

Training news

Developing our future leaders

The Executive Leadership Development Program for 2017 commenced recently, bringing together our future leaders, from around the state.

The program is tier 3 of the department's Management Leadership Development Framework, which also includes the Effective Supervision Skills and Aspiring Leaders programs.

The Executive Leadership Program is aimed at staff in levels 7 or 8 (and equivalent) and is designed to strengthen the department's capacity to deliver and meet its strategic objectives by developing and shaping its future leaders.



Above: 2017 Executive Leadership Program participants with Program Coordinator Peter Hill and Program Facilitator Dominic Seow.

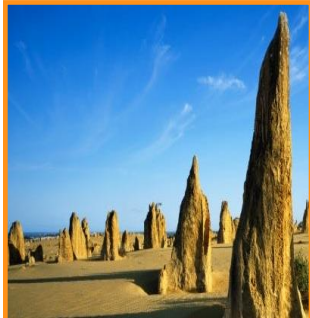
An action learning approach is used throughout the program with participants placed into project teams and presented with real-life strategic challenges that are specific to the department.

The 12-month program covers:

- Contemporary leadership practices and individual leadership styles.
- Strategic leadership and thinking.
- Leading and motivating people and teams.
- Leading cultural and organisational change.

Each participant is matched to a professional external coach who assists them in applying the workshop learning and achieving their development plan.

If you would like more information about the program or the department's Management Leadership Development Framework please contact the Learning and Development Section.



Other news

Staff recognised at Annual Graduation and Awards Ceremony

The department held its annual Graduation and Awards Ceremony at the Keiran McNamara Conservation Science Centre in Kensington on 9 June 2017.

Fifty-six staff were recognised at the ceremony for their commitment and achievements in various fields including; fire management, native animal conservation, land management and corporate leadership.

Environment Minister Stephen Dawson joined in the celebration, and in his speech highlighted the dedication and commitment of our staff and the outstanding work they're involved in.

Public Information and Corporate Affairs Branch covered the event and photos of the ceremony are now available on the [intranet](#). A short video will also be available and broadcast soon.

Congratulations to all the graduates, award winners and scholarship recipients who were acknowledged on the day.



Above left to right: **1** Mentored Aboriginal Training and Employment Scheme (MATES) graduates (L-R): Jonnie Saegenschmitter, Kieran Cross, Augustine Badal, Jason Richardson, Jason Fong, Daniel Balint (MATES Coordinator), Nathan Hunter, Clay Peart. **2** MATES Trainee Supervisor of the Year: Mark Varley. **3** Fire Management Reward and Recognition Program winners: (front row L-R) Alan Rhodes, Bradley Walter, John Gillard, Kelly Gillen, (back row L-R) Tom Kenneally, Mitchell Davies, Anne Lillie, Neil Burrows, Matt Corlett, Richard Lorkiewicz (not pictured: Brian Moss and Bel Catcheside). **4** Western Shield Award: Mike Paxman.



Above left to right: **5** Aspiring Leaders Program graduates: (front row L-R) Nitin Solanki, Meghan Porter, Campbell Youngson, (middle row L-R) Megan Flowers, Corrin Everitt, Leticia Lorkiewicz, (back row L-R) Matt King, Sean Walsh, Matt Fossey, Tim Gregson, (not pictured: Peter Barnes, David Chemello, Bill Dempsey, Pericles Dos Santo, Katie MacWilliams, Johannes Pieterse). **6** DER Corporate Leadership Group graduates (front row L-R) Christina Maughan, Brendan D'Sa, Jessica Dixon, Jacqueline Shervington, (back row L-R) Julie Bowra, Scott Bainbridge and A/Director General Dan Volaric. (not pictured: Cara Francis, Bill Richmond, Peter van Schoubroeck and Fiona Sharp. **7** Scholarship Program recipients: (L-R) Lynette Marshall, Leticia Lorkiewicz, Jacqueline Shervington, Lincoln Marissen (not pictured: Emma de Burgh, Robert Hughes, Carola Lovegrove).

Other news

Achievements of MATES trainees recognised

The Mentored Aboriginal Training and Employment Scheme (MATES) was a key highlight of the recent 2017 Parks and Wildlife Graduation and Awards Ceremony with seven MATES trainees graduating with a Certificate II or Certificate IV in Conservation and Land Management.

The annual ceremony is an opportunity to not only to recognise the graduating trainees but also individuals involved in MATES who show outstanding levels of achievement and dedication to their personal and professional development.

The Aboriginal Trainee of the Year was awarded to Jason Richardson, who has excelled in his studies and completed the Certificates II, III in IV in Conservation and Land Management in three years. Jason is highly regarded for his professionalism and knowledge. He was awarded with a framed Fremantle Dockers Jumper, signed by the 2017 team.

The Kwabalitch Award was established to recognise a trainee who has demonstrated an admirable level of dedication throughout their studies and a commitment to personal and professional development. This year's recipient was Jonnie Saegenschmitter.

Jonnie is a conservation employee with Swan Coastal District at Yanchep National Park and has spent time in both Parks and Visitor Services (PVS) and operational areas and has excelled over many years assisting with fire operations. Jonnie provided a high level of commitment and an excellent standard of work, completing his Certificate IV in Conservation and Land Management in 2016. Jonnie received a framed Port Adelaide jumper which was designed by Indigenous Australian Rules Football player, Nathan Krakouer for the Sir Doug Nicholls Indigenous Round, which celebrates indigenous players and their culture. Jonnie was delighted with the award, and said "This means a lot to me and will stay in the family and go to my children'.



Above: Aboriginal Trainee of the Year Jason Richardson and family, with Director General Jim Sharp.



Yanchep National Park Manager Julia Coggins was absolutely thrilled with Jonnie winning the award, highlighting his achievements "Jonnie is always willing to share his culture and has played a critical role in mentoring many Aboriginal students from local schools, gaining excellent feedback from Aboriginal Education officers and coordinators', she said.

Developing trainees through MATES would not be possible without the support and encouragement of their supervisors. This year, the Aboriginal Trainee Supervisor of the Year was awarded to Mark Varley. Mark, a senior ranger in Yanchep National Park, was recognised for his commitment in developing and adapting a works program to help MATES trainees achieve their goals.

Left: Kwabalitch Award recipient Jonnie Saegenschmitter (centre) with Yanchep Park Manager Julia Coggins and Aboriginal Trainee Supervisor of the Year recipient Mark Varley.

Recruitment updates

Selection Guide for Panels

The '*Selection guide for panels*' has been updated and now contains additional information on assessing values and 'soft skills' during the recruitment process.

By including assessment of values and soft skills enables panels to consider an applicants' values and cultural fit with the department when making their selection decision.

Panel members are encouraged to refer to the new guidelines and if further assistance is required to contact the Recruitment Coordinator, Sue Oakman on (08) 9219 9281.

Selection Panel Training

All members of a selection panel are required to have attended the Selection Panel training workshop.

This workshop is conducted by Personnel Services Section throughout the year in Kensington and can be arranged in regional locations as required. This year, the training has been delivered successfully in Geraldton, Jurien Bay and Mundaring.

If it has been some time since you last participated in this training, you are encouraged to attend a session to keep abreast of new developments and changes.

Please check the training calendar on the [intranet](#) for dates.

Job Application and Interview Skills Training

The Job Application and Interview Skills workshop is based on WA Government processes and Parks and Wildlife specifically. Participants are provided with valuable information on how to prepare a job application and interview skills and techniques.

Individual assistance is also available by contacting the Recruitment Coordinator, Sue Oakman on (08) 9219 9281 or Chantal Laval, Senior Project Officer on (08) 9219 9878.

Reminder: The People Services Branch is now located in the eastern demountable within the Kensington compound. All are welcome to come in to discuss issues, seek information and in general get to know the team.