

Executive Brief

Organisation: Australian Museum
Position: Chief Scientist
Australian Museum Research Institute
Consultant: Emma Alberici, Partner
Date: July 2026

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Links to Other Useful Documents

<https://australian.museum/>

[Australian Museum Research Institute](#)

[Australian Museum Science Research Strategy.](#)

Advertisement

Chief Scientist

- Shape the future of natural history science nationally and internationally
- Make an impact at the nation's first museum
- Key leadership role (0.4FTE, four-year fixed term)

The Australian Museum (AM) is the nation's first museum, founded in 1827 and approaching its 200th anniversary in 2027. Across nearly two centuries, it has built a collection of more than 22 million scientific specimens and cultural objects and established itself as a leading institution at the intersection of natural history, environmental science, and First Nations culture. Located in the heart of Sydney, the AM draws visitors, researchers, and scientists from across Australia and around the world. Through its Lizard Island Research Station, the AM makes a sustained contribution to coral reef research and education of global significance. The AM is a significant institution employing a workforce over 500 staff and volunteers.

The AM sits at the centre of some of the most consequential conversations of our time – climate change, biodiversity, wildlife conservation, and the recognition and celebration of First Nations knowledge and heritage. Its research arm, the Australian Museum Research Institute (AMRI), positions the institution as a serious contributor to natural history science nationally and internationally.

The Opportunity

This is a rare appointment. As Chief Scientist, you will report directly to the Director and Chief Executive Officer, Kim McKay AO, and serve as a member of the Executive Leadership Team. The role carries responsibility for the strategic direction of AM science and the advancement of its research programs, with the explicit purpose of strengthening the AM's standing as a leading natural history research institution.

Offered as a 0.4 FTE Senior Executive appointment on a four-year fixed term, this role is designed to attract a leading scientist who wants strategic influence at the highest level without stepping away from an active research career, academic appointment, or other professional commitments. It is a genuine opportunity to shape national science policy and institutional direction on a part-time basis, in a Senior Executive capacity befitting the scope and seniority of the role.

You will form a close leadership partnership with the Director, AMRI. While the Director drives operational excellence, you will shape the strategic research agenda that positions AMRI at the forefront of museum science nationally and internationally.

The Chief Scientist also provides authoritative, independent scientific advice on complex and high-profile matters, builds scientific leadership capability across AMRI, and manages sensitive stakeholder, scientific, and media issues with integrity and discretion.

About You

You will be an eminent scientist with a career that speaks for itself. You'll be recognised within the research community for the quality and impact of your work and respected for your ability to translate scientific knowledge into outcomes that matter. Bringing a proven record of research that has contributed to public good, government policy, or scientific advancement, you will also have demonstrated success in attracting competitive research funding at a national and/or international level.

The role will suit someone who operates with high integrity and brings the gravitas to engage credibly across government, academia, industry, and the community. You will have experience building and inspiring scientific teams, and the strategic instincts to champion an institutional research agenda at the most senior levels.

You will be a constructive and collaborative member who has served executive teams – someone who listens as well as leads, and who understands that scientific eminence and organisational leadership are not competing qualities but complementary ones.

Essential Requirements

- Demonstrated experience in shaping engagement between government, industry, academia, and community, including driving innovation at State, national, and international levels.
- A high profile within the research community with significant experience as a senior executive.
- Reputation and standing as an eminent scientist in a related field.
- Postgraduate qualifications.
- Demonstrated experience as a thought leader and effective, consultative contributor to a senior executive team.
- Experience in the natural history/ museum sector would be well regarded.

How to Apply

To apply and to download the candidate information pack, visit www.derwentsearch.com.au and click on 'Search Jobs'. Your application requires a resume (no more than four pages) and a cover letter (no more than two pages) highlighting your suitability and most relevant achievements.

For further information, please email publicsector@derwentsearch.com.au or call Emma Alberici at Derwent on 0419 683 660.

Derwent will maintain confidentiality with respect to all enquiries from potential applicants.

Further information about AMRI can be found at [Australian Museum Research Institute](http://AustralianMuseumResearchInstitute).

Applications close: Thursday 16 July 2026.

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.

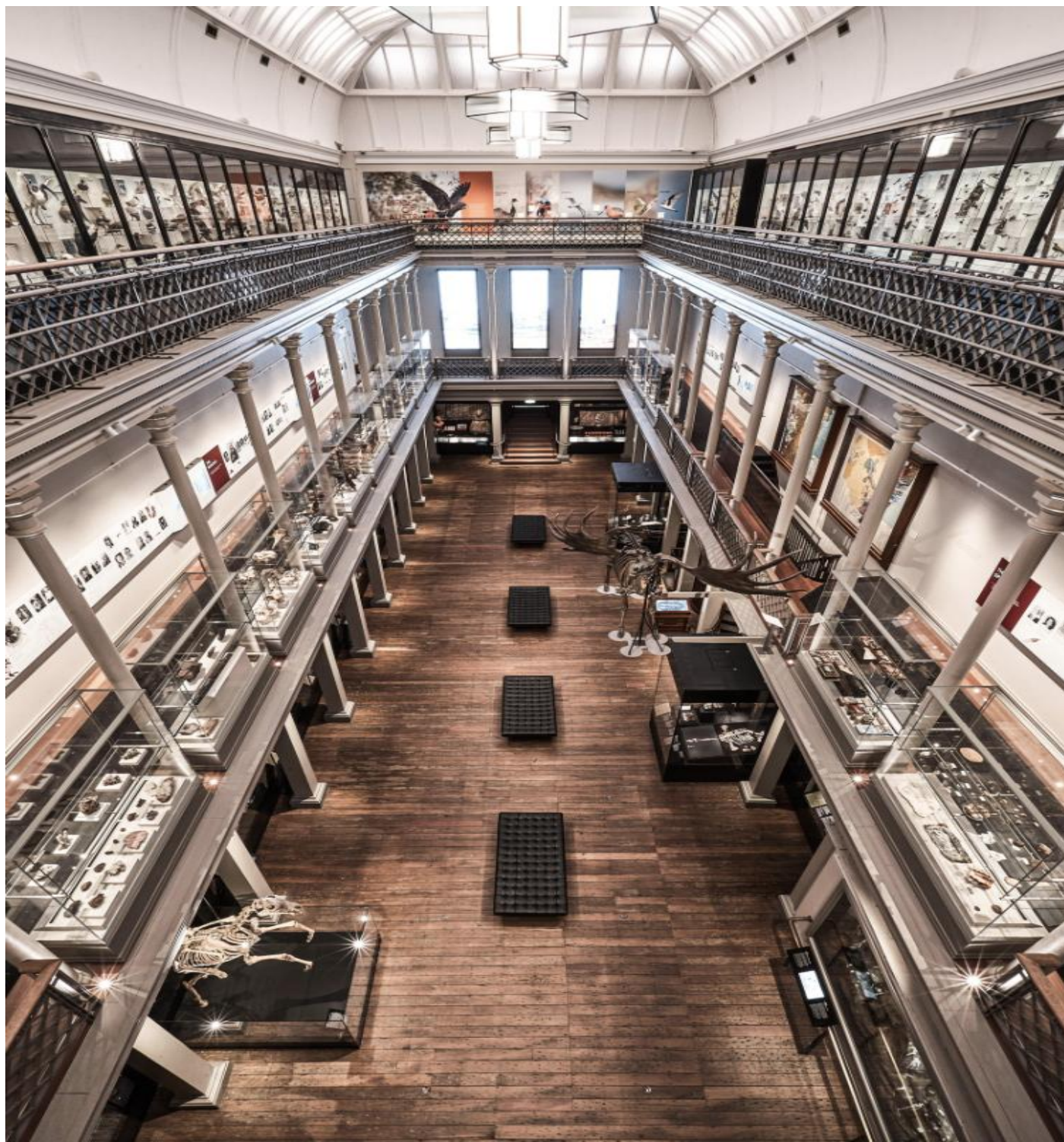
From a "beautiful Collection of Australian curiosities", the Museum has grown to an internationally recognised collection of more than 22 million cultural and scientific objects. The Museum plays a leading role in taxonomic and systematic research, and at its research station at Lizard Island, it conducts 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.

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 their research is an irreplaceable collection of international standing, with over 22 million objects representative of 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 is the chief pursuit within the National Sciences Collection Enhancement Project. 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

Chief Scientist, Australian Museum Research Institute

Role Description Fields	Details
Department/Agency	Australian Museum
Division/Branch/Unit	Australian Museum Research Institute
Role number	50050938
Classification/Grade/Band	Senior Executive Band 1 (Work Value Point -989)
FTE/Hours	0.4 FTE
OSCA Code	111211
PCAT Code	3339192
Date of Approval	June 2026
Agency Website	https://australian.museum

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 – 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 closely alongside the Director, Australian Museum Research Institute (AMRI), the Chief Scientist provides strategic scientific leadership for the AM, with accountability for advancing the Museum's natural history and museum science agenda. This includes setting science strategy, shaping research priorities, and driving key decisions regarding the Museum's scientific positioning. The role is also responsible for increasing competitive grant success rates, diversifying research funding streams, and enhancing the Museum's national and international scientific reputation through strategic partnerships, professional networks, and media engagement.

As a member of the AM Executive Leadership Team, the Chief Scientist develops the profile and impact of AMRI through strategic engagement with scientific, educational, government and industry partners, championing the work of the Museum nationally and internationally.

Key accountabilities

- Lead and oversee scientific research at the AM, chairing committees and advisory groups, and providing a definitive source of expert advice and guidance on key leading edge scientific knowledge and research issues
- Manage research at the AM with effective planning and resourcing to determine scientific priorities
- Provide specialist and timely advice, analysis and data to the Director & CEO on cross-agency issues, and nurture relationships with external stakeholders to leverage advancement of AM science
- Lead the development and implementation of science and research policy at the AM, providing well-researched, authoritative advice and facilitating engagement with relevant stakeholders to inform and strengthen policy outcomes
- Drive the growth of science and research activity at the AM by identifying and pursuing funding opportunities, building strategic relationships with government, industry and philanthropic partners to secure investment in AM's research programs
- Manage, collaborate, and facilitate the building of productive relationships with external stakeholders, government agencies and universities to partner in scientific programs and projects
- Develop and deliver informed, accurate and astute briefings, major papers, articles, speeches and correspondence on behalf of the AM.

Key challenges

- Driving strategies and priorities for scientific research consistent with the AM Science Strategy and broader context of domestic and international scientific direction, while ensuring science activities are accessible and incorporated into exhibitions and education, and promoted to the wider community
- Maintain a consistent, highly credible and visible profile to influence and drive a common purpose from a wide range of research and industry stakeholders in line with AM's agenda. Sustain the engagement and commitment of those stakeholders to advance AM's science and research priorities.
- Keeping up to date with trends and developments in the academic, science, innovation and government spheres locally and internationally to enable the AM to leverage emerging issues

Key relationships

Internal

Who	Why
Director & CEO	<ul style="list-style-type: none"> Report on the strategic direction of AM science and AM research programs; Seek endorsement for major scientific initiatives and escalate issues requiring executive resolution
Director AMRI	<ul style="list-style-type: none"> Align scientific strategy with operational delivery; Collaborate on major initiatives, shared representation and joint decision-making on matters affecting AMRI's direction and performance Act as key public & media spokesperson on AM science as required
Executive Leadership Team	<ul style="list-style-type: none"> Contribute expert scientific knowledge to organisational decision-making; Collaborate to achieve cross-divisional objectives and identify impacts of strategic and operational decisions
Research scientists	<ul style="list-style-type: none"> Mentor and develop the capacity of AM scientific staff to maintain and elevate research excellence and the quality of science outputs, working with the Director AMRI who would provide direction and guidance on the AM's overall goals and strategies

External

Who	Why
Science Advisory Board	<ul style="list-style-type: none"> Chair and/or contribute to government committees and advisory groups, providing expert perspective, encouraging research excellence and skills development in areas facing significant challenges
Other NSW Government agencies	<ul style="list-style-type: none"> Lead the integration and adoption of science initiatives and integration into industry policy directions Negotiate consistent approaches and promote the efficient utilisation of resources Represent the AM on government committees and panels
Research Scientist Classification Committee	<ul style="list-style-type: none"> Contribute to the performance reviews of NSW research scientists Working together with the Director AMRI, contribute to the development of AM research scientists
Industry, universities and other stakeholders	<ul style="list-style-type: none"> Maintain networks and partnerships and build understanding of different perspectives on critical issues
Community	<ul style="list-style-type: none"> Engage the community in research matters, science education, and emergent technologies and act as a principal advocate and thought leader

Role dimensions

Decision making

- Operates with a high level of autonomy regarding the strategic operation of research at the AM
- The role is fully accountable for accurate, valid and high-quality strategic policy advice involving scientific research matters
- Regularly liaises with the Director & CEO to discuss/escalate arising and sensitive issues
- Makes decisions as the representative of AM science at executive meetings and industry forums
- Determines the appropriate escalation and prioritisation of issues; monitors key deadlines, follows-up responses, and initiates contact where deadlines are close or have been exceeded
- Promotes the reputation of the AM across the public, community, media and private sectors

Reporting line

Director & CEO

Direct reports

- Editor Publications & Compliance
- Operations and Engagement Officer
- Business & Grants Manager

Budget | Expenditure

Budgets and expenditure are in accordance with approved Annual Budget and financial delegations and procedures subject to project type and sponsoring business unit.

Cost centre – Y

HR Delegation – Y

Finance Delegation – Y, \$15,000

Essential requirements

- **Academic Qualification** — A doctoral qualification (PhD) in a relevant natural history, natural sciences, or related discipline.
- **Research Excellence** — An extensive, consistent, and substantial publication record, including high-impact papers in leading peer-reviewed international journals, demonstrating outstanding originality and innovation in their scientific discipline.
- **National and International Standing** — Significant leadership and direction within a relevant discipline, demonstrated national and/or international recognition as a scientific leader, evidenced by invited keynote presentations at national or international conferences, service on editorial boards, or reviewing proposals for national or international funding bodies.
- **Management experience** – Demonstrated tertiary institution, museum or similar experience in managing teams effectively, setting strategic goals and plans; and inspiring the scientific community.

Key knowledge and experience

- **Research Impact** — A proven record of research outcomes that have made a significant contribution to public good, government policy, or scientific advancement, with demonstrated ability to translate research into broader strategic outcomes.
- **Research Funding** — Demonstrated success in attracting competitive research funding at a national and/or international level, both for individual research programs and organisational research capacity.
- **Leadership of Research Teams and Networks** — Proven experience establishing and leading research teams and networks of national or international significance, including mentoring and developing junior researchers and scientists.
- **Scientific Communication** — Demonstrated capacity to disseminate and communicate scientific results to diverse audiences, including government, industry, the media and the public.

Capabilities for the role



The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.




The capabilities are separated into focus capabilities and complementary capabilities.



Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Capability group/sets	Capability name	Behavioural indicators	Level
 Personal Attributes	Display Resilience and Courage Be open and honest, prepared to express your views, and willing to accept and commit to change	<ul style="list-style-type: none"> • Be flexible and adaptable and respond quickly when situations change • Offer your opinion and raise challenging issues • Acknowledge when someone challenges your ideas and respond respectfully • Work through challenges • Remain calm and focused in challenging situations 	Intermediate
 Personal Attributes	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none"> • Represent your organisation in an honest, ethical and professional way and encourage others to do so • Act professionally and support a culture of integrity • Identify and explain ethical issues and set an example for others to follow 	Adept


	<ul style="list-style-type: none"> • Promote a workplace culture that values high ethical standards and behaviour • Act to prevent and report misconduct and inappropriate behaviour • Put strategies in place to manage and monitor conflicts of interest • Ensure that others are aware of and understand the legislation and policy framework within which they operate'
 <p>Communicate Effectively Communicate clearly, pay attention to others and respond with understanding and respect</p> <p>Relationships</p>	<ul style="list-style-type: none"> • Tailor communication to suit the needs, Adept backgrounds and perspectives of diverse audiences and address barriers to participation • Clearly explain complex ideas and arguments to individuals and groups • Create opportunities for others to contribute • Share information with other teams and business units to enable informed decision-making • Write clearly and concisely in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences • Pay attention and encourage others to express their views
 <p>Commit to Customer Service Provide customer-focused services in line with public sector and organisational objectives</p> <p>Relationships</p>	<ul style="list-style-type: none"> • Take responsibility for delivering high- Adept quality customer-focused services • Design processes and policies based on the customers' experience and engage people with lived experience to inform service improvements • Create opportunities to learn about and measure what is important to customers by engaging with a wide range of customer experience • Use customer data, feedback and insights to improve service delivery • Find opportunities to collaborate with internal and external stakeholders to improve outcomes for customers • Maintain relationships with key customers in your area of expertise • Connect and collaborate with relevant customers from the community
 <p>Deliver Results Achieve results by using resources efficiently and committing to quality outcomes</p> <p>Results</p>	<ul style="list-style-type: none"> • Seek and apply specialist advice when Intermediate needed • Complete work tasks within set budgets, timeframes and standards • Take the initiative to progress and deliver your own work and that of the team or business unit • Contribute to assigning responsibilities and resources to ensure the team or business unit achieves goals



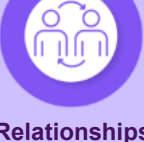
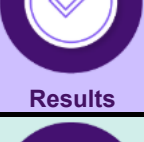
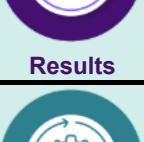


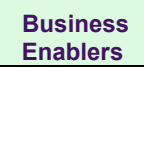
		<ul style="list-style-type: none"> Identify any barriers to achieving results and resolve these where possible Proactively change or adjust plans when needed 	
 <p>Results</p>	<p>Plan and Prioritise Plan to achieve priority outcomes and respond flexibly to changing circumstances</p>	<ul style="list-style-type: none"> Consider the future aims and goals of the team, business unit and your organisation when prioritising work Set, prioritise, consult on and develop team and business unit goals, strategies and plans Anticipate, assess and respond appropriately to the impact of changes, including changes to government policy and economic conditions, on team or business unit goals Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate outcomes and adjust plans accordingly 	Adept
 <p>Business Enablers</p>	<p>Technology Understand and use available technology to maximise efficiencies and effectiveness</p>	<ul style="list-style-type: none"> Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks Use available technology to improve individual performance and effectiveness Use records, information and knowledge management systems effectively Support system improvement initiatives and new technology when it is deployed Identify where technology or automation supports tasks, and raise issues when applications may be inappropriate or inaccurate 	Intermediate

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identify performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes, however, may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
 <p>Personal Attributes</p>	Manage Self	Be persistent, self-reflect and commit to learning	Adept

	Value Diversity and Inclusion	Be inclusive and respect diverse backgrounds, experiences and perspectives	Intermediate
Personal Attributes			
	Work Collaboratively	Collaborate with others and value their contribution	Intermediate
Relationships			
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
Relationships			
	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Intermediate
Results			
	Demonstrate Accountability	Be proactive and responsible for your actions, and follow legislation, policy and guidelines	Intermediate
Results			
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
Business Enablers			
	Procurement and Contract Management	Understand and use procurement processes to ensure effective purchasing and contract performance	Foundational
Business Enablers			
	Project Management	Understand and use effective ways to plan, coordinate and control projects	Intermediate
Business Enablers			

Relationship with The Director AMRI

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

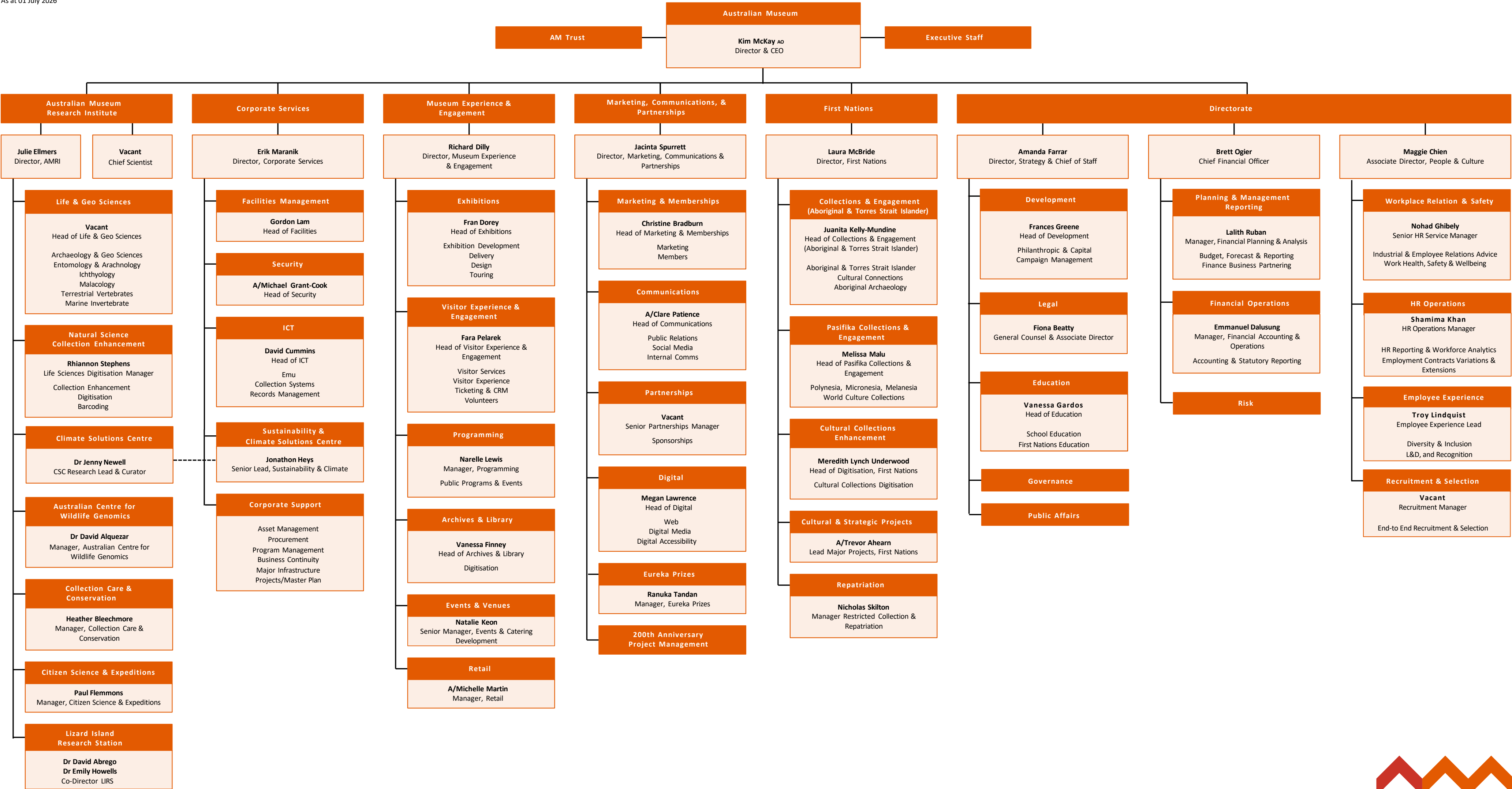
The Senior Executive's employment is subject to a three-month probation period.

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 01 July 2026



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.



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, 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 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 more than 5 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).



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



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.

The Application and Selection Process

Executive Search Partner

The Australian Museum has engaged Derwent Search 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 16th July 2026

To submit your application, please go to 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 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, 16th July 2026
- Interviews with Derwent – 1st July – 22nd July 2026
- Interviews with AM Selection Panel – Commencing from 3rd August 2026.
- Derwent will notify applicants of material changes to the timeline.
- Less competitive candidates will be advised of their application status by 31st August 2026.
- Derwent will notify applicants of material changes to the timeline.

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



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