

## Candidate Information Pack

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**Organisation:** Australian Museum  
**Position:** Director, Australian Museum Research Institute  
**Consultant:** Emma Alberici, Partner  
**Date:** March 2026

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#### Links to Other Useful Documents

<https://australian.museum/>

[Australian Museum Research Institute](#)

[Australian Museum Science Research Strategy.](#)

## Advertisement

### Director, Australian Museum Research Institute

- Lead a world-class natural history collection
- Make an impact at the country's first museum
- Key leadership role

The Australian Museum (AM) is the nation's first museum and a leading advocate for the richness of life and the earth in Australia and the Pacific. The AM boasts more than 22 million scientific specimens and cultural objects in its collections and is a highly prized feature of the Sydney cultural experience. In 2024, its widely lauded exhibition – *Ramses and The Gold of the Pharaohs* – returned \$57 million to the state of New South Wales. In 2027, the Museum will celebrate its 200<sup>th</sup> birthday. The AM is at the heart of conversations around climate change, the environment and wildlife conservation and it promotes and celebrates First Nations' culture. Through its Lizard Island Research Station, the Australian Museum continues to be a vital supplier of coral reef research and education for scientists and researchers from around the world. It is also a significant employer in Sydney with a workforce of 500 full-time and volunteer staff.

An organisational redesign has created a rare and compelling opportunity to join this esteemed institution as the Director, Australian Museum Research Institute (AMRI). Reporting to the Director & Chief Executive Officer, Kim McKay AO, the Director, AMRI will provide dedicated operational leadership for one of Australia's most significant natural history and museum science research bodies. The role is responsible for the effective day-to-day functioning of AMRI and the strategic allocation of its resources to support the Museum's research mission and [Australian Museum Science Research Strategy](#).

Serving on the Executive Leadership team of the AM, the role leads eight direct reports and a division of more than 100 staff across world-class research programs spanning Life & Geo Sciences, Natural Science Collection Enhancement, Collection Care & Conservation, Wildlife Genomics, Citizen Science, Climate Change and the iconic Lizard Island Research Station. With a strong focus on effective governance and operations, the role oversees budget management, research governance, regulatory compliance, and workforce capability development across the institute.

The Director, AMRI and the Chief Scientist form a powerful leadership partnership at the heart of the AMRI. The two roles share strategic accountability for AMRI's performance, making joint decisions on major initiatives to ensure scientific priorities are aligned to the broader Australian Museum objectives. While the Director, AMRI drives the operational excellence that enables world-class science, the Chief Scientist shapes the strategic research agenda that positions AMRI at the forefront of natural history and museum science nationally and internationally. Together, the two roles ensure AMRI's scientific ambitions are matched by the organisational strength to deliver them. Further information can be found in the Candidate Pack.

We are seeking a strong and dynamic leader who is results driven and operates with high integrity. You will have demonstrated senior executive experience leading complex research, scientific, collections management, or academic organisation, and bring proven capability in governance, financial management, and workforce leadership. With a collaborative approach and sound operational acumen, you will excel in translating strategic direction into outcomes, building high-performing teams, and engaging effectively with government agencies, universities, research institutions, and industry partners.

To apply and to download the candidate information pack please go to [www.derwentsearch.com.au](http://www.derwentsearch.com.au) and click on 'search jobs'. Your application requires a resume of no more than four pages and a cover letter of no more than two pages highlighting your suitability and most relevant achievements. For further information, please email [publicsector@derwentsearch.com.au](mailto:publicsector@derwentsearch.com.au) or call Emma Alberici from Derwent on 0419 683 660.

Derwent will maintain confidentiality with respect to contact by potential applicants.

More information about AMRI can be found on [Australian Museum Research Institute](#).

Applications close: 10:00 AM on Sunday 15 March 2026 AEST.

## About the Australian Museum

For almost 200 years, the Australian Museum has been at the forefront of Australian scientific research, collection and education.

Australia's first public museum was established in Sydney in 1827 with the aim of procuring "many rare and curious specimens of Natural History."

The collection was originally housed in various buildings around Sydney until colonial architect Mortimer Lewis designed a dedicated museum building. Construction began in 1846 on a site in William Street near Hyde Park, and the new museum opened to the public in 1857 with just one exhibition gallery. Since then, the site has been modified many times to accommodate the growing needs of exhibitions, collections and staff. In 2008 a new wing to the east of the site was built to house scientific staff and collections.

Today the Australian Museum continues its roles in scientific research, education and public engagement.

From a "beautiful Collection of Australian curiosities", the Museum has grown to an internationally recognised collection of more than 22 million cultural and scientific objects. The Museum plays a leading role in taxonomic and systematic research, and at its research station at Lizard Island, it conducts significant research on coral reef ecology. Through exhibitions and other public programs, the Australian Museum continues to inform and amaze generations of visitors about the unique fauna and cultures of Australia and the Pacific.

### Mission

To ignite wonder, inspire debate and drive change.

### Vision Statement

To be a leading voice for the richness of life, the Earth and culture in Australia and the Pacific. We commit to transform the conversation around climate change, the environment and wildlife conservation; be a strong advocate for [First Nations' culture](#); and continue to develop [world-leading science](#), collections, exhibitions and [education programs](#).

The Australian Museum is a dynamic source of reliable scientific information and a touchstone for informed debate about some of the most pressing environmental and social challenges facing our region: the loss of biodiversity, a [changing climate](#) and the search for cultural identity.

Underpinning our research is an irreplaceable collection of international standing: over 22 million objects representing a timeline of the environmental and cultural histories of the Australian and Pacific regions.

[The collection](#) holds many objects from Indigenous Australia and the Pacific, a record of human diversity and a living wellspring for regional cultural diversity.

It contains irreplaceable fossils, minerals, meteorites and gemstones that provide a geological perspective of the planet. It houses representative specimens of native Australian mammals, birds, reptiles, fish and countless invertebrates that tell many stories about our unique wildlife.

## About the Australian Museum Research Institute

### Australian Museum Research Institute

The Australian Museum Research Institute (AMRI®) is committed to understanding and responding to challenges facing our planet through scientific research, communication and education and offers a unique perspective on understanding the evolution of our environment and the path to a better future.

### Australian Museum Research Institute (AMRI®) Vision

To anticipate and respond to fundamental scientific questions about our past, present and future leading to positive impacts on our changing planet; to protect, improve and provide access to our collections in a sustainable and equitable way; and to advance public understanding of science, grounded in our research expertise.

### Australian Museum Research Institute (AMRI®) Mission

To be a trusted global leader in scientific research, collections care and public engagement.

AMRI® brings together a [team](#) of more than 100 staff including research scientists, collection scientists, collection officers and

more than 130 associates, fellows and students. We also host many visiting local and international researchers each and every year. Our research focuses on some of today's major challenges, including:

- Understanding changing biodiversity including impacts of climate change via taxonomic research and contributing to threatened species and conservation management
- Researching major changes in earth sciences, particularly in mineralogy, petrology, and palaeontology
- Exploring and communicating under-represented histories and cultures

### **About the Life & Geo Sciences Team**

- **The largest branch at the Australian Museum with ten collection areas.**

The AM's **Life & Geo Sciences Team** advances scientific discovery and understanding of Earth's biodiversity and geological heritage. Housing one of the world's most extensive natural science collections — from animals and fossils to minerals — we document, preserve, and interpret the natural world to better understand its past, present, and future.

Our research spans diverse disciplines including ornithology, mammalogy, malacology, ichthyology, arachnology, entomology, herpetology, and geology. By describing, classifying, and studying species and geological specimens, we provide the foundational knowledge needed for conservation, environmental management, and informed decision-making.

The division's collections serve as a global scientific resource, supporting researchers, students, and policy makers alike. Our mission is to expand knowledge of life and Earth sciences, promote sustainable practices, and contribute to solutions for biodiversity conservation, climate challenges, and natural resource management.

### **About the Natural Sciences Collection Enhancement Project (CEP)**

- **A 10 year project to digitise the AM's estimated 22 million specimens.**

The **Natural Sciences Collection Enhancement Project (CEP)** is a strategic initiative dedicated to digitising the Australian Museum's natural science collections, improving their accessibility, discoverability and long-term research value. Operating within the Collection Enhancement function, the CEP coordinates the day-to-day delivery of large-scale digitisation activities in alignment with the Museum's strategic priorities and best practice standards.

Working closely with Collection staff and specialist teams including Barcoding, EMu, Conservation and DigiVol, the department drives efficient and consistent digitisation workflows across diverse collection areas. The team develops and maintains clear documentation of processes, standards and systems to ensure accuracy, integrity and sustainability in collection data.

Through strong collaboration and technical coordination, the Natural Sciences CEP plays a critical role in transforming the Australian Museum's collections into accessible digital assets for researchers, educators and the broader community.

### **About the Australian Centre for Wildlife Genomics**

- **Supports all molecular based research at AMRI and molecular diagnostic services to a variety of external partners.**

The **Australian Centre for Wildlife Genomics (ACWG)**, based within the Australian Museum, is a nationally significant research facility advancing biodiversity science through cutting-edge genomic technologies. From DNA barcoding and environmental DNA analysis to whole-genome sequencing, ACWG supports research that informs conservation management, biosecurity, threatened species recovery and our broader understanding of Australia's unique wildlife. Guided by the Museum's Science Strategy, the Centre provides strategic leadership in the development, governance and sustainable management of the Australian Museum Tissue Collection, ensuring best practice in acquisitions, ethical access, compliance, valuation and workplace health and safety.

ACWG works closely with universities, government agencies and conservation organisations across Australia and internationally, building collaborative research partnerships that translate genomic science into real-world outcomes. Beyond research, the Centre contributes to the Museum's life-long learning mission by sharing expert knowledge through public programs, outreach and contemporary media. Through competitive grant funding, sponsorship and the supervision of students, fellows and research staff, ACWG strengthens national scientific capability while securing the long-term sustainability of this critical research infrastructure.

## About the Collection Care and Conservation Team

- **Works collaboratively with the Exhibitions team to bring our collections to the public and the preservation of our collections.**

The Australian Museum's **Collection Care and Conservation team** is responsible for the long-term preservation of the Museum's cultural and scientific collections. The team applies best practice conservation standards to ensure that collection material is carefully assessed, treated, documented and stored to the highest professional and ethical benchmarks.

Working across disciplines, the department undertakes conservation assessments and treatments, implements improvements to storage systems, and prepares collection material for loans and exhibitions. Through robust preventive conservation programs, the team actively mitigates risk and safeguards collections from environmental, physical and handling impacts.

Collaborating closely with curators, researchers, exhibitions staff and external partners, the team contributes to the Australian Museum's strategic goals by enabling access while protecting the integrity of the collections. In doing so, the department plays a critical role in preserving Australia's cultural and scientific heritage for current and future generations.

## About the Climate Solutions Centre

- **The first climate communications centre in Australia's museum sector.**

The **Australian Museum's Climate Solutions Centre (CSC)** is a bold initiative dedicated to increasing understanding of climate change and inspiring meaningful engagement across Australia. Grounded in science and driven by collaboration, the Centre brings people together to inform, empower and mobilise commitment to practical climate solutions.

The CSC communicates powerful stories that spotlight innovation, resilience and pathways to positive futures. By connecting research, lived experience and creative storytelling, the Centre helps audiences explore what climate solutions look like - and how they can be part of them.

Through travelling exhibitions, public events, education programs, website content, digital resources and social media, the Climate Solutions Centre extends its reach beyond the Museum's walls. Engaging audiences onsite, online and across communities, the CSC advances public understanding and fosters collective action toward a sustainable future.

## About the Australian Museum Centre for Citizen Science

- **Drives biodiversity research by engaging the public in scientific data collection and analysis.**

The **Australian Museum Centre for Citizen Science** leads the development, coordination and growth of the Museum's citizen science programs - initiatives that harness the power of community participation to generate vital biodiversity data and environmental insights. Through the collective efforts of citizen scientists, these programs create valuable data sources that deepen understanding of Australia's natural world.

Building on the Australian Museum's long and respected history in citizen science, the Centre manages - in collaboration with research and community partners - some of Australia's most recognised and widely supported citizen science projects. These initiatives connect people directly with scientific discovery, enabling meaningful contributions to research, conservation and environmental monitoring.

Established in April 2015, the Centre was created to strengthen and expand existing programs while providing a platform for the development of new and innovative projects such as DigiVol and FrogID. By fostering collaboration between scientists and the community, the Australian Museum Centre for Citizen Science empowers people to actively participate in advancing knowledge and protecting biodiversity.

## About the Australian Museum Lizard Island Research Station (LIRS)

- **Our reef and marine science Research Station based remotely on Lizard Island, off the coast of Queensland.**

The **Australian Museum Lizard Island Research Station (LIRS)** is a world-leading coral reef research and education facility owned and operated by the Australian Museum Research Institute. Situated on **Lizard Island** on the Great Barrier Reef, 270 kilometres northeast of Cairns, LIRS has been supporting scientific inquiry into coral reef ecosystems, marine biodiversity, and climate-related change since its establishment in 1973 by Professor Frank Talbot AM.

LIRS provides essential on-reef infrastructure - including laboratories, accommodation, boats, and aquaria - enabling researchers, educators and students from around the world to undertake fieldwork and experiential learning in one of the planet's most ecologically significant marine environments. Its work encompasses reef biology, ecology, environmental monitoring and education, contributing to scientific publications, environmental management and global understanding of coral reef systems.

The station also supports a range of opportunities including fellowships for postgraduate and postdoctoral research, educational programs and study tours that immerse participants in reef science while promoting conservation awareness and action.

## Role Description – Director, Australian Museum Research Institute

<b>Cluster</b>	Department of Creative Industries, Tourism, Hospitality and Sport
<b>Agency</b>	Australian Museum
<b>Division/Branch/Unit</b>	Australian Museum Research Institute
<b>Role number</b>	50050938
<b>Classification/Grade/Band</b>	Senior Executive Band 1 (Work Value Point -796)
<b>ANZSCO Code</b>	111211
<b>PCAT Code</b>	3339192
<b>Date of Approval</b>	February 2026
<b>Agency Website</b>	<a href="https://australian.museum/">https://australian.museum/</a>

### Agency overview

Australian Museum (AM) is located on the homelands of the Gadigal people. The AM acknowledges and pays respect to the Gadigal people as the custodians of the land, sky and waterways, paying respect to Elders past and present.

The Australian Museum (AM) operating within the NSW Department of Creative Industries, Tourism, Hospitality and Sport cluster, is the first museum in Australia and was founded in 1827. The AM provides access, engagement and scientific research to increase our understanding of natural history and culture, particularly of the Australasian region. The AM holds more than 22 million objects of biological, geological and cultural collections and develops programs, exhibitions and school and community education initiatives onsite, online and offsite.

The AM mission is: To ignite wonder, inspire debate and drive change.

The AM vision is: To be a leading voice for the richness of life, the Earth and culture in Australia and the Pacific. We commit to transform the conversation around climate change, the environment and wildlife conservation; be a strong advocate for First Nations' culture; and continue to develop world-leading science, collections, exhibitions and education programs.

For more information, visit the website.

The AM supports a diverse workforce and promotes applications from all ages and genders, Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse groups, the LGBTQIA+ community, veterans, refugees and people with disabilities.

### Primary purpose of the role

Reporting to the Director and CEO of the Australian Museum, and working alongside the Chief Scientist, the primary purpose of this role is to drive and lead the Australian Museum Research Institute (AMRI) with a demonstrated ability to develop and implement a strategic vision for natural history science. This role contributes to developing the profile and impact of AMRI through interaction with relevant scientific, educational, government and industry institutions and organisations, promoting the work of AMRI and the AM, with a particular focus on effective governance and operations. This role is part of the AM executive leadership team.

## Key accountabilities

- Develop, implement and evaluate a range of key objectives and priorities to effectively manage natural science collections and associated research, collection enhancement through digitization, collection care and conservation and citizen science;
- Oversee the integration of AMRI collections with the Museum's public programs, exhibitions and development priorities;
- Oversee the strategic development, documentation and recording of the Museum's natural sciences collection, including the museum wide collection digitisation project spanning >10 years;
- Oversee the Lizard Island Research Station in North Queensland to support its self-funded research facilities and operations, and co-ordinate its activities with the rest of the Museum;
- Manage the day-to-day operation of AMRI, leading planning, budgeting and resourcing, and contribute to the overall direction of corporate goals and objectives of the Museum;
- Manage, and facilitate the building of productive relationships internally, as well as with external stakeholders, government agencies and universities to partner in scientific programs and projects;

## Key challenges

- Ensuring staff seek external project funding, building relationships with the wider scientific community, including project sponsors;
- Integrating a world-class natural sciences collection with the Museum's public mission, ensuring the collection remains accessible and relevant to public programs and exhibitions
- Ensuring AMRI operates within the NSW government policies, operational frameworks and guidelines as well as relevant federal government policies or regulations.

## Key relationships

Who	Why
<b>Internal</b>	
Director & CEO	<ul style="list-style-type: none"> <li>• Report on AMRI Division business activities and provide expert advice on managing natural science collections and associated research issues and strategies.</li> </ul>
Chief Scientist	<ul style="list-style-type: none"> <li>• Work alongside and shared strategic accountability</li> <li>• Joint decision-making on major initiatives and Shared representation where required</li> <li>• Ensure scientific priorities are delivered and aligned to the broader Australian Museum objectives</li> </ul>
Executive Leadership Team	<ul style="list-style-type: none"> <li>• Work collaboratively to achieve organisational objectives, identify and assess cross division impacts and share expert specialised knowledge.</li> <li>• Provide strategic and operational advice and direction to influence decisions regarding all aspects of AMRI's management</li> </ul>
Management team and direct reports	<ul style="list-style-type: none"> <li>• Inspire and motivate the team, provide direction and manage performance</li> </ul>
<b>External</b>	
Research Scientist Classification Committee	<ul style="list-style-type: none"> <li>• Working together with the AMRI Chief Scientist, contribute to the development of AMresearch scientists</li> </ul>
Lizard Island Reef Research Foundation, Reef & Queensland Science Organisation	<ul style="list-style-type: none"> <li>• Maintain and foster positive relationships</li> </ul>

## Role dimensions

### Decision making

The Director, AMRI operates within the framework of the Australian Museum Trust Act, 1975 and with government legislation and policy directions.

The role is part of the AM's Executive Leadership Team and Management Group, and in both capacities plays a key role in the operational and strategic decision making for the Museum

Subject to delegated authority, operational, staffing and expenditure decisions within the AM's approved delegation framework.

## Reporting line

Director & CEO

### Direct reports

- Lizard Island Research Station Co-Directors (x2),
- Head of Life & Geo Sciences
- Life Sciences Digitisation Manager, Natural Science Collection Enhancement Project
- Manager, Citizen Science & Expeditions
- Manager, Collection Care & Conservation
- Manager, Australian Centre for Wildlife Genomics
- Curator, Climate Change
- Divisional AMRI Coordinator

### Indirect reports

- Business and Grants Manager

## Budget | Expenditure

\$10 Million operating budget

## Essential requirements

Tertiary qualifications and extensive experience in a relevant scientific discipline

### Key knowledge and experience

Extensive experience in overseeing a large scientific division within a museum or similar environment, including collection management.

## Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework)

### Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Advanced
	<b>Act with Integrity</b>	<b>Highly Advanced</b>
	Manage Self	Advanced
	Value Diversity	Adept
 Relationships	<b>Communicate Effectively</b>	<b>Advanced</b>
	<b>Commit to Customer Service</b>	<b>Advanced</b>
	<b>Work Collaboratively</b>	<b>Advanced</b>
	Influence and Negotiate	Advanced
 Results	Deliver Results	Adept
	Plan and Prioritise	Advanced
	<b>Think and Solve Problems</b>	<b>Highly Advanced</b>
	<b>Demonstrate Accountability</b>	<b>Advanced</b>
 Business Enablers	Finance	Adept
	Technology	Adept
	Procurement and Contract Management	Intermediate
	<b>Project Management</b>	<b>Advanced</b>
 People Management	<b>Manage and Develop People</b>	<b>Highly Advanced</b>
	<b>Inspire Direction and Purpose</b>	<b>Advanced</b>
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Advanced

## Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Act with Integrity	Highly Advanced	<ul style="list-style-type: none"> <li>Champion and act as an advocate for the highest standards of ethical and professional behaviour</li> <li>Drive a culture of integrity and professionalism across the organisation, and in dealings cross-government, cross-jurisdiction and outside of government</li> <li>Define, communicate and evaluate ethical practices, standards and systems and reinforce their use</li> <li>Create and promote a climate in which staff feel able to report apparent breaches of rules, policies and guidelines and act promptly and visibly in response to such reports</li> </ul>
<b>Relationships</b> Communicate Effectively	Advanced	<ul style="list-style-type: none"> <li>Present with credibility, engage varied audiences and test levels of understanding</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> <li>• Translate technical and complex information concisely for diverse audiences</li> <li>• Create opportunities for others to contribute to discussion and debate</li> <li>• Actively listen and encourage others to contribute inputs</li> <li>• Adjust style and approach to optimise outcomes</li> <li>• Write fluently and persuasively in a range of styles and formats</li> </ul>
<b>Relationships</b> Commit to Customer Service	Advanced	<ul style="list-style-type: none"> <li>• Promote a culture of quality customer service in the organisation</li> <li>• Initiate and develop partnerships with customers to define and evaluate service performance outcomes</li> <li>• Promote and manage alliances within the organisation and across the public, private and community sectors</li> <li>• Liaise with senior stakeholders on key issues and provide expert and influential advice</li> <li>• Identify and incorporate the interests and needs of customers in business process design</li> <li>• Ensure that the organisation's systems, processes, policies and programs respond to customer needs</li> </ul>
<b>Relationships</b> Work Collaboratively	Advanced	<ul style="list-style-type: none"> <li>• Build a culture of respect and understanding across the organisation</li> <li>• Recognise outcomes which resulted from effective collaboration between teams</li> <li>• Build co-operation and overcome barriers to information sharing, communication and collaboration across the organisation and cross-government</li> <li>• Facilitate opportunities to engage and collaborate with external stakeholders to develop joint solutions</li> </ul>
<b>Results</b> Think and Solve Problems	Highly Advanced	<ul style="list-style-type: none"> <li>• Establish and promote a culture which encourages initiative and emphasises the value of continuous improvement</li> <li>• Engage in high-level critical analysis of a wide range of complex information and formulate effective responses to critical policy issues</li> <li>• Identify and evaluate organisation-wide implications when considering proposed solutions to issues</li> <li>• Apply lateral thinking and develop innovative solutions that have long standing, organisation wide impact</li> <li>• Ensure effective governance systems are in place to guarantee quality analysis, research and reform</li> </ul>
<b>Results</b> Demonstrate Accountability	Advanced	<ul style="list-style-type: none"> <li>• Design and develop systems to establish and measure accountabilities</li> <li>• Ensure accountabilities are exercised in line with government and business goals</li> <li>• Exercise due diligence to ensure work health and safety risks are addressed</li> <li>• Oversee quality assurance practices</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> <li>• Model the highest standards of financial probity, demonstrating respect for public monies and other resources</li> <li>• Monitor and maintain business unit knowledge of and compliance with legislative and regulatory frameworks</li> <li>• Incorporate sound risk management principles and strategies into business planning</li> </ul>
<b>Business Enablers</b> Project Management	Advanced	<ul style="list-style-type: none"> <li>• Prepare scope and business cases for more ambiguous or complex projects including cost and resource impacts</li> <li>• Access key subject-matter experts' knowledge to inform project plans and directions</li> <li>• Implement effective stakeholder engagement and communications strategy for all stages of projects</li> <li>• Monitor the completion of projects and implement effective and rigorous project evaluation methodologies to inform future planning</li> <li>• Develop effective strategies to remedy variances from project plans, and minimise impacts</li> <li>• Manage transitions between project stages and ensure that changes are consistent with organisational goals</li> </ul>
<b>People Management</b> Manage and Develop People	Highly Advanced	<ul style="list-style-type: none"> <li>• Ensure performance development frameworks are in place to manage staff performance, drive development of organisational capability and undertake succession planning</li> <li>• Drive executive capability development and ensure effective succession management practices</li> <li>• Implement effective approaches to identify and develop talent across the organisation</li> <li>• Model and encourage a culture of continuous learning and leadership, which values high levels of constructive feedback, and exposure to new experiences</li> <li>• Instill a sense of urgency around addressing and resolving team and individual performance issues and ensure that this is cascaded throughout the organisation</li> </ul>
<b>People Management</b> Inspire Direction and Purpose	Advanced	<ul style="list-style-type: none"> <li>• Promote a sense of purpose and enable others to understand the links between government policy and organisational goals</li> <li>• Build a shared sense of direction, clarify priorities and goals and inspire others to achieve them</li> <li>• Work with others to translate strategic direction into operational goals and build a shared understanding of the link to core business outcomes</li> <li>• Create opportunities for recognising and celebrating high performance at the individual and team level</li> <li>• Work to remove barriers to achievement of goals</li> </ul>

## Relationship with Chief Scientist

The Director AMRI and the Chief Scientist together drive the full breadth of AMRI's operational and scientific ambitions. While each role carries distinct responsibilities, they share strategic accountability for AMRI's performance and make joint decisions on major initiatives, ensuring scientific priorities are delivered and aligned to the broader Australian Museum objectives.

The **Director, AMRI** provides operational leadership and management of the institute, ensuring its effective day-to-day functioning and strategic resource allocation. This includes oversight of research staff and teams, budget management and financial planning, governance and regulatory compliance, workforce planning and capability development, and coordination of AMRI operations to support the Museum's research mission.

The **Chief Scientist** provides strategic scientific leadership, setting research direction and advancing the Museum's natural history and museum science agenda. This includes developing and executing research strategy, increasing competitive grant success rates, diversifying research funding streams, and enhancing AMRI's national and international scientific reputation through strategic partnerships, professional networks, and media engagement.

Together, the two roles ensure that AMRI's operational foundations and scientific ambitions are mutually reinforcing — enabling the institute to deliver research excellence while remaining connected to the Museum's public mission.

## Public Service Senior Executives Employment Conditions

### **Total remuneration package**

Senior executives receive a total remuneration package (TRP), of which salary will be one component. Superannuation is also included in the TRP. The level of salary is determined prior to commencement of their assignment to a senior executive role. The level of TRP decision is made by the Department of Creative Industries, Tourism, Hospitality and Sport (DCITHS) and is approved by the Minister of DCITHS.

The Senior Executive may elect from time to time to allocate the total remuneration package as between monetary remuneration and employment benefits in accordance with the GSE Act. The Employer may, subject to the GSE Act, vary the total remuneration package and allowances of the Senior Executive from time to time.

### **Progression**

If the Senior Executive meets the performance requirements under the agency's performance management system, the Senior Executive's total remuneration package may be increased within the range of remuneration applicable to the assigned role of the Senior Executive. Any such increase is at the discretion of the Employer and is not an entitlement.

### **Hours of duty**

The Senior Executive must work the hours necessary to perform the duties and responsibilities of the Senior Executive's role.

The Senior Executive's total remuneration package compensates the Senior Executive for any hours worked.

### **Leave**

The Senior Executive is entitled to leave in accordance with the GSE Act, the GSE Regulation and the GSE Rules, including recreation leave (annual leave), sick leave, parental leave, Family and Community Services (FACS) leave & extended leave.

### **Probation period**

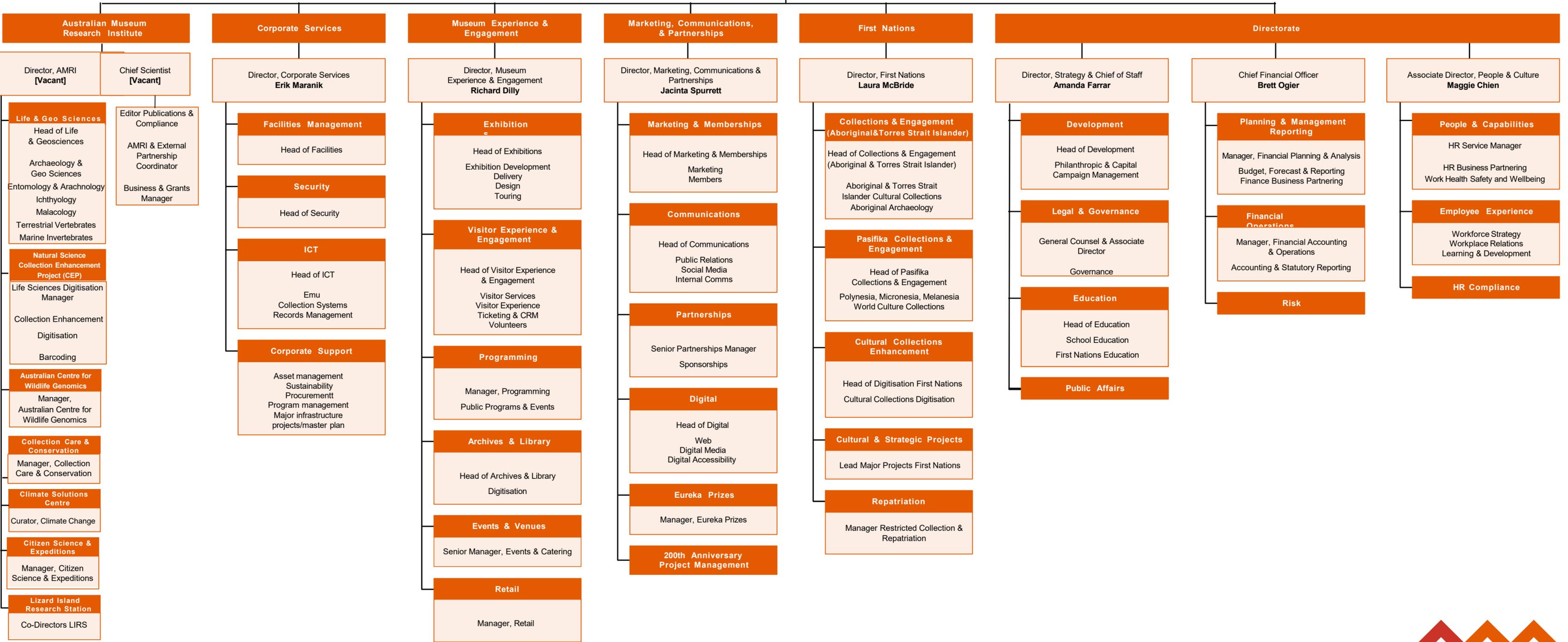
The Senior Executive's employment is subject to a three-month probation period.

### **Confidentiality**

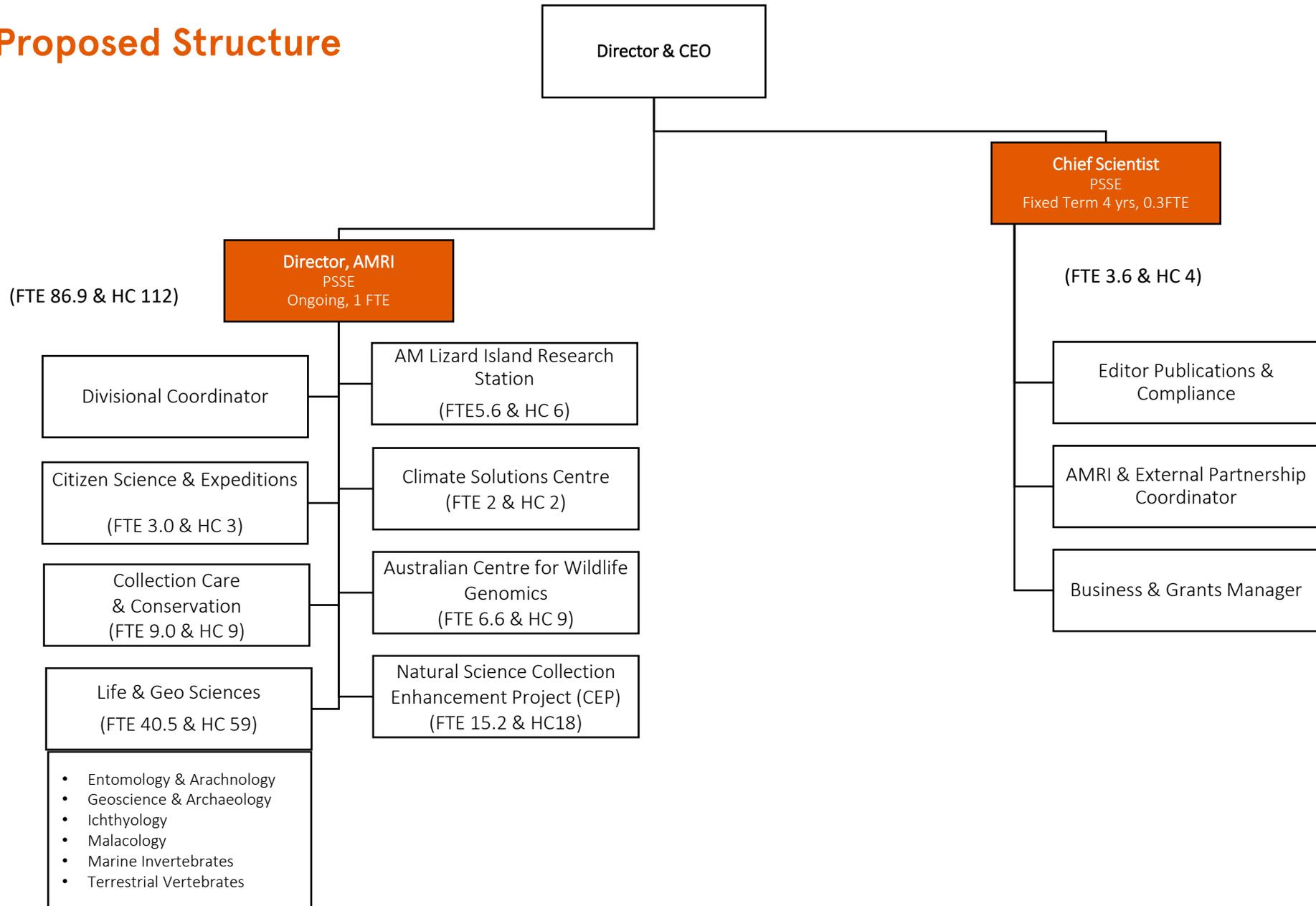
The Senior Executive will not disclose, without lawful authority, any confidential or secret information acquired as a consequence of the employment.

# 2026 ORGANISATIONAL CHART

As at 24 February 2026



# Proposed Structure



# Director, AMRI

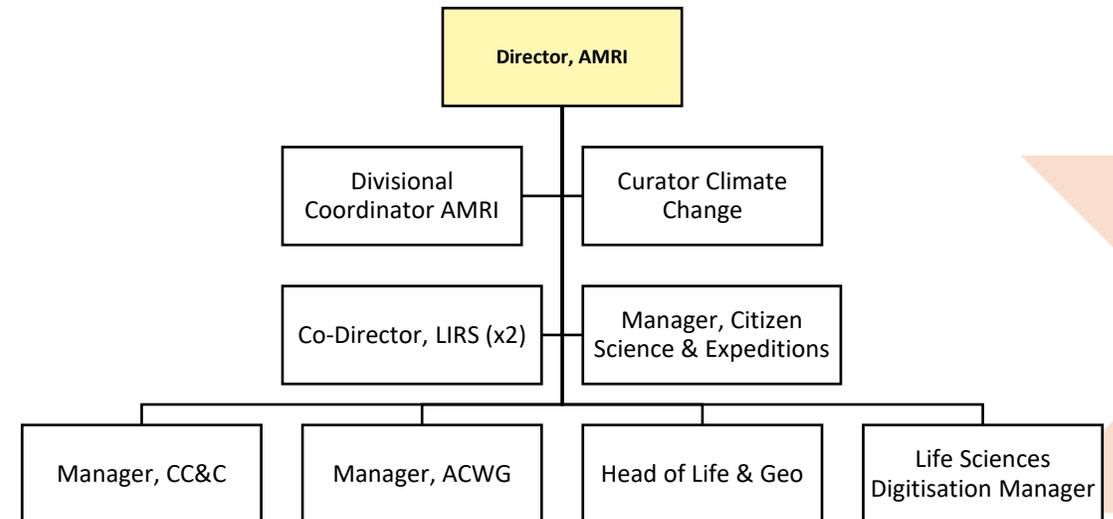
## Recruitment Plan

Timeline	Action
18 February	<ul style="list-style-type: none"><li>Mobility matching (5 days) - <b>COMPLETED</b></li></ul>
19 February	<ul style="list-style-type: none"><li>Affected staff communication (Julie)</li></ul>
23 February	<ul style="list-style-type: none"><li>Briefing – Derwent Executive Search</li></ul>
23 February	<ul style="list-style-type: none"><li>Affected team communication (AMRI managers)</li><li>All staff communication (evening)</li></ul>
4 March	<ul style="list-style-type: none"><li>Advertise externally (Director, AMRI) – (Close on 15/03/26)</li></ul>
16-24 March	Shortlisting
30-31 March	Interviewing
APR 26	Finalise appointment
MAY 26	Commencement

- **Recruiter:** Derwent Executive Search
- **Hiring Manager:** Kim McKay AO
- **Proposed Interview Panel:**
  - Professor Kathy Belov AO (AM trustees)
  - Dr Cathy Foley AM PSM (AM trustees)
  - Mr Brian Hazzard (AM Trust President) - **Tentative**

### Role information

- **Salary Grade:** PSSE Band 1, Ongoing employment (1FTE)
- **Role Dimension:** Operational leadership and management of AMRI
- **WVP:** 796
- **Total Remuneration Package:** \$225,628 –\$250,574
- **Direct Reports:** 8FTE/8HC
- **Total:** FTE 86.9 /HC 112



## Meet our Directors

### Kim McKay AO Director and CEO

Kim McKay's career has focused on public advocacy and community engagement programs around the natural environment and science both in Australia and internationally.

In her role as Director and CEO of the Australian Museum, Kim is responsible for the strategic direction and management of the nation's first museum, including a collection of over 22 million natural science specimens and cultural objects. Since being appointed to the Director's role twelve years ago in 2014 (the first woman in the AM's 190+ year history), Kim has initiated a broad transformation program including overseeing Project Discover, the AM's \$57.5m award-winning renovation of public spaces.

With a background in marketing and communications, Kim has worked in the USA in senior roles in non-fiction television for Discovery Channel and National Geographic; she co-founded the iconic Clean Up Australia and Clean Up the World campaigns in the 1990's working in conjunction with the United Nations Environment Programme (UNEP). The co-author of five True Green books published in Australia and internationally by Nat Geo, Kim has received many awards for her environmental and citizen science work.

She graduated from UTS with a BA Communications in 1980 and currently serves on the UTS Council. She was awarded an Honorary Doctorate of Science from the University of Wollongong in 2022 in recognition of her outstanding contribution to science, including her work on environmental and conservation issues, and an Honorary Doctorate of Science from the University of Technology Sydney in 2023 in recognition of her achievements in the community, non-profit, cultural, environmental, communications and business sectors.

She has served on many not-for-profit boards and for four years chaired the NSW Government's Museums and History Art Form Board.

Kim was appointed an Officer of the Order of Australia (AO) in 2008 for distinguished service to the environment and the community.



### Professor Shane Ahyong Acting Chief Scientist and NSW Senior Principal Research Scientist

Professor Shane Ahyong has been appointed the Acting Chief Scientist of the AM following a distinguished local and international career. He is also AMRI's Principal Research Scientist. Professor Shane Ahyong has spent a lifetime exploring all things marine and freshwater, being driven by a fascination for aquatic life. He has some 30 years' experience in the systematics of aquatic invertebrates, especially crustaceans.

Professor Ahyong is a world authority on the phylogeny and systematics of stomatopod and decapod crustaceans, such as mantis shrimps, crabs and lobsters, making up some 15,000 species worldwide. His research examines all aspects of the crustacean tree-of-life, fossil to living, in order to understand how they have evolved and how they live today.

In 2010, Shane took on his current role at the Australian Museum where he maintains strong local and international collaborations. He has published widely, spanning research papers, book chapters and books, mostly on taxonomy and phylogenetics of marine and freshwater invertebrates, and has described more than 300 new species.



**Maggie Chien**  
Associate Director, People and Culture

Maggie leads the People and Culture function for the Museum as Associate Director, bringing over 15 years of comprehensive human resources management experience to the Museum. Maggie holds a Master of Commerce (HRM), a Bachelor of Commerce (Bus Econ) from University of NSW and is an AHRI Certified Academic of Human Resources (CAHRI).

Maggie is a member of the Museum's Executive Leadership Team, responsible for development and implementation of People and Culture policies, strategies and projects to support the mission, values and strategic priorities of the Museum. Maggie ensures that people and culture considerations are central to all executive decision making and that best practice change management practices and frameworks are in place and applied.



**Richard Dilly**  
Director, Exhibitions and Experience

Richard Dilly brings almost 20 years of leadership experience at world-class visitor attractions to his new role as the Director, Exhibitions and Experience at the Australian Museum, where he oversees exhibitions, public programs, visitor experience and engagement, as well as commercial operations.

Since 2016, Richard has led five of Sydney's most popular attractions; SEA LIFE Sydney Aquarium, WILD LIFE Sydney Zoo, Madame Tussauds Sydney, Sydney Tower Eye, Immersive Gamebox Sydney, as Cluster General Manager for Merlin Entertainments Australia and New Zealand. Under his leadership, these attractions have achieved consistent double-digit growth while dramatically improving visitor satisfaction. Richard has successfully introduced innovative attractions and revenue streams, including virtual reality experiences and strategic partnerships. He has built strong, engaged teams while maintaining the highest standards in safety.

Before his role as Cluster General Manager for Merlin Entertainments Australia and New Zealand, Richard managed Scarborough Sea Life Sanctuary in England and held senior positions across the United Kingdom and United States. His career began as an entertainment host at Thorpe Park before progressing through various roles within the visitor attractions industry.

As a conservation advocate, he served on the Board of the Zoo and Aquarium Association Australasia from 2020 to 2024, helping set industry standards and securing pandemic support for tourism. Richard holds a Bachelor of Arts degree in French and Spanish from Royal Holloway, University of London.



**Julie Ellmers**  
Acting Director, AMRI

Julie has built a successful career over 25 years, managing and supporting scientific research efforts. Previously, as Associate Director of AMRI, she led the Life and Geosciences Branch, and facilitated the pursuit of high-quality research and collection management, taking oversight of the Australian Museum's natural science collections.

During her three years in the role, she has represented the museum as a member of the Council Heads of Australian Faunal Collection, she has also overseen significant recent recruitment within the Life and Geosciences Branch and contributed to several cross-divisional projects across the museum.

Before joining the AM, Julie was Chief Operating Officer of the ARC Centre of Excellence in Australian Biodiversity and Heritage (CABAH), a seven-year, \$34-million program of research, headquartered at the University of Wollongong. A committed advocate for Equity, Diversity and Inclusion in the workplace, Julie was joint-Chair of CABAH's Equity, Diversity and Mentoring committee.



**Amanda Farrar PSM**  
Director, Strategy & Chief of Staff

Amanda has held senior leadership positions within the public service, television and media sectors for over 20 years. Amanda was promoted to Director, Strategy and Chief of Staff in 2024 and was previously the Director, Public Affairs and Development. Her role is responsible for the implementation of the AM's strategic plan and major projects, securing government and philanthropic support for the Museum's flagship science, education and cultural programs.

Amanda also manages major cultural infrastructure projects, legal and business continuity and key stakeholder relationships and is the executive champion for access, diversity and inclusion, sustainability and the AM's Reconciliation Action Plan. In 2022, Amanda's leadership skills were recognised with a Public Service Medal for outstanding public service to arts and culture in NSW.

Amanda was previously a senior advisor to former NSW Premier, Hon Mike Baird and the former Managing Director of National Geographic Channel Australia/New Zealand with a depth of marketing, advertising, communications and digital broadcasting experience.

Amanda has a personal interest in First Nations affairs and community building and has been actively engaged in several place management and community building committees and advisory groups.



## **Erik Maranik**

Director, Corporate Services

Erik Maranik is the Director of Corporate Services at the Australian Museum and a seasoned expert in natural resource management, environmental engineering, and social infrastructure. With nearly three decades of experience, Erik is a leading advocate for infrastructure robustness and community resilience, making significant contributions to the utilities, housing, health, and education sectors.

Erik's agricultural background led him to pursue an Honours degree in Natural Resource Management, focusing on water resource management, botany, and zoology. He later earned a degree in Civil Engineering, receiving the final year prize in structural engineering design. His career is driven by a passion for sustainable social infrastructure and community services.

As a Chartered Professional Engineer and Fellow, Erik served as the National Chair of Engineers Australia's Environmental Engineering College, shaping the future of environmental engineering in Australia.

Before joining the Australian Museum, he consulted for organisations such as the Climate Change Authority, NSW Reconstruction Authority, and Hunter Lakes Corporation. He was an original member of Sydney Water's Climate Change Adaptation Expert Panel and supported the NSW Healthy Rivers Commission early in his career. Erik has authored several key documents in biosecurity and critical infrastructure risk management.



## **Laura McBride**

Director, First Nations

Laura McBride is a Wailwan woman and Director, First Nations at the Australian Museum (AM). Leading the First Nations strategic direction and operations, she oversees the management of the Archaeology, Aboriginal and Torres Strait Islander, and Pasifika cultural collections.

Laura's vision for the AM focuses on prioritising and amplifying First Nations voices, ensuring that Aboriginal, Torres Strait Islander, and Pasifika communities authentically represent themselves and their cultures within the Museum. She has been pivotal in guiding the Executive Leadership Team towards fostering stronger connections with First Nations stakeholders and knowledge-holders and building Indigenous self-determination into the interpretation, care, classification, access and use of cultural objects.

With over 15 years of professional experience in museums, Indigenous education, and cultural heritage, Laura is an acclaimed curator. She has received awards for her work and has led First Nations storytelling through exhibitions like GADI and UNSETTLED.

Since the Division was launched in 2021, Laura has guided her team in the delivery of the groundbreaking Wansolmoana permanent exhibition, exploring the interconnected histories and cultures of Pasifika nations; BURRA Learning Place; Her Name is Nanny Nellie documentary and display; and the AM's repatriation operations that has led to the repatriation of nine Aboriginal Ancestors to seven communities and two Tongan Ancestors back to the Kingdom of Tonga.

Laura holds academic qualifications including a Bachelor of Arts (University of Sydney, 2008) with a double major in Psychology and Australian Indigenous Studies, and a Master of Aboriginal Education (University of Technology Sydney, 2012).



## **Brett Ogier** Chief Financial Officer

Brett Ogier joined the Australian Museum in May 2022 and leads the Finance Division. As Chief Financial Officer, Brett is responsible for the Museum's financial and risk management, financial budgeting and forecasting processes, performance monitoring and analysis, and financial reporting to stakeholders. As a member of the Executive Leadership Team, Brett plays a key role in developing and implementing the AM's finance strategy. Brett is a Chartered Accountant and finance executive with over 25 years' experience in financial leadership roles across listed, as well as Federal and NSW Government entities.

Brett has extensive experience managing, advising on, and delivering a wide range of financial, strategic and other key functions in large and complex organisations across both the not-for-profit and for-profit sectors. At Ausgrid, Brett led the Financial Control team through the company's transition from a NSW State Owned Corporation to private ownership in the largest acquisition in Australia in 2016. At NBN Co, Brett established and then led the Commercial Finance function of the wholesale broadband provider. Brett also worked for the NSW Department of Education where he was Director, Financial Analysis and Partnership. In this role, Brett was a key member of the Finance leadership team, where he implemented changes to the Department's reporting suite across more than 2,200 NSW public schools, enabling more effective and easier tracking of costs.

He was the Finance lead on the COVID-19 Intensive Learning Support Program which was awarded the Secretary's Award for Agility in 2021. Since beginning his career at KPMG in the Sydney and Los Angeles offices, Brett has also held senior roles at Ecolab and UGL Rail. Brett's demonstrated success in government roles, projects-based and infrastructure intensive businesses means he is well placed to continue to make significant contributions to the Australian Museum's Executive Leadership Team.

Brett holds a Bachelor of Economics from the University of Sydney, is a member of Chartered Accountants Australia and New Zealand and is a Graduate Member of the Australian Institute of Company Directors.



## **Jacinta Spurrett** Director, Marketing, Communications, Commercial and Partnerships

Jacinta joined the AM as Director, Marketing, Communications, Commercial and Partnerships in 2016. She is a highly experienced leader in all five sectors and brings a wide range of strategic skills and knowledge to the role. An executive and director, with a demonstrated history of working in both the 'for profit' and 'not for profit' sectors, her 30 plus year professional career encompasses specialist fiscal and general management experience across a diverse group of organisations.

For the eight years prior to joining the AM, Jacinta was CEO of the Eye Surgeons' Foundation where she managed a significant strategic and financial turn-around for the organisation. Previous roles include Managing Director of the National Geographic Channel Australia/New Zealand and Managing Director of leading Sydney public relations firm Prue MacSween & Associates.

As part of the Executive Leadership Team at the AM, Jacinta is responsible for the oversight, business development and revenues associated with marketing, communications, sponsorship and partnerships, visitation, membership and tourism and other commercial activities.

Holding a Bachelor of Arts in Communication, focused on Communications, International Marketing and Media Studies from the University of Canberra, Jacinta's business acumen renders her well versed in international management, business planning, negotiation and the full spectrum of communications including media, digital, stakeholder and celebrity management.



## The Application and Selection Process

### *Executive Search Partner*

The Australian Museum has engaged Derwent Search <https://www.derwentsearch.com.au/company-profile> as an independent expert to conduct an executive search and manage the recruitment process. All applications are to be received by Derwent Search.

### *To apply*

**Closing date:** 10:00AM on 15<sup>th</sup> March 2026

To submit your application, please go to [www.derwentsearch.com.au](http://www.derwentsearch.com.au) and “Search Jobs” to find a link to the opportunity. Your application must include a resume (up to 5 pages) and a cover letter (up to 2 pages) highlighting your suitability.

### *Enquiries*

Please contact Derwent by email [publicsector@derwentsearch.com.au](mailto:publicsector@derwentsearch.com.au) and we will reply with appropriate information and can also arrange a convenient time to speak. You may also contact Emma Alberici, Principal on 0419 683 660.

### *Selection Process*

The selection panel will review the applicant list and an assessment of applicants against the selection criteria to determine a list of candidates to attend a pre-screening interview with Derwent. The selection panel will then consider Derwent’s assessment report in selecting a short list of applicants to be invited to attend an interview with the AM section panel.

The AM selection panel interview may include a verbal presentation on a topic provided to the candidate immediately prior to the interview, and a capability-based interview designed to reflect the selection criteria for the position. Candidates progressing to the final stage may also be required to complete additional assessments such as on-line personality and cognitive assessments.

A second, less formal interview, may take the form of a coffee catch up with the CEO.

### *Timeline*

- The following timeline is provided as a guide and may subject to change.
- Closing date for applications – 10:00AM AEST, 15<sup>th</sup> March 2026
- Interviews with Derwent – 24<sup>th</sup> March 2026
- Interviews with AM Selection Panel – 30<sup>th</sup> – 31<sup>st</sup> March 2026
- Derwent will notify applicants of material changes to the timeline.
- Less competitive candidates will be advised of their application status by 3rd April 2026.
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### *Pre-employment verification and background checks*

The following checks will be conducted for the candidate(s) in final consideration and may be a condition of engagement / employment).

- National Police Check
- Professional Membership
- Qualification
- Bankruptcy
- Financial Regulatory
- Media Search.

### *Referee Reports*

Candidates at an advanced stage of consideration will be asked to provide at least two referees who may be contacted as part of the selection process. Additional referees may be sought to assess a candidate’s merits for the role, and written references may also be checked.

### *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 a Disability*

Derwent aims to ensure people with disability can access secure and sustainable employment opportunities and are respected for their skills and capabilities. If required, we will provide reasonable adjustments such as access, equipment or other practical support at relevant stages of the recruitment process. You can specify in the application if you require adjustments, or please inform us at any stage, and we can arrange reasonable adjustments on your behalf. If you need to contact us about reasonable adjustments during the recruitment process, please contact [publicsector@derwentsearch.com.au](mailto:publicsector@derwentsearch.com.au)

**Thank you for your interest in the Australian Museum.**