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Department of
Parks and Wildlife



Graduation and Awards Ceremony



Keiran McNamara Conservation Science Centre, Kensington

9 June 2017



The Graduates

Mentored Aboriginal Training and Employment Scheme (MATES)

Certificate II in Conservation and Land Management

Augustine Badal
Kieran Cross
Nathan Hunter
Clay Peart

Broome
Denham
Broome
Kununurra

Certificate IV in Conservation and Land Management

Jason Fong
Jason Richardson
Jonnie Saegenschnitter

Broome
Broome
Yanchep National Park

Firefighting Operations

Certificate II in Public Safety (Firefighting Operations)

Callum Raper
Vicky Reynen

Manjimup
Kensington

Aspiring Leaders Program

Peter Barnes
David Chemello
Michelle Corbellini
Bill Dempsey
Pericles Dos Santo
Corrin Everitt
Megan Flowers
Matthew Fossey
Tim Gregson
Matthew King
Leticia Lorkiewicz
Katie MacWilliams
Johannes Pieterse
Meghan Porter
Nitin Solanki
Danielle Stone
Sean Walsh
Campbell Youngson

Exmouth
Kununurra
Kensington
Kununurra
Atrium
Bunbury
Bunbury
Kensington
Wanneroo
Kensington
Kensington
Kensington
Kalgoorlie
Kensington
Kensington
Kensington
Kensington





Fire Management Reward and Recognition Program 2017

The Department of Parks and Wildlife is responsible for managing fire in forests, parks, reserves and other lands managed by the department. Fire management includes prescribed burning, bushfire detection and response activities. The department has more than 100 dedicated full-time fire management staff, more than 300 permanent and seasonal frontline firefighters and more than 400 staff in other roles across the State who can be called on to assist in fire management activities. Many of these staff members possess specialised skills and experience that contribute to fire management activities.

The Fire Management Reward and Recognition Program acknowledges those staff members who consistently demonstrate excellence, leadership and dedication in their fire management roles and other core activities.

In 2017, more than 20 nominations were received. A selection panel assessed each nominee against criteria such as leadership, integrity, work ethic, sound judgement, collaboration, mateship, innovation and technical skills as well as other attributes.

Outstanding Leadership Award

The Outstanding Leadership Award recognises the achievements of a senior fire manager or incident controller involved in the department's fire management activities.

The recipients of the Outstanding Leadership Award for 2017 are Kelly Gillen and John Gillard.



Kelly Gillen

Kelly's long and distinguished career in fire management is underpinned by his in-depth understanding of Western Australian fire management including both bushfire suppression and prescribed burning. He is not only operationally fluent through many years of experience fighting bushfires in regional areas but is also one of the State's foremost and most competent incident controllers, having commanded some of WA's most challenging bushfire response efforts.

John Gillard



As the Donnelly District manager for more than 26 years, John epitomises the spirit of leadership by focusing on the long-term strategic needs of the department.

One of John's most notable achievements is his development of a cohesive and high-achieving fire management team for prescribed burning and bushfire suppression operations and piloting local community collaboration processes to address complex prescribed burning issues.

Outstanding Achievement Award

The Outstanding Achievement Award recognises the achievements of an operational, incident management team or support staff member involved in the department's fire management activities.

The recipient of the Outstanding Achievement Award for 2017 is Brian Moss.



Brian Moss

In his role as operations manager for Donnelly District, Brian oversees the human and physical resources for the district's fire management and other programs. He leads by example through his effective communication and professionalism as well as his financial accountability, technical proficiency and exemplary work ethic.

Outstanding Crew Leader Award

The Outstanding Crew Leader Award recognises the achievements of a leader involved in the department's fire management activities.

The recipient of the Outstanding Crew Leader Award for 2017 is Matt Corlett.



Matt Corlett

Matt is an overseer in Walpole with more than 22 years of fire experience. He is renowned for his ability to keep a cool head in challenging situations as was demonstrated by his actions during the Black Cat Creek bushfire in November 2012. A quiet achiever, Matt consistently displays sound judgement, promotes a strong teamwork ethos and shows innovation in resolving issues.

Outstanding Crew Member Award

The Outstanding Crew Member Award recognises the achievements of a crew member involved in the department's fire management activities.

The recipient of the Outstanding Crew Member Award for 2017 is Bradley Walter.

Bradley Walter

Starting with the department in 1980, Bradley is an extremely competent and confident machine operator and firefighter who is highly regarded by the Mundaring team. His strong work ethic, trustworthiness, collaborative nature and self-motivation is an incredible asset to the department.

The following staff members are also recognised for their exemplary efforts in the department's fire management activities:

Excellence Awards

- Neil Burrows
- Mitchell Davies
- Tom Kenneally
- Richard Lorkiewicz.

Outstanding Contribution Awards

- Bel Catcheside
- Anne Lillie
- Alan Rhodes

Western Shield Award

Western Shield is Parks and Wildlife's flagship wildlife recovery program. It aims to recover native animal populations in the wild primarily through the control of foxes and feral cats. Now in its 22nd year, the program is one of the largest and most successful wildlife conservation programs ever undertaken in Australia. It includes monitoring and translocations of native animals as part of recovery efforts for some of the State's most threatened native fauna.

The *Western Shield* Award has been developed to acknowledge an employee who has shown a long-term commitment to the promotion and delivery of actions supporting the *Western Shield* program.

The recipient of the *Western Shield* award for 2017 is Mike Paxman.



Mike Paxman

Mike has been the senior ranger at Kalbarri National Park since 1998. In that time, he has been a passionate advocate for the *Western Shield* program. Mike has been heavily involved in all operational requirements of the program within the park including fox baiting, fauna monitoring, translocations and engaging with the community to promote fauna recovery.

During his time in Kalbarri, Mike and his team have supported translocations of chuditch, woylies, tammaras and black-flanked rock wallabies. Despite the intensity of this task and the wide array of other work required in a busy park, Mike has set translocations as a high priority for his team and delivered what has been required, often in challenging circumstances.

Over the years Mike has established a strong link with the local *Bush Ranger* cadets, regularly providing them with information about conservation and the *Western Shield* program. He also ensured cadets were involved in translocations of rock wallabies by arranging for them to help transport the animals, giving the students a unique experience to be part of important conservation action.

Mentored Aboriginal Training and Employment Scheme (MATES) Program Awards

Parks and Wildlife is committed to increasing the representation of Aboriginal people at all levels across the department by creating a culturally sensitive and rewarding work environment, becoming an employer of choice and being a great place to work for Aboriginal people.

The MATES training team provides individual work centres the ability to deliver on-the-job and formal vocational training to Aboriginal employees.

Trainees are supported at an operational level by local work centre supervisors, managers and workplace trainers and assessors. This allows them to achieve work and study performance goals that assist in their vocational proficiency and ongoing career development.

Each trainee in the program is provided with the opportunity to undertake a Certificate II in Conservation and Land Management and progress through to the Certificate IV while concurrently completing the suite of operational training made available through the regions.

Please see page 2 for a full list of this year's MATES graduates.

Currently the scheme works on the ground in support of wider joint management arrangements with Aboriginal corporations, private enterprise, and other government departments. These joint management arrangements include, but are not limited to the:

- 31165 Reserve Joint Management Committee
- Yoorrooyang Dawang Park Council
- Purnululu World Heritage Area Advisory Committee
- Kimberley conservation efforts
- Cane Toad Initiative for Western Australia
- Yawuru Park Council
- Eighty Mile Beach Marine Park

While the scheme continues to gain momentum in the Kimberley, it has also expanded across the State and is currently supporting Aboriginal staff members employed in programs within Yanchep National Park and Shark Bay (Dirk Hartog Island Restoration Project.)

Aboriginal Trainee of the Year

The Aboriginal Trainee of the Year is awarded to a MATES trainee who has demonstrated a high level of achievement throughout their traineeship in both practical and theoretical tasks.

The recipient of the Aboriginal Trainee of the Year Award for 2017 is Jason Richardson.



Jason Richardson

Jason first started with the department as a clerical officer in 2010. Demonstrating

strong administrative and communication skills, his ambition was recognised and he was appointed as acting education and interpretation officer for a short period, before securing a position as a Yawuru trainee ranger in 2014.

During the past three years as a trainee ranger Jason has excelled in his studies, completing all the course requirements for the Certificates II, III and IV in Conservation and Land Management to a high standard. He has shown dedication and passion for his role and his professional development. He has undertaken additional training courses and leadership opportunities, including acting opportunities supervising other Yawuru rangers on several occasions.

Jason, is a 'go to' person for not just the other rangers, but all staff across the department. He shows great knowledge and practical application of the *Conservation and Land Management Act 1984* across the Yawuru Conservation Estate and sets a high standard and expectation of his work which resonates across the team. He is always seeking opportunities to advance, both personally and professionally within the department.

Jason is a descendant of the Yawuru-Bard people and maintains strong links to culture and country. As he continues to progress his career in the Yawuru Joint Management team, Jason looks forward to seeing a Yawuru person taking leadership of the team and aspires to one day becoming district manager of the West Kimberley.

Aboriginal Trainee Supervisor of the Year

The Aboriginal Trainee Supervisor of the Year is awarded to a MATES supervisor who has demonstrated a high level of support and commitment to the development of trainees under their supervision.

The recipient of the Trainee Supervisor of the Year Award for 2017 is Mark Varley.



Mark Varley

Mark is the senior ranger at Yanchep National Park and among his many duties, he oversees a complex works program that he adapted to enable MATES trainee Jonnie Jonnie Saegenschnitter to meet the theory and practical skills outcomes of the MATES traineeship.

Mark is culturally sensitive and understands the importance of the MATES program, and has made a personal commitment to support Jonnie and other Certificate IV in Conservation and Land Management trainees in achieving their goals.

Mark has proven over time that he is a very balanced and knowledgeable person who has put a great deal of time and effort into providing meaningful tasks for trainees. This

has provided the opportunity for MATES trainees to not only gain the required skill set but also to attain personal growth through their contribution to a team.

Kwabalitch Award

The Kwabalitch Award recognises a trainee who has demonstrated an admirable level of dedication throughout their studies and a commitment to personal and professional development.

The recipient of the Kwabalitch Award for 2017 is Jonnie Saegenschnitter.



Jonnie Saegenschnitter

Jonnie is a conservation employee with the Swan Coastal District at Yanchep National Park. Jonnie exceeds expectations through his dedication to ensuring the safety of himself and his workmates. Jonnie has spent time in both Parks and Visitor Services (PVS) and operational areas and has excelled over many years assisting with fire operations. This versatility has enabled Jonnie to gain a broad experience across many areas within the department.

He has excelled in learning and gaining new skills, most recently achieving a specialised role as a cave guide in Yanchep National Park.

Jonnie is always willing to share his culture and has played a critical role in mentoring many Aboriginal students from local schools. He has received excellent feedback from local Aboriginal and islander education officers and coordinators.

Jonnie is a valued employee who has provided a high level of commitment and an excellent standard of work while completing his Certificate IV in Conservation and Land Management in 2016.

Certificate II in Public Safety (Firefighting Operations)

Parks and Wildlife provides specialist firefighting training to employees who are engaged in prescribed burning and fire suppression activities. This work is of a critical nature to the department's land management objectives as well as meeting the requirement to provide essential firefighting resources to combat bushfires threatening the Western Australian community and environment.

This qualification recognises the skills and knowledge of firefighting personnel working predominantly as crew members across the state. The development program includes a one-week firefighting crew member training course followed by extensive practical skills acquisition and ongoing development carried out in the workplace.

The department is also awarding the qualification through a skills recognition process for those employees who have many years of fire experience.

The graduates of the Certificate II in Public Safety (Firefighting Operations) are *Callum Raper* and *Vicky Reynen*.

Aspiring Leaders Program

Parks and Wildlife's Management Leadership Development Framework identifies and develops the department's current and future leaders.

The programs within the framework are designed to promote career development and help staff build personal and leadership skills. These are prestigious programs with the Director and/or agency head nominating staff they have identified as future leaders, depending on their level they are invited to participate in the either the Effective Supervision Skills Program, the Aspiring Leaders Program or the Executive Leadership Development Program.

The Aspiring Leaders Program is targeted towards PSA Levels 5 and 6 (or equivalent) and is designed to stretch, foster and develop leadership potential.

The program is a 12-month commitment consisting of five workshops that are delivered quarterly. Topics in the program include:

- emotional intelligence at work
- coaching and mentoring
- leadership and emotional intelligence
- conflict management
- workplace communication
- continuous improvement
- building teams
- innovation
- DiSC 363 model for leaders
- change management
- understanding resistance to change
- career development
- strategic planning
- creating and presenting strategic plans.

Each workshop gives participants tools and theories surrounding the topics. Participants are then expected to apply theory in the workplace with the support of a mentor.

Today we are recognising the participants who successfully completed the 2015–16 Aspiring Leaders Program.

Please see page 2 for a full list of this year's graduates from the Aspiring Leaders Program.

Corporate Leadership Group

The Department of Environment Regulation's (DER) Corporate Leadership Group (CLG) was established in 2014–15 to provide input and advice into current and future strategic initiatives for the department. The forum provides a structured opportunity for applied leadership development at all levels across the department. The 2016 Corporate Leadership Group delivered projects of strategic organisational value including the DER Planning Forum in December 2016.

The Corporate Leadership Group:



Scott Bainbridge
Strategic Policy and Programs



Julie Bowra
Corporate Services



Jessica Dixon
Compliance and
Enforcement



Fiona Sharp
Licensing and
Approvals



Brendan D'Sa
Office of the Director
General



Cara Francis
Strategic Policy and
Programs



**Christina
Maughan**
Corporate Services



Bill Richmond
Licensing and
Approvals



**Peter Van
Schoubroeck**
Licensing and
Approvals

Scholarship Program

Parks and Wildlife supports continuous learning and professional development for all employees and offers financial assistance through the Scholarship Program to those wishing to undertake further development and/or studies.

Financial assistance is provided by the department to support employees' learning and development opportunities through the following categories:

- Women's Scholarship
- Science Scholarship
- Leadership Scholarship.
- Career Development and Study Assistance Scholarship

The *Scholarship Program* rewards outstanding individual performance and recognises the significant dedication required to successfully combine work and study.

The Women's Scholarship in Honour of June Craig

The *Women's Scholarship* has been established to honour the work of June Craig, WA's first female Minister with a conservation-related portfolio and second-ever female Cabinet Minister.

This scholarship was developed to encourage, support and facilitate all women in the department to enhance and develop their careers and increase their

contribution to the department's mission. It provides an opportunity to develop, reward and retain knowledgeable and competent women in the department.

June Craig is a notable example of a Western Australian woman for whom contributing to the community and conserving the environment has been a way of life, a means of self-expression, and a career.

The recipients of the *Women's Scholarship* for 2017 are:

- **Emma de Burgh**, Graduate Certificate in Marketing
- **Jacqueline Shervington**, Certified Practising Accountant (CPA) Program.

The Science Scholarship in Memory of Dr George Malajczuk

The *Science Scholarship* is available to all employees with an undergraduate science qualification. The scholarship is designed to provide continuing education opportunities in a range of science disciplines.

This scholarship is in memory of the late Dr George Malajczuk who passed away in January 1997 at the age of 52. George had a distinguished career with the department. His doctorate in applied mathematical programming techniques set the standard for many land management planning activities throughout the State.

Later, he was appointed as regional leader (planning) for the Swan Region before being appointed as principal economist and subsequently director of economics.

George provided the scientific excellence underpinning many of the department's

initiatives. It is this scientific excellence that is fostered and nurtured with the *Science Scholarship* award.

The recipient of the *Science Scholarship* for 2017 is:

- **Robert Hughes**, Graduate Diploma of Science (Groundwater Hydrology).

The Leadership Scholarship in Memory of Seamus Mulholland

The *Leadership Scholarship* in memory of Seamus Mulholland is designed to provide continuing education opportunities in a range of management and leadership disciplines and is available to all employees.

Seamus Mulholland passed away in December 1996 at the age of 32. Seamus was a brilliant economist and was heading the important strategy aimed at fighting the State's salinity problems.

Seamus was a well-respected leader who demonstrated a delicate balance of courage, wisdom and integrity. It is this leadership quality that is fostered and nurtured with the *Leadership Scholarship*.

The recipient of the *Leadership Scholarship* for 2017 is:

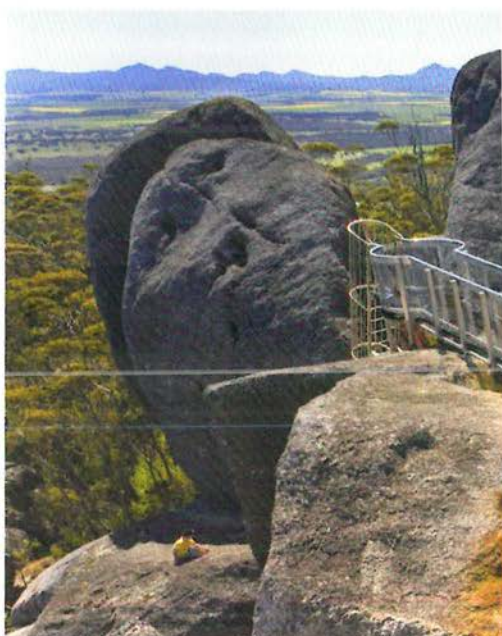
- **Lincoln Marissen**, Master of Emergency Management

Director General's Scholarship for Career Development and Study Assistance

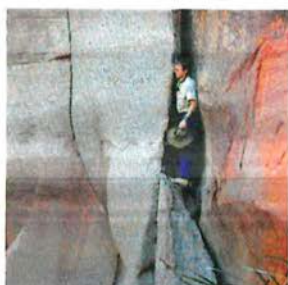
Parks and Wildlife staff wanting to study at the post-secondary education level are invited to apply annually for the Director General's *Career Development and Study Assistance Scholarship*.

The recipients of the *Career Development and Study Assistance Scholarship* for 2017 are:

- **Leticia Lorkiewicz**, Diploma of Digital Interactive Media
- **Carola Lovegrove**, Advanced Diploma in Leadership and Management
- **Lynette Marshall**, Graduate Diploma in Social Research Methods







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