passionate about improving outcomes for people and their communities and the need for policy to be based on sound evidence.

As Deputy Commissioner of Fire & Rescue Services, Queensland's inaugural Inspector-General for Emergency Management, leading reviews into some of the nation's largest natural hazards, and as Senior Advisor to the Federal Minister for Emergency Management, Iain has been at the centre of how emergency and disaster management has evolved over many years.

Iain is a long-term professional in the field, regularly dealing with all levels of government, the tertiary sector and serving on NFP boards.

Iain holds a master's Degree in leadership and Management (Policing), is an Industry Fellow with Griffith University and is recognised for expertise in the fields of disaster management, disaster risk reduction and resilience building.



Dr Greg Ayers – Board

A respected leader in the field of atmospheric science, Dr Greg Ayers is the former Director of Meteorology and CEO of Australia's Bureau of Meteorology following his stint as CSIRO's Chief of Marine and Atmospheric Research.

Dr Ayers chairs the Steering Committee of the Earth Systems and Climate Change Hub and recently chaired the ACCESS Scoping Study that led to a successful funding bid in the 2020 Federal Budget for a new facility within the National Collaborative Research Infrastructure Strategy. He was also a Board member for the Bushfire and Natural Hazards CRC.

In 1995 he was awarded the Australian Meteorological and Oceanographic Society's Priestly Medal for achievements in the science of acid deposition. In 2006 Dr Ayers was made a fellow of the Australian Academy of Technological Sciences and Engineering.



Tim Moltmann – Board Member,

Tim Moltmann has a distinctive combination of experience in both publicly funded research and private sector management. For 25 years he worked in leadership positions within Australian marine and climate science. This experience was built on top of 15 years as a finance professional in the private sector, including qualification as a chartered accountant.

From 2009 to 2019 he was the Director of Australia's Integrated Marine Observing System (IMOS), based at the University of Tasmania in Hobart. In this role he was responsible for planning and implementation of a \$50M per annum national, collaborative research infrastructure program.

Prior to IMOS Tim worked at the Commonwealth Scientific and Industrial Research Organisation (CSIRO) for over 10 years, rising to be Deputy Chief of the Marine & Atmospheric Research Division based in Hobart.

He has extensive experience in private sector finance, consulting, and construction, and has worked in primary industries and fisheries at State Government level.

He is currently independent chair of the National Environmental Science Program Marine and Coastal Hub, and the Crown-of-Thorns Starfish Control Partnership Group. Tim is an Adjunct Professor at the University of Tasmania's Institute of Marine and Antarctic Studies.



Doug Smith – Board Member,

Mr Doug Smith is a Deputy Commissioner at the Queensland Police Service. Previously he was a Deputy Commissioner and Chief Strategy Officer for the Strategy and Corporate Services Division at the Queensland Fire and Emergency Services.

Doug's policing career commenced over 40 years ago. In 1990 he was promoted to Inspector with the Queensland Police Service. He went on to manage the Fitzgerald Implementation Unit in the Office of the Deputy Commissioner, as well as Regional Operations for the south-eastern region. He has served in Stafford, Fortitude Valley, Roma Stock Squad, the Queensland Water Police, Legal Section, Oxley, Wynnum, and south-eastern region. In 1998 he was appointed as an Assistant Commissioner of the Northern Territory Police, Fire and Emergency Services.

Doug has since worked in the Solomon Islands as a consultant with the Royal Solomon Islands Police Force, as well as consulting for the Northern Territory Ombudsman on Police Force and Public-Sector compliance and performance. Prior to joining QFES, Doug's most recent appointment was as the Chief Executive Officer of CrimTrac, a national information-sharing service for Australia's police, law enforcement and national security agencies. Doug was previously a member on the Bushfire and Natural Hazards CRC Board.



Sandra Whight – Board Member,

Sandra is the General Manager Decision Support Services at the Bureau of Meteorology.

She is 25 years into her career with fire, which started in land management as a Ranger in NSW and bushfire specialist and was recently the Director of Community Fire Safety at the Tasmania Fire Service. She holds a Science Degree (with Honours) from the University of Sydney, and a Diploma of Public Safety (Firefighting Management). In 2004 she commenced with the Tasmanian Parks and Wildlife Service, working in bushfire policy and operations. In 2013 she joined the Tasmania Fire Service, overseeing structural changes to the State Fire Management Council, and implementing the whole-of-government Fuel Reduction Program. In 2017 she commenced as the Director of Community Fire Safety responsible for prevention and mitigation programs undertaken by the TFS, including education and regulation.

She is the co-Chair of the AFAC Climate Change Group, working with the whole Emergency Management Sector to adapt and respond to the challenges of climate change. She is passionate about using science and contemporary research, and risk-based approaches to shape policy and prepare communities to be resilient and safer from the impacts of fire. Sandra was previously a member on the Bushfire and Natural Hazards CRC Board.



Kate Vinot – Board Member

Kate Vinot brings over 20 years' experience as a senior executive in public and private sector organisations where the impact of natural hazards is critical to community resilience and success, and for sustainability. Her roles include strategy, risk and change management leadership in water utilities, land and biodiversity management, energy/water intensive manufacturing and local government.

Kate previously led the Utilities, Environment and Infrastructure practice at Nous Group as a Principal in Strategy and Public Policy, and has served on the Boards of GWM Water, Parks Victoria, and Zoos Victoria. She is motivated by how analysis and insight from research can support better, more sustainable, planning and decision-making in and by organisations.

Kate has qualifications in engineering, economics, and business administration. She is a Fellow of Engineers Australia, a Graduate member of the Australian Institute of Company Directors, an alumnus of the Williamson Community Leadership Program and a Rhodes Scholar.

Position Description

Position title:	Chief Executive Officer (CEO)
Organisation	Natural Hazard Research Australia
Reports to:	The Board

CONTEXT

On 1 July 2021 the Australian Government announced the establishment of the new natural hazards and disaster research centre, with \$85 million in funding over ten years, to deliver critical research into natural hazards. The funding is being augmented by contributions from partners especially States and their disaster management/resilience agencies.

The establishment of Natural Hazards Research Australia (the Centre) continues the coordinated national research effort over the last 18 years of two antecedent Cooperative Research Centres, the Bushfire CRC and the Bushfire and Natural Hazards CRC. The Centre is already addressing major challenges arising from recent natural hazards, including the 2019-20 bushfire season.

The Centre's Vision

That communities will be safer, more resilient, and sustainable in the face of natural hazards.

its mission

To work with partners and the community on research that is useful, actionable, and supportive of better decision-making to save lives and protect communities.

Natural Hazards Research Australia will deliver outcomes to:

- Protect human life and minimise harm and suffering – towards zero preventable deaths
- Foster well-prepared, resilient communities that are informed on the risks associated with natural hazard exposure, are informed about strategies for mitigating the impacts from natural hazards and are able to make informed decisions when faced with a potential disaster.
- Translate research into action, maximising use, utility, and implementation of research outcomes.

In delivering the strategy, the Centre builds Australian capability through:

- Strengthening national research capabilities in natural hazards
- Supporting the development of sustainable research and its translation capabilities within research provider and end-user organisations
- Strengthening and expanding the knowledge networks that were developed through the Bushfire Cooperative Research Centre (BCRC) and the Bushfire and Natural Hazards CRC (BNHCRC).

The Centre is focussed on natural hazard resilience and disaster risk reduction to support the needs of a variety of critical stakeholders, including emergency service agencies and communities, to mitigate impacts of, respond to and recover from natural disasters.

The Centre involves many partners drawn from government, private and not-for-profit sectors across Australia and

PRIVATE AND CONFIDENTIAL

10

New Zealand through contractual arrangements with relevant institutions. The Centre is tasked with delivering useable outputs, gaining recognition, and harnessing intellectual property to achieve the significant outputs expected from its activities and mission.

CENTRE VALUES

Respect – To recognise and value the contributions of everyone through embracing diversity in gender, ethnicity and thought

Focus – Ensuring that our activities are aligned with the Centre's vision and mission.

Integrity and Honesty – To be honest and act with integrity in all we do.

Research Excellence – Pursuing highest quality research methods and use.

Supportive Leadership – Allowing all involved in the Centre to achieve their potential.

Trust and Collaboration – Sharing and working co-operatively in a trusting environment.

Independence – To be open, transparent, and independent.

THE ROLE

The Chief Executive Officer is the responsible officer of the Centre. and leads the Executive Leadership Team.

The Chief Executive Officer is critical to the success of the Centre. The CEO has responsibility and accountability for the delivery of the Centre's vision and mission. The CEO will be the primary spokesperson of the Centre and drive thought leadership in the sectors in which the Centre operates. Working closely with the Executive Leadership Team, and the end-users and research partners the CEO will:

- Lead the strategic direction in conjunction with the Board
- Ensure a high calibre Executive Team is in place to manage the Centre's Day to day activities
- Drive a collaborative relationship and outcomes-focussed culture
- Ensure that the Centre's research and implementation activities deliver usable and used outputs.
- Manage the Centre's finances to ensure the best return on investment.
- Develop partnerships that drive investment in and impact of research activities of the Centre.

The CEO will have responsibility for the development and delivery of the Centre's strategy, reporting to the Board on the direction and progress. They will have excellent and broad knowledge across the problem scope of the Centre and be recognised as a leader in the organisation and deliverer of multi-party, collaborative research ventures to the public domain. The role requires excellent negotiation and facilitation skills along with high levels of tact and political nous in managing relationships with government, agencies, academic organisations, end-users and communities.

The CEO is responsible for all aspects of leading and managing the small number of nationally distributed staff, including:

- Ensuring the development and management of the office, IT and physical infrastructure.
- Management of staff development, OH&S and staff morale and satisfaction.
- Identification and management of risks.
- Effective delegation of responsibilities.

- Effective communications to many audiences, including mainstream media (TV, radio and Print), social media, Conferences and other events.

KEY RESPONSIBILITIES

The Centre operates under the auspices of a Corporations Act Company, Limited by Guarantee. The CEO's responsibilities are framed in that context.

The purpose of the CEO role is to provide leadership and management of the Centre to ensure that it produces tangible research results that enable end-users to manage risk from natural hazards more effectively, thereby enhancing disaster resilience and reducing negative social, economic, and environmental impacts.

The CEO will have such duties and responsibilities (Duties) as the Board determines from time-to-time, including:

- develop, and from time to time propose amendments to, a vision and a strategic plan for the Centre, in conjunction with the Board.
- propose research, utilisation, and education programs to implement the strategic plan.
- ensure that the Centre's research and education programs are world-class.
- establish and maintain the culture, values, and ethics of the Centre.
- provide strong leadership and effective management of the Centre to encourage cooperation and teamwork and to build and maintain a strong sense of identity with and allegiance to the Centre on the part of Members, stakeholders, and staff.
- monitor the Company's performance against established criteria and measures of financial and operating performance and report it to the Board.
- ensure that obligations under the Commonwealth Agreement and other agreements are met
- liaise with senior management in end-user Member organisations and stakeholders to ensure that the nature of the work being undertaken by the Company reflects end-user needs.
- ensure that the Centre's Intellectual Property is utilised, or otherwise made available, in ways which benefit Members and the broader community of stakeholders.
- ensure that the Centre complies with standards of workplace health and safety that are appropriate for the Centre's operations
- promote the broad objectives of the Centre to its community of stakeholders; and
- act as the public face of the Centre in its communications with the media and other public forums.

in each case, within the oversight, policies, delegations, and directions determined by the Board from time to time.

KEY RELATIONSHIPS

Internal:

Chair and Board of Directors
Executive Leadership Team

External:

Senior members of Partners (Government, Private sector, and Not-For Profit)
Commonwealth and State Ministers and advisors
Commonwealth and State senior bureaucrats
Senior research executives
Chief scientists
Research partners and senior researchers
Peer CEOs and senior managers in related public and private enterprises
The media

SELECTION CRITERIA

- An internationally recognised leader in a sector relevant to the Centre's research.
- Significant experience at senior executive and leadership level, including demonstrated ability to manage a small, diverse, and geographically distributed team
- A PhD or equivalent industry experience
- A strong understanding of the operations of government and private sector agencies.
- Highly developed relationship and networking skills, both at an individual and organisational level, and experienced at establishing effective relationships at CEO and Board level, including in a virtual environment.
- Demonstrated political awareness and ability to manage political issues both institutionally and in the context of State and Federal parliamentary politics.
- Highly developed written and verbal communications skills, including in a social media/on-line environment. Comfortable presenting to small and large groups, formally and informally.
- Well-developed analytical skills and ability to think and act strategically yet relate strategies to day-to-day activities.
- Demonstrated mediation and negotiation skills that help manage important and/or difficult situations in a way that achieves the best outcome for the organisation.
- Demonstrated high level of personal drive and integrity
- Knowledge of the workings of collaborative research enterprises, universities, and research agencies.

Desirable knowledge and experience:

- A broad understanding of physical science, social science, research management and delivery, and natural hazards.

The Application and Selection Process

COVID-19

In this dynamic and challenging environment, Derwent and Natural Hazards Research Australia are responding to changes to ensure the safety and equity for all applicants and stakeholders. Interviews will be held in accordance with public health guidelines and may be appropriately conducted in person or by video conference. We are happy to discuss these in greater detail with potential candidates and ensure that we are protecting the health and safety of everyone we work with.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to field inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Candidates with Disability

We aim to be an employer that ensures people with disability are able to access secure and sustainable employment opportunities and are respected for their skills and capabilities. We will provide reasonable adjustments such as access, equipment or other practical support at relevant stages of the recruitment process. Please contact publicsector@derwentsearch.com.au to advise Derwent at any stage of any adjustments you may require. This may include access an interpreter or reader, provision of information in different formats or changes to the assessment process. We are happy to discuss what is available with or you can note these on your application.

Applications

Closing date: Tuesday 26th April 2022

Applications:

All applications are to be received by Derwent. To apply, please go to www.derwentsearch.com.au and search the role title. Your application should include a resume and a cover letter highlighting your suitability.

Enquiries:

Call Ali McCourt at Derwent on 02 9091 3252 or by email publicsector@derwentsearch.com.au and we will reply with information and/or arrange a convenient time to speak as required. Derwent will maintain confidentiality with respect to contact by potential applicants.

Selection process

Derwent will conduct a review of applications for Natural Hazards Research Australia to consider and select a candidate short list to attend an interview with the selection panel. Candidates may also be required to complete additional assessments such as a presentation, personality profile and cognitive ability assessments. Further information and sufficient notice regarding additional assessments will be provided, and reasonable adjustments will be provided for candidates with a disability.

Reference Checks

For candidates in final consideration, at least two referees will be contacted with permission before an offer is made. Any written references provided will also be checked and additional referees may be sought to further understand a candidate's merits for the role.

Pre-employment verification and background checks

Before an offer of employment is made the following checks will be undertaken:

- Academic Qualification Check
- Professional Membership Check
- Criminal History Check.