



Australian Government

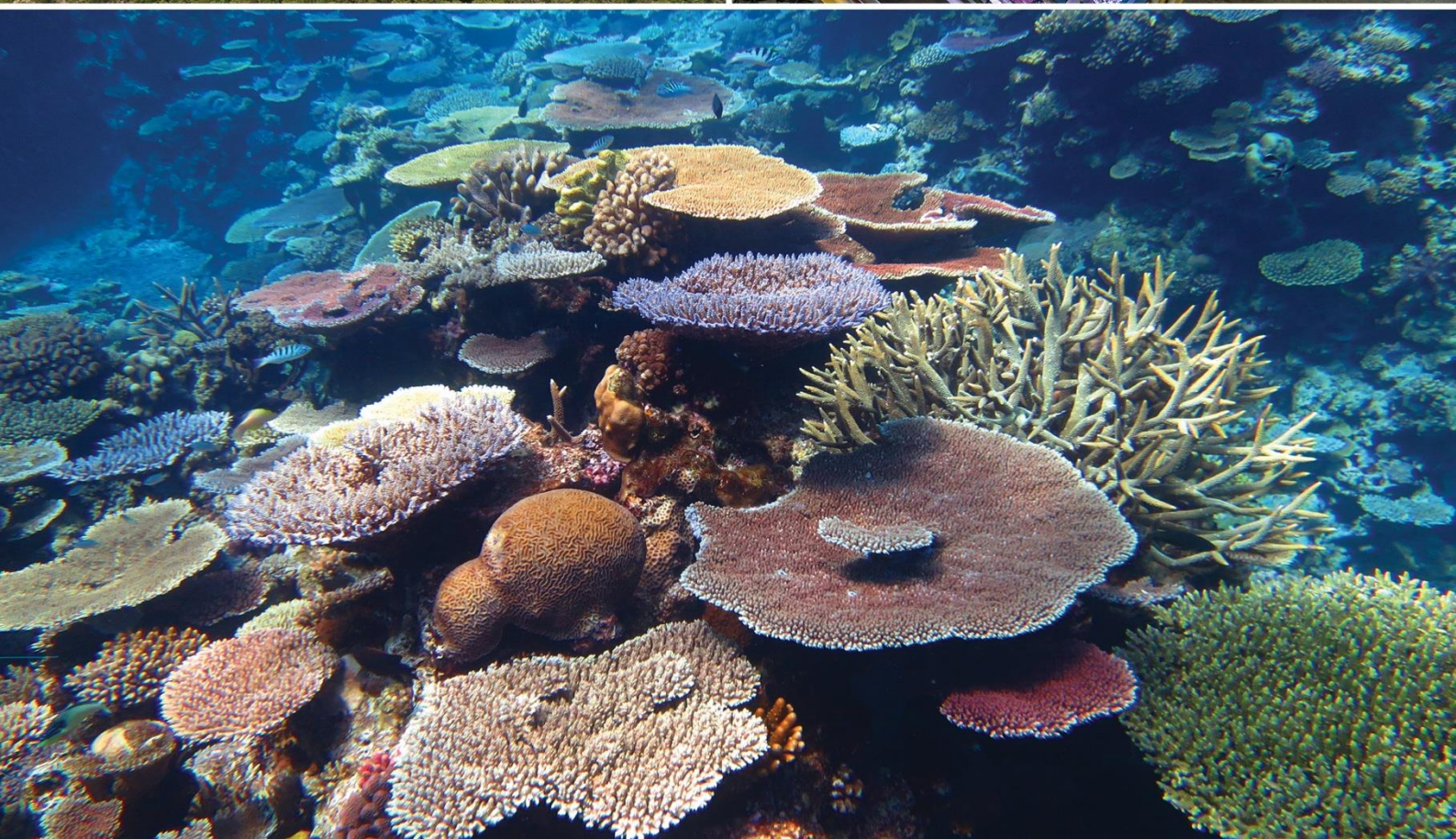


AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

RESEARCH PROGRAM DIRECTORS x 2

- REEF ECOLOGY AND MONITORING PROGRAM
- REEF RECOVERY, ADAPTATION AND RESTORATION PROGRAM

CANDIDATE INFORMATION PACK



CONTENTS

| | |
|---|----|
| About AIMS | 3 |
| About our Programs: | |
| • Reef Ecology and Monitoring; and | 4 |
| • Reef Recovery, Adaptation and Restoration | 5 |
| About our Research Program Director roles | 6 |
| How to apply | 7 |
| Key Selection Criteria | 8 |
| Position Description | 9 |
| About Townsville | 14 |



AIMS was awarded Athena Swan Bronze status in 2020 by the Science in Australia Gender Equity (SAGE) program. This award recognises AIMS' commitment to improving gender equity, diversity and inclusion in STEMM disciplines.

The Australian Institute of Marine Science acknowledges the Traditional Owners of the land and sea on which we work. We recognise the unique relationships and enduring cultural and spiritual connection that Aboriginal and Torres Strait Islander people have to land and sea, and pay our respects to Elders past, present and future.

ABOUT AIMS

The Australian Institute of Marine Science is a corporate Commonwealth entity established under the [Australian Institute of Marine Science Act 1972](#) (AIMS Act). As Australia's tropical marine research agency, it is [our mission](#) to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

To accomplish [our mission](#), AIMS delivers independent science to help realise three key long-term impacts for the nation:

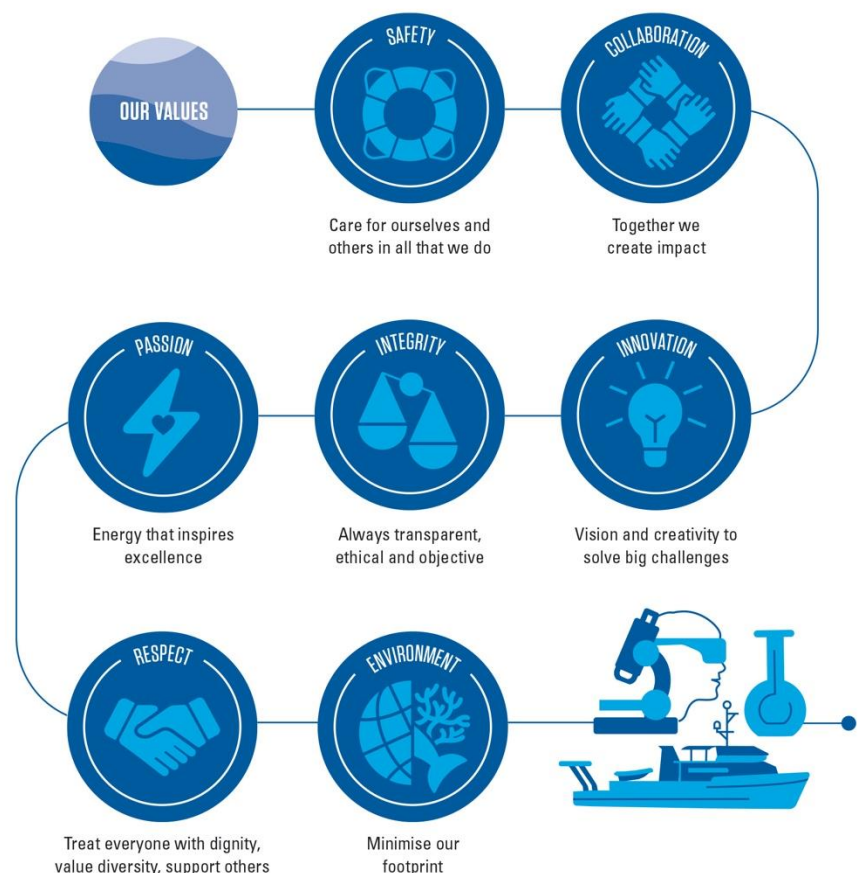
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

Our research is focused on the priorities of our stakeholders, including Commonwealth, state and territory governments, industry and Traditional Owners. Our research continues to:

- Underpin Australia's environmental management of the Great Barrier Reef (GBR) to ensure that this World Heritage Area remains healthy and resilient.
- Support the sustainable development of coastal industries and ports across northern Australia.
- Provide the environmental baselines and condition and risk assessments required for current and future resource and industrial developments in Northern Australia.

At AIMS, [the way we work](#) guides our team members' on their collective journey towards the successful delivery of our [AIMS Strategy 2025](#) targets.

THE WAY WE WORK



ABOUT THE REEF ECOLOGY AND MONITORING PROGRAM

The newly formed *Reef Ecology and Monitoring Program* delivers essential components of the *science for solutions* that are core to [AIMS Strategy 2025](#).

Globally, marine ecosystems are rapidly changing due to increasing pressures from climate change and local disturbances. There is an increasing need for reliable information about the status and trends of tropical marine ecosystems such as coral reefs. The Program's research focuses on understanding the trajectory of coral reef ecosystems and how they might perform in the future. This is pivotal to inform sustainable and adaptive management and policy development.

However, such understanding is complex, and the Teams in this Program apply a diversity of research approaches and technologies – including long-term monitoring, population and community ecology to applied conservation technologies, advanced ecological modelling, and outreach and capacity building in local communities. The speed, scale and heterogeneous nature of current changes pose additional logistical and innovation challenges to be able to assess and inform of the consequences of such changes more rapidly.

The Program is currently focused on six priority research areas:

- Delivery of AIMS' long-term monitoring programs on coral reefs.
- Innovation in marine observation technologies and methodologies.
- Process understanding of reef recovery under future climate scenarios.
- Expanded knowledge on key species of conservation and commercial interest.
- Advanced understanding of long-term climate impacts on marine ecosystems.
- Indigenous partnerships and community engagement in coral reef monitoring and sea country management.

The Program's geographic focus is the Great Barrier Reef. It is responsive to the needs of its key stakeholders, resource managers and policy makers, and is guided by the [Reef 2050 Long-term Sustainability Plan](#), Australia's overarching strategy to improve the Reef's health and resilience by delivering coordinated local, national and global action in key areas.

The program has a growing international reach, especially with our Pacific nearest neighbours. This growth area relies on building successful partnerships to secure research funding, develop pathways to research impact and a direct line of sight between problem formulation, information needs, and research planning and delivery.



ABOUT THE REEF RECOVERY, ADAPTATION AND RESTORATION PROGRAM

The newly formed *Reef Recovery, Adaptation and Restoration Program* delivers essential components of the *science for solutions* that are core to [AIMS Strategy 2025](#).

Global and local stressors are increasingly impacting the Great Barrier Reef and reefs around the world. Corals that form key ecosystem functions must acclimatise and adapt to persist in a warming future. The Program's research progresses the understanding of the scope, rates and molecular mechanisms underpinning acclimatisation and adaptation- knowledge that is essential to forecast corals' responses, including bleaching susceptibility and mortality under different emission and management scenarios.

Applying this fundamental knowledge, the research and development delivered by this Program is testing the feasibility, benefits and risks of novel reef restoration and adaptation interventions that seed corals onto reefs. This includes developing techniques for coral enhancements that improve temperature tolerance, and advancing large-scale aquaculture production of selected coral stock.

The Program is currently focused on four priority research areas:

- Delivery of coral propagation at scale, based on expanded knowledge of coral reproduction and early life history.
- Innovation to overcome bottlenecks in coral life-histories to optimise cost and scale of coral seeding techniques.
- Expanded knowledge of coral adaptation and the scope for enhancement to predict coral futures under climate change, and to evaluate the benefits and risks of enhancement.
- Expanded knowledge of the roles of microbial symbionts and innovation in hardening treatments for coral health and tolerance.

Program staff works closely with partners, particularly indigenous communities, and stakeholders to co-develop reef restoration and adaptation research and development and translate outcomes into benefits and value through relevant knowledge and tools.



ABOUT OUR RESEARCH PROGRAM DIRECTOR POSITIONS

About these Opportunities

As part of the AIMS Leadership Team and reporting to the CEO you will play a key role in the ongoing success and growth of this business by developing and implementing a significant marine research portfolio. You will achieve this by leading effective research planning and management, stakeholder engagement and strategic capability building for future growth and innovation within your Program.

Your leadership will bring multiple science disciplines together across your program and in collaboration with other AIMS Research Programs, will work to address critical and high-priority science questions and environmental management issues for Australia's marine ecosystems and dependent industries.

Your focus will be to lead a growing team of about 40 science and support staff, identify opportunities and ensure the delivery of relevant [AIMS Strategy 2025](#) outcomes. And as a member of the AIMS Leadership Team, you will contribute to the strategy and direction of the whole of AIMS.

Leading by example you will further develop and foster a strong and positive organisational culture that will promote science excellence, and also work to promote the role of AIMS as a provider of world-class science knowledge and trusted advisor. An important requirement of your position will be to enhance existing partnerships and actively seek to develop new business relationships and funding opportunities which support the continued growth and expansion our research portfolios.

About you

An experienced leader, your professional tertiary qualifications in a Marine Science field will further support your extensive experience in leading and managing large science programs. This experience demonstrates your deep understanding of the commitment to delivering timely outputs and leading across multiple disciplinary boundaries. The successful applicant is expected to have:

- Significant experience in science, government or business leadership and in developing productive partnerships between science, government and agencies
- Collaborative leadership skills, able to create connection across multidisciplinary teams
- Proven strategic and operational leadership, able to be decisive in selecting a course of action and leading in a way that drives the promotion of science capacity and outcomes
- A proven track record of high-level leadership, coaching and mentoring of teams, and known as an approachable and effective leader
- Excellent stakeholder engagement and relationship management skills, well known for your ability to influence
- A growth mindset, together with an analytical and problem-solving ability

NB: Non-Australian Citizens must hold an appropriate Visa with working entitlements that allows paid employment with AIMS for the term of the appointment, depending on the [Department of Home Affairs](#) current policies.

If, after reviewing the position description (refer pages 8 - 12), you believe that your qualifications, experience and professional capabilities will enable you to successfully deliver the position responsibilities, we would be very interested in hearing from you.

Apply now and join a world leading organisation with attractive working conditions which are detailed in our [Enterprise Agreement](#). The successful candidates for these exciting opportunities will be rewarded with:

- Remuneration range \$180,397 to \$195,560 per annum, plus 15.4% superannuation
- Motor vehicle
- Full-time, 5-year Fixed Term opportunity
- Located in Townsville (Qld). Relocation Assistance available
- Generous leave provisions & Flexible Work Arrangements considered

HOW TO APPLY

Your application submission for our Research Program Director opportunities should include the following documentation:

- Current Resume (including the contact details detail for two current referees);
- Document addressing the Key Selection Criteria (refer to page 8) within the scope of the position description (refer to page 9-13); and
- A short cover letter.

NB: Our preference is that you include a list of your qualifications, publications, certificates and/or licences in your resume. Do not attach these documents to your application as these will not be provided to the selection panel.

Shortlisted applicants may be asked to complete a Personal Outlook Analysis Questionnaire using the Birkman Method.

How to Apply: Please submit your application via our [website](https://aims.gov.au) (aims.gov.au).

Further information on the application process and tips for addressing Selection Criteria is available in our [Recruitment Application Guide](#).

Closing Date: MONDAY, 29th AUGUST 2022 (9am, AEST).

Recruitment Contact: Position enquiries can be directed to Paul Hardisty, CEO at p.hardisty@aims.gov.au

NB: Applicant survey: All applicants will be invited to complete a voluntary survey after the vacancy closing date. Your responses to this survey do not form part of your application for this position. Further information about the purpose of this survey will be provided to you in the invitation.



KEY SELECTION CRITERIA

Your application submission should address the following Selection Criteria. Please address each Selection Criteria in a separate paragraph (maximum 250 words per criteria) and in a single document. The selection criteria and your CV are the documents against which we assess your suitability for the positions.

Your responses to the following Key Selection Criteria must evidence your suitability for these exciting opportunities within the scope of the position description (pages 9-13).

Essential

- A PhD in a relevant marine science discipline and a strong publication record (relative to opportunity).
- High-level experience in leading and managing large science programs with a demonstrated commitment to delivering quality outputs in a timely manner and the proven ability to work and lead across multiple disciplinary boundaries.
- Highly developed written and oral communication skills extending to persuasive negotiation and sensitive personnel management.
- Evidence of an ability to foster a collaborative research culture with effective working relationships among researchers from different disciplines and agencies.
- Significant experience in science, government or business leadership and the development of productive partnerships between science, government and industry.
- Demonstrated experience in communicating and promoting science capacity and outcomes to a range of end-users and stakeholders.
- Demonstrated experience in planning, budgeting, financial and staff management, resource allocation, and reporting.
- Awareness of Occupational Health, Safety and Environment issues and a knowledge of, and commitment to, the principles of Equal Employment Opportunity.



POSITION DESCRIPTION: RESEARCH PROGRAM DIRECTORS

| | |
|-----------------------------------|---|
| Program: | Reef Ecology and Monitoring Program (7101) Recovery, Adaptation and Restoration Program (7401) |
| Primary Location: | Townsville, QLD |
| Direct Supervisor: | Chief Executive Officer (21213) |
| Position Classification: | AOF Level 8 |
| Functional Area: | Research Management |
| Position Summary: | <p>The Program Director will be responsible for developing and implementing a significant marine research portfolio for the Program, through effective research planning and management, stakeholder engagement and capability development.</p> <p>While the Program Director will lead a team of mainly Townsville based researchers, the Institute deploys staff and its facilities across all of its sites into major projects and thematic areas of research. Thus, as a member of the AIMS Leadership Team (ALT), the Program Director will contribute to the development of AIMS' strategic research directions and the effective management of research and support activities across all locations and thematic areas</p> <p>The Program Director will create and foster a culture of science excellence and promote the role of AIMS as provider of world-class science knowledge and as trusted advisor to both private and public sector institutions.</p> <p>The Program Director will be a member of AIMS' Leadership Team and is expected to contribute to the strategy and direction of the whole of AIMS and not just their science program.</p> <p>This position will lead a team of science and support staff, identify opportunities, and ensure the delivery of outcomes.</p> |
| Key Objectives: | <p>Develop and deliver a research portfolio for the Program which combines innovative, high-quality research with the needs of key stakeholders, especially government.</p> <p>Develop and implement an engagement model to build and maintain business relationships with corporate and government sectors.</p> <p>Enhance the capacity of AIMS to deliver research outcomes to stakeholders through the development and leadership of partnerships and collaborations with other research agencies nationally and internationally.</p> <p>Build meaningful partnerships with Traditional Owners of sea country to deliver impactful research for both Indigenous and non-Indigenous Australians.</p> <p>Manage operational aspects of the Program, including financial, human resource and AIMS research facilities.</p> |
| Position Responsibilities: | <p>Research Leadership & Business Development</p> <p>Implement the strategic direction of the Program to position AIMS at the leading edge of marine science, nationally and internationally.</p> <p>Bring multiple science disciplines together within the Program and with other AIMS Research Programs to address critical and high-priority science questions and environmental management issues for Australia's marine ecosystems and dependent industries.</p> <p>Proactively and adaptively build and maintain research capacity and capability within the Program to meet client demands and maintain the Program at a highly competitive standard.</p> |

POSITION DESCRIPTION - CONTINUED

| | |
|--|--|
| | <p>Work in partnership with key stakeholders and clients across government, industry the science community to provide science solutions to environmental priority issues in the marine space nationally and internationally.</p> <p>Work with the AIMS Leadership Team and Business Services Group to develop and maintain strategic business and partnership opportunities for AIMS,</p> <p>Lead the implementation of the Program's Research and Business Plans, which are designed to guide science directions and ensure that we attract the external funding required to meet our research goals.</p> <p>In collaboration with senior scientists, the position will provide science leadership through the identification of key strategic and the development of targeted plans and activities to realise these opportunities.</p> <p>Manage and commit to continuous improvement of the delivery of quality scientific research and services, consistent with AIMS' Quality Policy.</p> |
| | <p>Representation, Liaison, and Reporting</p> <p>Engage with key existing stakeholders at multiple levels to build and foster partnerships and to maintain trust and credibility in AIMS as a high-quality, independent science provider.</p> <p>Promote awareness of AIMS and its research to potential new partners, clients, and the public.</p> <p>Maintain a strong network of collaborators to ensure that projects requiring skills outside AIMS' core capability can be developed and completed successfully through effective collaborations.</p> <p>Manage the timeliness and quality of communications with partners and clients (including reports) with a view to maintaining a reputation for delivering quality professional products that directly address partner needs.</p> |
| | <p>Financial Management</p> <p>Work with the ALT to ensure that AIMS' financial targets are achieved.</p> <p>Manage Program budget across multiple teams and projects.</p> <p>Ensure appropriate and efficient use of funds by all staff and facets of AIMS' facilities.</p> |
| | <p>Personnel Management</p> <p>Develop and maintain a high-performing science Program team characterised by positive and constructive behaviours consistent with AIMS' Values</p> <p>Motivate and support Program staff to conceptualise, develop and complete high-quality projects.</p> <p>Promote a safe workplace by ensuring that all staff comply with AIMS' workplace health and safety policies and procedures.</p> <p>Ensure appropriate supervision and mentoring is provided for all staff, including personal development, appropriate training and skills development.</p> <p>Set an example for all staff by personal compliance with the AIMS Code of Conduct and ensure that others adhere to the same standards.</p> <p>Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld.</p> <p>Adhere to, uphold, and demonstrate the AIMS values.</p> |

POSITION DESCRIPTION - CONTINUED

| Key Responsibilities and Performance Standards | | | | | | | | | | | | | |
|---|--|--|------|----------------|-----|----------------|-----|-----------------|-----|---------------|-----|---|--------------|
| Science Outputs: | <p>Lead the development and implementation of a Strategic Research and Business Development Plan for the Program that uses world-class science to address the needs of government, industry and society.</p> <p>Lead the planning and review performance of team-based research outputs on an annual basis.</p> <p>Develop productive collaborations with other research agencies that enhance the ability of AIMS to maintain its standing as a key independent science provider and trusted advisor.</p> <p>Contribute to the overall strategic planning and management of AIMS research, and related support activities, through active participation in the AIMS Senior Leadership Team.</p> <p>Promote the publication of research outcomes from the Team in peer-reviewed outlets and through other channels of communication.</p> | | | | | | | | | | | | |
| Business Development: | <p>Consult extensively with government, NGOs or industry clients to determine strategic information needs and identify areas where AIMS can meet these needs on its own or through strategic collaborations.</p> <p>Develop and implement a plan to grow the external revenue of AIMS in order to support ongoing growth in its research portfolio.</p> <p>Develop a strong team-based approach to the identification and realisation of business opportunities and foster a culture of innovative solutions to clients and end-user needs</p> <p>Track the implementation of the business development plan and the development of project concepts into fully costed proposals and then funded projects.</p> <p>Contribute to continued strategic business development and implementation through active participation in AIMS' Senior Leadership Team.</p> | | | | | | | | | | | | |
| Occupational Health & Safety: | <p>Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.</p> <p>Provide HSE leadership within the Program.</p> <p>Identify workplace hazards and drive a culture that values safety in the workplace. Immediately report any work-related accident, injury or near accident to the CEO and HSE Coordinator.</p> <p>Promote appropriate risk awareness and management.</p> <p>Ensure that staff receive adequate instruction and training and have the authorization and resources to work safely.</p> <p>In line with AIMS' <u>Health and Safety Policy</u> policies and procedures, successfully participate in Manual Task (Functional) Assessments and <u>Fit for Work</u> medical assessments as required.</p> <p>Minimum functional requirements:</p> <table border="1"> <tr> <td>Maximum lift expected (5kg, 10kg, 25 kg)</td><td>25kg</td></tr> <tr> <td>% role walking</td><td>20%</td></tr> <tr> <td>% role sitting</td><td>40%</td></tr> <tr> <td>% role standing</td><td>39%</td></tr> <tr> <td>% role diving</td><td>1%*</td></tr> <tr> <td>Work in offshore or remote locations for extended periods of time</td><td>Potentially*</td></tr> </table> <p>*dependent on the applicant's qualification and organisational need.</p> <p>AIMS strongly encourages all employees to be fully vaccinated against COVID-19. Whilst it is not currently a mandatory requirement for this role, AIMS reserves the right to</p> | Maximum lift expected (5kg, 10kg, 25 kg) | 25kg | % role walking | 20% | % role sitting | 40% | % role standing | 39% | % role diving | 1%* | Work in offshore or remote locations for extended periods of time | Potentially* |
| Maximum lift expected (5kg, 10kg, 25 kg) | 25kg | | | | | | | | | | | | |
| % role walking | 20% | | | | | | | | | | | | |
| % role sitting | 40% | | | | | | | | | | | | |
| % role standing | 39% | | | | | | | | | | | | |
| % role diving | 1%* | | | | | | | | | | | | |
| Work in offshore or remote locations for extended periods of time | Potentially* | | | | | | | | | | | | |

POSITION DESCRIPTION - CONTINUED

| | |
|---|---|
| | <p>review its position and policy on mandatory vaccinations. It may therefore become a mandatory requirement for this role in the future.</p> <p>Identify workplace hazards and take corrective action with your supervisor's guidance.</p> <p>Ensure visitors and staff for which you are responsible have completed the necessary OH&S inductions.</p> |
| Intellectual Assets: | Ensure compliance with AIMS' Intellectual Property <u>policies procedures</u> and guidelines to ensure AIMS' intellectual assets are appropriately protected and managed. |
| Delegations: | <p>In line with <u>Financial and Contract Delegation Policy</u>, which includes authorisation levels for Financial, Enterprise Agreement (supervisory), HS&E and General Administrative activities.</p> <p>Financial: \$500,000 for Research Contracts</p> <p>Performance Management: Complete Annual Performance Assessments for self and direct reports.</p> <p>Recruitment: After consultation with the AIMS Leadership Team, recruit staff in line with AIMS policies and procedures.</p> <p>Leave: Approve requests for direct reports and ensure that all Program staff manage their leave appropriately.</p> |
| Teamwork/supervisory: | <p>Direct Reports: Team Leaders and other science staff as determined with the CEO and AIMS Leadership Team.</p> <p>To promote multi-disciplinary teamwork that values diversity while supporting AIMS goals and objectives.</p> |
| Internal Organisational relationships: | <p>Regular communication with the AIMS Leadership Team on operational matters of science and support.</p> <p>Active participation in business planning and monitoring of the project pipeline in collaboration with the Business Services Group.</p> <p>Effective communication with Research Team Leaders and Corporate Service Managers about staff and resource matters as required.</p> <p>Quarterly reporting to the AIMS Leadership Team and timely contributions to corporate documents and processes.</p> |
| Collaborator and Stakeholder Requirements: | Nurture existing relationships and initiate new ones in consultation with the CEO and fellow Program Directors. |
| Financial responsibilities and accountabilities: | <p>Contribute to the development of Program and Institutional budgets.</p> <p>Manage AIMS funds in a responsible manner and within delegation.</p> <p>Comply with AIMS' <u>Fraud Prevention Plan</u> ensuring the standards of conduct and ethical behaviour required of an AIMS staff member are upheld and that suspected fraudulent activity is prevented and/or reported.</p> |
| Leadership Capability: | Commit to develop of self and others by engaging in the Performance and Development framework, 360 review processes and developing and delivering agreed action plans. |
| Planning responsibilities: | <p>As a member of the ALT, contribute to the overall strategic planning of the institute with special attention to the program.</p> <p>Contribute positional requirements to operational planning.</p> |
| Communication responsibilities: | <p>Uses effective communication style appropriate to the audience and/or context.</p> <p>Promotes respectful team behaviour in individuals.</p> |

POSITION DESCRIPTION - CONTINUED

| Skills and Knowledge | |
|---|---|
| Essential Skills and Knowledge: | <p>Proven ability to develop major scientific research programs in partnership with industry or government along with the ability to attract major investment for these programs.</p> <p>Demonstrated ability in planning, budgeting, financial and staff management, resource allocation, and reporting.</p> <p>Ability to operate effectively as a valued contributing member of the ALT.</p> <p>Highly developed written and oral communication skills extending to persuasive negotiation and personnel management.</p> <p>Advocacy and awareness of Workplace Health and Safety issues and a knowledge of, and commitment to, the principles of Equal Employment Opportunity.</p> <p>Ability to promote and market science capability and outcomes to clients and stakeholders.</p> <p>Desire and ability to foster a collaborative research culture with effective working relationships among researchers from different disciplines and agencies.</p> |
| Qualifications and Experience | |
| Essential Qualifications and Experience: | <p>International or national reputation as a science leader with a clear vision and record of delivery.</p> <p>Proven track record of building and leading high performing multi-disciplinary teams.</p> <p>A PhD in a relevant marine science discipline and a strong publication record (relative to opportunity).</p> <p>High-level experience in leading and managing multiple science projects and/or a significant science program with a demonstrated commitment and ability to deliver quality outputs in a timely manner</p> <p>Ability to work and lead across multiple disciplinary boundaries.</p> <p>Experience in developing business plans, capability/capacity and resource planning, and financial analysis.</p> <p>Significant experience in leadership at the science-user interface and development of effective business partnerships across this interface.</p> |
| Desirable Qualifications and Experience: | <p>Successful development of large, multiagency external grant applications to Government or Industry funders.</p> <p>Experience working with Foundations and International AID Programs. Contract negotiation and Intellectual Property experience.</p> |
| Technology and Equipment | |
| Technology & Equipment Used: | <p>Networked personal computer and general office equipment.</p> <p>EDMS - TechOne ECM, Procurement, HR, Finance modules</p> <p>Microsoft Project, Microsoft 365 applications</p> |
| Special Requirements | |
| Other Special Requirements | <p>Current QLD C Class Open Drivers Licence (or equivalent) or the willingness to obtain.</p> <p>Willingness to undertake extensive travel.</p> <p>Strong commitment to and sound knowledge of principles and practices of Occupational Health and Safety and Workplace Diversity and Inclusion</p> <p>Non-Australian Citizens must hold an appropriate Visa with working entitlements that allows paid employment with AIMS for the term of the appointment, depending on the <u>Department of Home Affairs</u> current policies.</p> |

About the Location

Townsville (QLD) Facility

AIMS headquarters is south of Townsville, Queensland at Cape Ferguson. We are about 50 km from Townsville's CBD, is an international landmark in tropical marine science and home to the [National Sea Simulator \(SeaSim\)](#). We are adjacent to the centre of the Great Barrier Reef and surrounded by a 207-hectare national park and marine reserve. The area is free from development, is biosecure and has access to clean seawater and a protected harbour.

Finding us ([link to our Website page](#)):

Head south from Townsville on the Bruce Highway (A1). Approximately 37 km from the city centre, turn left at the signposted turn-off to AIMS, onto Cape Cleveland Rd. Follow this road for a further 16 km until you arrive at the Institute.

Please note there is **no public transport** to the Institute however employee commuter car arrangements are detailed in our [Enterprise Agreement](#) (Part I – Commuting Arrangements – Cape Ferguson).

Townsville Traditional Owner Groups ([link to Townsville City Council Website](#))

Our Traditional owners and custodians, the Bindal and Wulgurukaba People are the first people to have lived in the Townsville region.

The Bindal People

The Bindal people call the country “Thul Garrie Waja”. An important symbol for the Bindal people is the shooting star. They believe that wherever the star fell, or the direction the star fell meant there was either danger coming or someone from that direction was in need of help or in danger.

The Wulgurukaba People

The Wulgurukaba people call their country “Gurrumbilbarra”. Wulgurukaba means “canoe people”. An important symbol of the Wulgurukaba people is the carpet snake. Wulgurukabas creation story tells the story of the creation snake that comes down from the Herbert River, went out to sea, creating the Hinchinbrook Channel, and down to Palm and Magnetic Islands. His body broke up, leaving parts along the coast. The tail of the snake is at Halifax Bay, his body is at Palm Island, while his head rests at Arcadia, Magnetic Island.

Living in Townsville

Townsville is a vibrant and rapidly growing city in North Queensland. Surrounded by the Great Barrier Reef, numerous coastal islands, the Wet Tropics rainforest and the outback, and less than two hours by plane from Brisbane, the region experiences a warm tropical climate with more than 300 days of sunshine each year.

A diverse economic base with strengths in government administration, health, defence, education, marine science, natural resource management, manufacturing and mining, ports and shipping and agriculture supports a current population of over 190,000 people.

Boasting a relaxed lifestyle, residents of Townsville enjoy access to world class educational, medical, sporting and recreational facilities. Townsville attracts high quality national and international festivals, cultural and sporting events.

For further information visit www.townsville.qld.gov.au.

