

**2011**

**Australian Rural Leadership  
Foundation report to the Fisheries  
Research & Development  
Corporation**



**Australian Rural Leadership  
Foundation LEAD Network**

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## Fishery industry leaders

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The Australian Rural Leadership Foundation has, since 1992, developed and delivered leadership programs that make a difference to individuals, organisations and communities that have a commitment to rural, regional or remote Australia. Supporting industry and community leaders helps sustain and build social, economic and environmental values throughout rural Australia.

The Foundation engages participants in authentic experiences and contexts, through either the Foundation's flagship leadership program (ARLP) or its short courses, which help participants develop capability and effectiveness in three key domains:

1. personal effectiveness;
2. ethics, values, social responsibility, and appreciation of diversity; and
3. thinking, including conceptual and analytical.

The Foundation's commitment to ARLP or short course graduates is continued through their membership of the LEAD Network of Fellows. It provides networking and life-long professional and personal development opportunities for all Foundation graduates.

The success of our approach to leadership is evident through the work of our graduates.

This report, focusing on the fishing industry, demonstrates this success by showcasing 45 Foundation graduates and current course participants who all contribute "above and beyond" to rural Australia. This is significant because the first graduate represented in this report, completed the ARLP in 1994, more than 17 years ago.

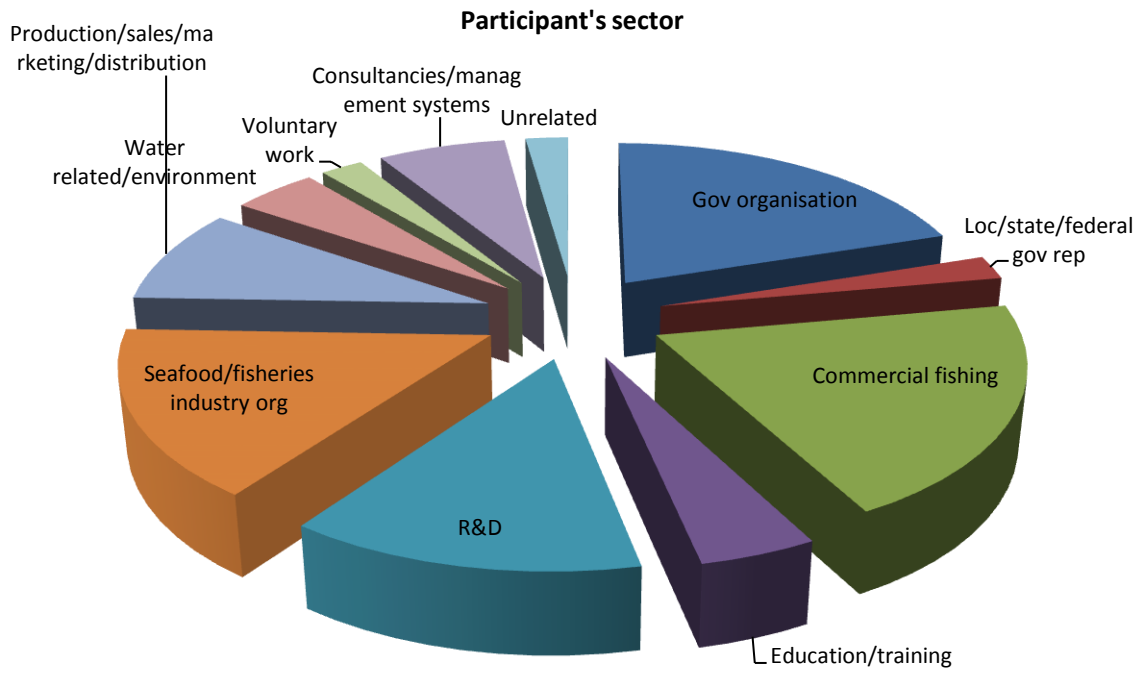
We are hoping, through updates of this report, to "track" the work of current course participants and provide this information to Fisheries Research & Development.

The members and course participants represented are involved, or have been involved, in the fishing industry in a variety of ways and to various degrees. The vast majority have been funded by the Fisheries Research & Development Corporation although others have been supported by other industry and government organisations.

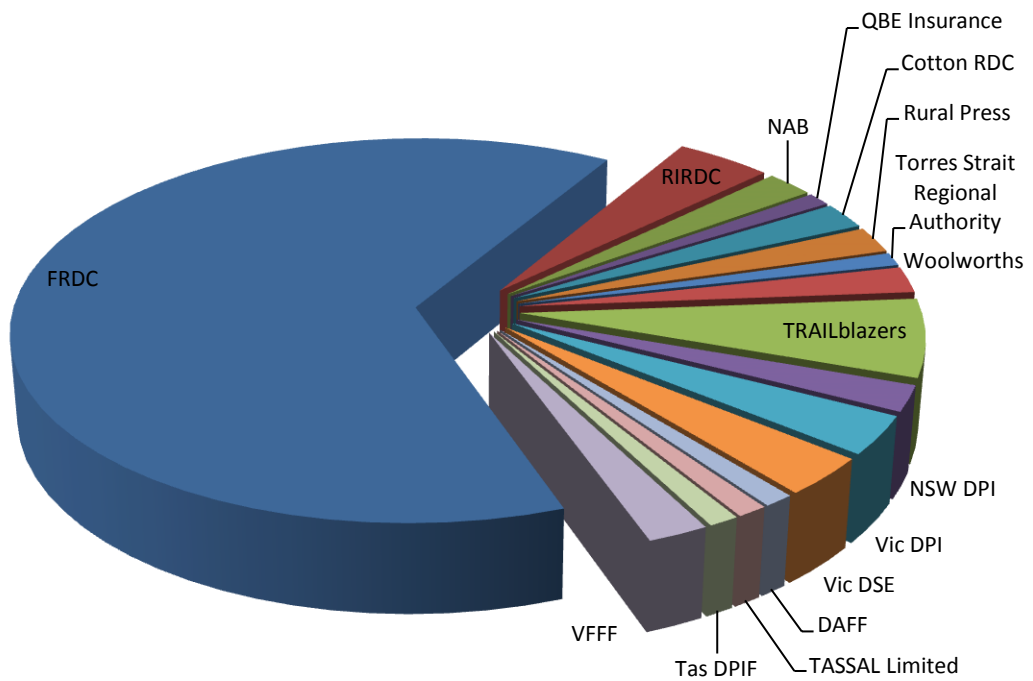
To classify the areas of interest of the 45 Australian Rural Leadership Foundation fellows and course participants identified in this report is somewhat difficult as the vast majority are involved in the industry at a number of different levels and through various associations, groups and organisations. However, for the purpose of this report the main industry involvement of each participant has been identified.

Of the participants funded by the Fisheries Research & Development Corporation (29.5), only one has moved to another, unrelated industry. Despite this move, the participant remains engaged with rural Australia.

The vast majority of fellows involved in the fisheries industry or related industries have continued in their leadership endeavours post completion of the Australian Rural Leadership Program or TRAILblazers.

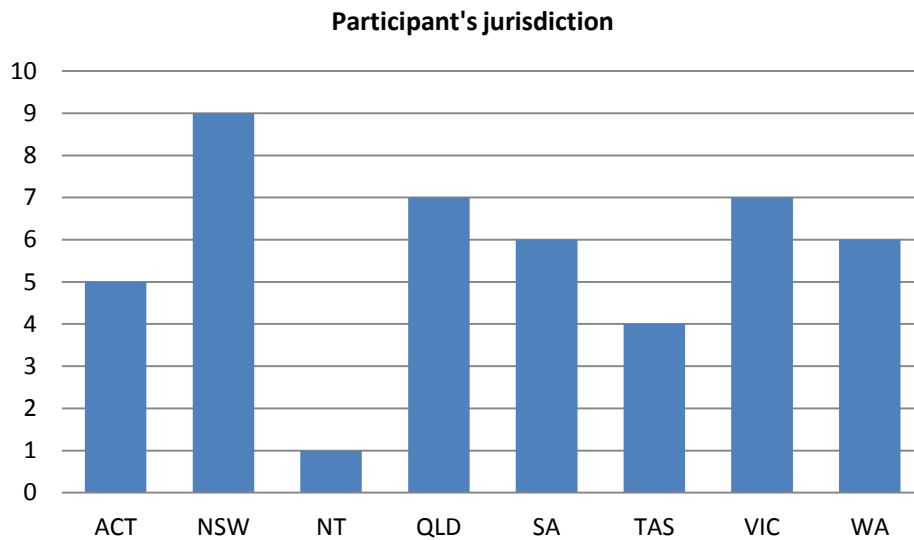


### Participant sponsor or short course

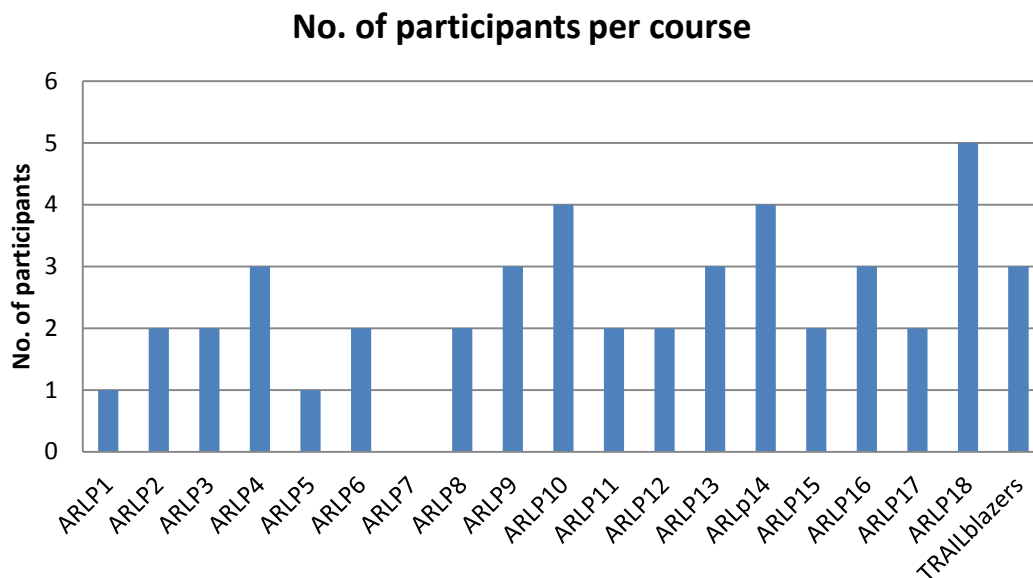


A characteristic of the leaders described in this report is the propensity to take on additional work within the industry and with other organisations that contribute to industry or community resilience. Due to the plethora of involvement within these additional industry and community organisations, it is difficult to draw an accurate depiction of the number of groups and organisations that individuals have engaged with, although the antecedents provided for each of the Foundation graduates provides a clear indication of high level involvement.

The 45 Foundation graduates and course participants come from jurisdictions throughout Australia, with the highest representation being New South Wales, and the lowest, the Northern Territory.



The majority of leaders (43) represented here completed or are currently participants on the Australian Rural Leadership Foundation's flagship program (ARLP). One graduate completed both the ARLP and TRAILblazers; and two graduates completed TRAILblazers only.



The Foundation's TRAILblazers program is an eight day residential advanced leadership development program for highly experienced leaders. It is designed for leaders who have been

engaged in a range of leadership roles and who have worked in complex contexts for a significant period of time.

This report will be updated over time. Feedback about the content is welcome as we are hoping to update and constantly improve our interactions with sponsors and industries.

If you require specific details about leaders involved in your industry, please notify us so that these details are included in the next report.

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## Peter Peterson

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*ARLP 1 (1993-1994)*

*Supported by: Rural Industries Research and Development Corporation*

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Peter is an Assistant Director, Sustainable Fisheries Policy and Assessment, Marine Division, within the federal Department of Sustainability, Environment, Water, Populations and Communities.

Peter was the Chief Executive Officer of Adult Learning Australia a body whose purpose is to support informal learning in Australia. It has focuses on literacy, education for interest and the development of basic skills and remedial education.

Peter has been the chief executive for the SA Fishing industry, the national fishing industry and the Australian Pork industry; he also has a strong record of achievement in the Australian Government and also the Queensland Government, where he has worked in primary industries, natural resource management and education. He is currently involved in the assessment of the Southern and Eastern Scalefish and Shark Fishery for sustainability and also involved in addressing fisheries by-catch policy.

## Stephen Hinge

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*ARLP 2 (1995-1996)*

*Sponsored by: Fisheries Research & Development Corporation*

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When he applied to participate in Course 2 (1995-1996) of the Australian Rural Leadership Foundation's leadership program, Stephen Hinge was a rock lobster fisherman and wholesaler, and a member of many fishing industry and government industry committees. These included the South Australian Fishing Industry Council, as a committee member from 1990 to 1992; President of the Northern Zone Rock Lobster Association from 1989 to 1992 and a committee member from 1993 to 1994; a member of the Integrated Management Committee for the Northern Zone Rock Lobster Association from 1993 to 1994; and an industry representative for a number of sub-committees.

In undertaking the Program, Stephen hoped to "develop a clearer and more succinct approach to problems and leadership aspects" of his industry and "develop a personal lateral thinking approach to situations and management problems... and develop a more confident personality in pressure situations".

Stephen's vision for his industry in 1995 was

*... to integrate production and marketing with all aspects of resource sharing and environmental considerations.*



He wants to

*... direct industry on a course of harmony with all other owners and users of our resources and develop a management system that allows maximum utilisation of our country's resources whilst leaving a sustainable resource for all future generations.*

By 2000 Stephen hoped to maintain and expand his level of involvement in research and management of rock lobsters and fishing in general and with the support of industry, be a leader of the South Australian Fishing Industry Council and later, the national industry council. By 2005, Stephen stated that he wanted to be an inspiration to South Australian rock lobster research and industry and expand into general fishing and marketing Australia-wide. He also aspired to become involved with regional education and regional economic development.

In 2011, Stephen is a member of the Board of the Australian Fisheries Academy. The Australian Fisheries Academy (AFA) delivers maritime, fishing and seafood industry-specific development and education programs. Courses run by AFA cover all aspects of marine learning, from filleting a fish to skippering a large commercial vessel. AFA also facilitates industry-based traineeships that are specifically focussed on providing opportunities to people wanting a career in commercial fishing, aquaculture, seafood processing, seafood retailing and maritime industries.



## **Nigel Scullion**

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*ARLP 2 (1995-1996)*

*Sponsored by: Fisheries Research & Development Corporation*

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When Nigel accepted his scholarship from the Fisheries Research & Development Corporation to participate in Course 2 of the Australian Rural Leadership Program he owned and managed a small business which operated a fishing vessel and a marine charter service. The company was co-managed by Nigel's wife and employed between five to thirty people at any given time.

Nigel is the founding Chairman of the Northern Territory Spanish Mackerel Troll Line Association, and had roles as Vice Chairman of the Northern Territory Fishing Industry Council, Delegate to National Fishing Industry Council, Chairman of the Northern Territory Fisheries Training Advisory Board, and Vice Chairman National Fisheries Training Advisory Board.

Nigel was motivated to apply for the Program through a former participant:

*I was impressed by his enthusiasm. I also recognised changes in his focus and outlook which I attribute to his participation.*

He was further stimulated to apply because of his leadership industry roles:

*I presently perform a leadership role as a representative of the Territory fishing industry in a number of state and national fora. These are dynamic times for the fishing industry. At the same time we must adopt better harvesting practices and focus more on international markets. Highly refined leadership skills will be essential if industry is to make these changes successfully.*

A vision for the future, according to Nigel, includes long-term ecological sustainability with a fishing industry that is more profitable through maximisation of the value of the catch and the

minimising of costs rather than through catching more and more fish. Building links with Australia's immediate neighbours is also significant for Nigel, with the Asia-Pacific region conceptualised as "neighbours, not as foreigners":

*We must build links through trade, technology sharing and cooperative management of shared marine resources.*

Leadership characteristics that Nigel would like to see reflected in rural Australia in 2005 include leaders and decision makers who are: inclusive; focus on solving problems rather than creating divisions; not constrained by custom or tradition but analytical and innovative; have the ability to delegate where appropriate; and have respect for and knowledge of the cultures and languages of neighbours.

By 2000, Nigel believed that he would continue as director of both the Northern Territory and the National Fishing Industry Councils. He wished to broaden his activities to include community-based issues, particularly associated with the education and welfare of children. By 2005, Nigel hoped to be elected to the Northern Territory Legislative Assembly as Minister for Primary Industries and Fisheries.

Fast-tracking his plans slightly, Senator Nigel Scullion stood to make his maiden speech in the Senate of Parliament House, Canberra, on Wednesday 13 February, 2002 as a Senator for the Northern Territory. His speech strongly reflects his background as a professional fisherman and his knowledge of the industry is apparent.

After his participation in the Australian Rural leadership Program and before he became a Senator, Nigel was Chair of the Australian Seafood Industry Council until 2005-2006 and he was also Chair of the National Fisheries Training Advisory Board and Chair of the International Coalition of Fisheries Associations.

## Nev Perryman

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*ARLP 3 (1996-1997)*

*Sponsored by: Fisheries Research & Development Corporation*

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Neville and his wife Melissa own and operate a diversified fishing business in Tasmania. Although now separated they work as a team in the day to day operation of their business. In the past this gave Neville time to represent the fishing industry at a local and national level.

Neville is passionate about the fishing industry and its 'fit' with the community. He has held such positions as President of the Tasmanian Fishing Industry Council, and is a former Director of the Australian Seafood Industry Council.

Neville is keenly involved with research and development at many levels, from collecting specimens to sitting on research advisory groups. An example of this was his involvement in the Board selection process for the Fisheries Research and Development Corporation. He completed two years as a Commissioner on the Resource Planning and Development Commission's Inquiry into Marine Parks in the Port Davey and Kent group areas, where he was acknowledged for his ability to work out

compromise positions between industry and other stakeholder groups. Always ready to contribute Neville was invited to Maine to speak about his experiences as a lobster fisher in Australia.

Neville recently stepped down from the Tasmanian Fishing Industry Council Board after 15 years as a Director. He was also a former member of the Tasmanian Fishing Industry Training Board.

Neville was a member of a State Trade mission to China. He has also travelled overseas looking at other fishing Industries and communities and has hosted visiting overseas fishers and scientists. He is also part of the review into the Seafood Leadership Program, of which he is also a participant.

Membership on the Minister's Crustacean Fishery Advisory Committee still keeps him busy but he is looking for further challenges. Some current work involves men's mental health and support systems for younger people who struggle in our communities.



Neville holds a Master V Skippers certificate, a Marine Engine Driver Certificate and a Certificate in Fisheries Operation and Technology.

## Michael Cameron

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*ARLP 3 (1996-1997)*

*Sponsored by: TASSAL Limited and Tasmanian Department of Primary Industries and Fisheries*

Michael manages Aqua Marine Resourcing (AMR) in partnership with his wife Debbie.

The core focus of AMR is shellfish aquaculture, advisory services, administration and management, manual and electronic stock control systems, business appraisals and training of operational staff from the most basic skill levels to advanced farm management and stock husbandry. AMR also provides a 'hands-on' service, where Michael is available to assist in on farm activities, from the "coal face to the computer".

AMR provides management services for Cameron of Tasmania Pty Ltd. Cameron's operate shellfish hatcheries, nurseries, on-growing, finishing, processing and marketing departments.

## Cheryl Phillips

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*ARLP 4 (1997-1998)*

*Sponsored by: National Bank of Australia*

Cheryl is General Manager and Senior Facilitator for Leading Industries, an organisation that encourages participants to reach their potential by developing their skills, confidence, knowledge, networks and big picture perspective. Specifically for the seafood industry, Leading Industries runs the National Advance in Seafood Leadership Development Program to equip participants to effectively represent their industry at a state and national level. It is a six month program which

includes three residential skill sessions of three, two and three days respectively. A second program entitled State Impact on Seafood Leadership Training Program equips participants with the skills, knowledge and confidence to participate at an individual, enterprise and industry level.

Cheryl holds a Masters Degree in Social Science and recently completed her Doctorate. Cheryl is a former local government councillor and the recipient of the APEN (Australasia Pacific Extension Network) Award for Excellence in Extension 2001.

## **Duncan Leadbitter**

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*ARLP 4 (1997-1998)*

*Sponsored by: Fisheries Research & Development Corporation*

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Duncan established his own consultancy, Fish Matter Pty Ltd ([www.fishmatter.com.au](http://www.fishmatter.com.au)) in 2009. Through his company, Duncan does a lot of work for a United States-based non-government organisation called Sustainable Fisheries Partnerships which works with businesses and fisheries to implement sustainability commitment.



Duncan is also involved with contract work for the Food and Agriculture Organization of the United Nations, the International Finance Corporation, The Commonwealth Fisheries Association, Industry and Investment NSW, Taronga Zoo, Poseidon Aquatic Consulting and the World Wildlife Fund. He is also a Visiting Fellow at the Australian National Centre for Ocean Resources and Security at the University of Wollongong.

Duncan was with the Marine Stewardship Council (MSC) from 2000 to 2009 as International Fisheries Director with responsibility for managing the MSC's Asia Pacific region. In this role he encouraged fisheries, the post-harvest sector, and consumers to become involved in the program and he worked with fisheries that were already at various stages of the certification process. Prior to, and during his time with the MSC, Duncan gained extensive experience in fisheries in Europe, Asia, North America and the Pacific.

Before joining the MSC, Duncan was the Executive Director of Ocean Watch Australia, a not-for-profit organisation that aims to protect and improve fish habitats and reduce the impacts of fishing. He has also worked within state government for the fisheries agency in New South Wales as a habitat/conservation manager and in the private sector as an environmental consultant.

For example, Duncan was the Deputy Director of the Australian Seafood Industry Council and held a number of positions on federal and state-based natural resource and biodiversity advisory councils. He chaired the national Squid Management Advisory Committee for the Australian Fisheries Management Authority.

With a background in the management of aquatic habitat and fishing impacts, Duncan has worked on marine protected areas, aquaculture assessments, habitat rehabilitation, pollution assessments, environmental education and bycatch management. He has also worked collaboratively with a variety of fishery stakeholders including industry, environment groups and government.

He has written a number of published works on fisheries, coastal zone and habitat matters. He holds a Science Degree (Hons) from the University of Sydney and a Masters Degree in Environmental Planning from Macquarie University.

## **Sally Tonkins**

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*ARLP 4 (1997-1998)*

*Sponsored by: Fisheries Research & Development Corporation and QBE Insurance*

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Since 1998 and following completion of Course 4 with the Australian Rural Leadership Program, Sally and Graeme Tonkin sold their oyster farm and moved from the town of Cowell and have entered new careers beyond aquaculture.

Sally completed a post graduate certificate in Business Administration, an Advanced Diploma in Residential Care and an Associate Degree in Social Science (Residential Care). These formal qualifications provided her with the skills required to run a boarding house. Initially Sally worked with Annesley College; a boarding house for 80 secondary girls but now works with Immanuel College's co-educational boarding school in Adelaide.

Prior to this, Sally was an oyster farmer and Director of Oyster Traders Pty Ltd. She was a member of the South Australian Fishing and Seafood Industry Training Council Curriculum Advisory Group for degrees, diplomas and certificates in aquaculture, and the Eyre Regional Development Board Fishing and Aquaculture Target Team.

## **Graeme Hillyard**

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*ARLP 5 (1998-1999)*

*Sponsored by: Fisheries Research & Development Corporation*

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Graeme is a professional fisherman. He runs a trawler on Broken Bay and along with his wife Jane, operates Blackwall Seafood. They supply locally caught bait and seafood.

At the time of completing the Australian Rural leadership Program Graeme was Secretary of the Professional Fishermen's Association of NSW, Public Officer for Seafood Industry Council, and Secretary of the United Commercial Fishermen's Association.

## **John Roach**

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*ARLP 6 (1999-2000)*

*Sponsored by: Fisheries Research & Development Corporation*

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John is a consultant in the Seafood Industry and runs his own business in Maroubra, Sydney, John Roach Seafood Solutions. He specialises in wholesale fish and other seafood.

At the time of undertaking the Australian Rural Leadership Program, John was President of the Master Fish Merchants Association of Australia, Vice Chair of the NSW Seafood Industry Council and Director of the Merchants and Tenants Board of the Sydney Fish Market Pty Ltd.

He is currently undertaking studies for a Master of Business Administration.

## Sandy Wood-Meredith

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*ARLP 6 (1999-2000)*

*Sponsored by: Fisheries Research & Development Corporation*

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Sandy is a commercial fisherman, trawler operator and exporter. He is actively involved in fisheries management and development.

He established Wood Fisheries in 1978 and since then, the business has become a strong and vibrant company in the fish and prawn industry in Australia. In June, 1996, Wood Fisheries Pty Ltd became Australia's first seafood operation certified to ISO 9002.

Sandy was the Deputy Chair of Fisheries Research & Development Corporation and a Director of Sunshine Coast Economic Development Board. He was also appointed Honorary Ambassador for the Maroochy Shire.

## John Harrison

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*ARLP 8 (2001-2002)*

*TRAILblazers 2010*

*Sponsored by: Fisheries Research & Development Corporation*

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fishing from 2005 until 2008.

John was the Executive Officer of The Amateur Fishermen's Association of the Northern Territory (AFANT) from 1998 to 2005 and Chief Executive Officer of Recfish Australia, the peak national body for recreational and sport

He is now the Executive Officer of the Professional Fishermen's Association based in northern New South Wales representing the interests of wild harvest fishers. He is a member of the NSW Seafood Industry Advisory Committee and a member of the NSW Fisheries Research Advisory Body.

John was also a member of the Australian Cotton Cooperative Research Centre Advisory Committee, is a former Director of Wetland Care Australia and he is a member of the Australian Institute of Management.

## Ted Loveday

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*ARLP 8 (2001-2002)*

*Sponsored by: Fisheries Research & Development Corporation*

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Ted is Managing Director of Seafood Services Australia, an industry/government service arm for sustainable seafood industry development.

Ted's considerable years of experience includes 20 years commercial fishing, 12 years as President/CEO of Queensland's peak commercial fishing organisation, ten years as a Director and six years as Deputy Chair of the Australian Seafood Industry Council and six years as a Director and Deputy Chair of the Fisheries Research and Development Corporation Board.

Ted has represented the industry on many state and national bodies and international fora. He was awarded the inaugural Queensland Award for Leadership and Outstanding Contributions to Primary Industries.

In 2001 Ted was awarded the Australian Seafood Industry Icon Award, and graduated as a Master of Environmental Management (Sustainable Development) with University of Queensland.

Ted was also a Director on the Board of the Australian Rural Leadership Foundation.

## Philip Armytage

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*ARLP 9 (2002-2003)*

*Sponsored by: Cotton Research and Development Corporation*

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Philip is currently the Chief Executive Officer of the Cotton Catchment Communities Cooperative Research Centre Ltd (Cotton CRC) based at Narrabri, New South Wales. The Cotton Catchment Communities CRC has and is conducting over 200 significant collaborative research and extension projects spanning from fish production in dam storages through to (but not limited to) catchment management, social research, cotton and high yielding grains production, and fibre processing.

Philip is responsible for strategic direction, corporate governance and the operations of the Cotton CRC. He Holds an Applied Science Degree in Agriculture from Charles Sturt University.

## Steven Gill

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*ARLP 9 (2002-2003)*

*Sponsored by: Fisheries Research & Development Corporation*

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Steven has extensive experience in the fishing industry in a range of different roles. The majority of Steven's working life has been spent with the fishing industry in research roles. More recently, he has had industry advocate roles as the Executive Officer of the NSW Seafood Industry Council and the Master Fish Merchants Association of Australia.



Steven was Director of Media and Government Relations with the Housing Industry Association and worked with the Western Australian Department of Housing to assist in the delivery of the Social Housing initiative of the Nation Building Economic Stimulus Package.

After 5 years of service, Steven resigned from the position as the Executive Director of the Western Rock Lobster Council to a new position outside of the fishing industry. Steven believes that he still has a great deal to offer and wants to be involved with fishing in a voluntary capacity.

Steven was re-elected to the Recfishwest Board at the Annual General Meeting in October 2010 for a 2 year term.

He has a Bachelor of Science with honours from James Cook University of North Queensland. Steven is visually impaired as the result of an accident in early 2010.

## Jenny Shaw

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*ARLP 9 (2002-2003)*

*Sponsored by: NSW Department of Primary Industries*

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Jenny is a Senior Policy Officer in the Fish and Fish Habitat Protection program, Department of Fisheries in Western Australia.

She was a State Director and on the National Board of the Women's Industry Network Seafood Community. Jenny has worked in marine related areas, in Government and industry in both Australia and overseas. She has a Science Degree in Zoology (Honours), Diploma of Education and is currently undertaking a Master of Business Administration in Fisheries Resource Management.





## Nick Austin

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*ARLP 10 (2003-2004)*

*Sponsored by: NSW Department of Primary Industries*

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Dr Nick Austin is Chief Executive Officer of the Australian Centre for International Agricultural Research. He took up the position in July 2009. As CEO, Nick is responsible for developing and implementing ACIAR's strategic and operational plans, and for managing the Centre's operational functions. One of the research programs run by ACIAR is "Fisheries".

The goal of the Fisheries program is to improve the productivity and sustainability of fisheries and aquatic farming systems in partner countries and in Australia through international research partnerships directed at: innovative resource management approaches; the elimination of serious adverse environmental impacts arising from fishing or farming practices; better utilisation of existing harvests; and the development of productive and sustainable aquatic farming systems.

Prior to his position at ACIAR, Nick was Deputy Director-General with the New South Wales Department of Primary Industries where he led the department's Agriculture, Biosecurity and Mine Safety Division.

Previously he headed the department's Science and Research Division and in this role had oversight of fisheries research.

Dr Austin has also held senior positions in the Victorian public sector and he has participated in high-level inter-jurisdictional committees and worked collaboratively with a number of peak industry bodies.

Dr Austin is a hydrologist by training and has a broad background in agricultural and natural resource research and policy. Educated at the University of Melbourne and University of Sydney, Nick holds a Doctor of Philosophy, a Master of Sustainable Management and a Bachelor of Engineering (Agriculture) degree with Honours.

## Stephen Tapsall

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*ARLP 10 (2003-2004)*

*Sponsored by: Rural Press Ltd*

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Stephen works with Santos looking after water related matters with their Gunnedah CSG exploration and appraisal.

Prior to this appointment, he co-ordinated water resource strategies for Brisbane City Council including their WaterSmart Strategy.

Stephen's career includes work for Australian and Queensland governments, industry peak bodies and the CSIRO specialising in natural resource management, community engagement and primary industries. His work has led to

developing codes of practice for fishing, sugar and north Australian beef industries which enabled him to live and work extensively across northern Australia.

When working with the fishing industry, Stephen worked for what was then called the Queensland Commercial Fisherman's Organisation under Ted Loveday (ARLP graduate, Course 8), and prior to that he worked alongside Marty Breen, a graduate from Course 10. During that time Stephen was also a member of the National Environment Committee with former ARLP graduate, Duncan Leadbitter and met several other ARLP graduates from the fishing industry.

His sugar industry code of practice was developed when working for the Queensland government, working alongside Bob Rossi (ARLP graduate) from Innisfail and the code was to improve fisheries habitats through good farm practices. This was eventually adopted by industry, supported by fisheries scientists, endorsed by Government and linked to legislation.

FRDC also contributed to some of Stephen's CSIRO work in the Kimberley as part of larger research consortium.

Stephen has several degrees in environmental science and an Executive Masters in Business Administration.

## Martin Breen

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*ARLP 10 (2003-2004)*

*Sponsored by: Fisheries Research & Development Corporation*

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At the time of completion of the Australian Rural Leadership Program, Martin was Chief Executive Officer of the Australian Prawn Farmers Association.

Subsequent to completing Course 10, Martin spent a short period consulting to the seafood industry before moving to Canberra to become Senior Policy Adviser to Senator Kerry O'Brien, and later to the Minister for Agriculture, Tony Burke MP.

Martin moved back to Brisbane in 2009 and is currently applying his leadership skills as a consultant to the Queensland Government.

## Tim Mirabella

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*ARLP 10 (2003-2004)*

*Sponsored by: Fisheries Research & Development Corporation*

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Tim Mirabella is a fifth generation commercial fisherman operating in Victoria's Port Phillip and Western Port Bays. For more than twenty years Tim has been operating a small-scale retail outlet from where his catch is sold, providing a unique supply of fresh local fish to the Mornington Peninsula.

He was an inaugural member of the Victorian Fisheries Co Management Council, a ministerially appointed, expertise-based body providing

independent advice on fisheries matters.

Included in his numerous representative roles was a three-year term as Chairman of Seafood Industry Victoria and a directorship of the former Australian Seafood Industry Council. In 2000 Tim instigated the formation of the Victorian Bays and Inlets Fisheries Association (VBIFA) with the primary objective of securing the long-term future of Victoria's bay and inlet fishermen. One of the key strategies adopted by VBIFA was developing and strengthening links with other key stakeholders through the development of an Environmental Management System.

In 2003 Tim received sponsorship from Fisheries Research and Development Corporation to participate in the Australian Rural Leadership Program, which among other things, gave him an insight into some of the challenges faced by other rural industries and how they are being tackled.

In 2008, Tim became a Board Director for Ocean Watch Australia. He is also on the Board of Primesafe, a Statutory Authority operating under the *Meat Industry Act 1993* and *Seafood Safety Act 2003* to regulate the safety of meat, poultry and seafood across Victoria.

## Mark Gooley

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*ARLP 11 (2004-2005)*

*Sponsored by: Fisheries Research & Development Corporation*

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Mark was General Manager of Austrimi Seafood's based at Geelong, Victoria. Prior to joining Austrimi in 1989 Mark spent 12 months of intensive training living and working in the seafood industry in Japan.

Mark is also a director of G-Force Recruitment in Geelong, established to provide pathways for the youth of the region to gain access to traineeships and apprenticeships.

Mark has represented his industry on various boards through the past 15 years such as Seafood Industry Victoria, Seafood Export Consultative Committee, Geelong Seafood Industry Taskforce and Primesafe.

He is also a founding Director of Australian Pet Essentials Pty Ltd, which has been manufacturing pet food and treats since 2000.

## Leith Wittaker

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*ARLP 11 (2004-2005)*

*Sponsored by: Fisheries Research & Development Corporation*

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Leith is a fisherman and partner in Markane Fisheries, Port Lincoln, South Australia. Previously he was the Tuna Farm Manager for Tony's Tuna International Pty Ltd.

Leith has more than 12 years of experience in the industry. He is a member of The Australian Tuna Boat Association as well as a member of the South Australian Pilchard Fisherman's Working Group.



## Ian Knuckey

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*ARLP 12 (2005-2006)*

*Sponsored by: Fisheries Research & Development Corporation*

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Dr Ian Knuckey is the Director of Fishwell Consulting, a company providing services to encourage and promote sustainable fishing practices in the commercial fishing industry. Operating from Queenscliffe in Victoria, Fishwell Consulting offers expertise in marine research and development, strategic research planning, policy and guideline development, analysis of technical data and sustainable fisheries management device.

Fishwell Consulting also operates a database system called Olfish, which is an electronic data logging and reporting system for commercial fishing. It allows for reports to be sent from fishing vessels to be received and processed, and sent on to the relevant fishing authorities. It also allows for analysis of catch taken against quota, and for various regulatory reports to be produced. It is web-based, and can be altered to accommodate the recording of activities taken after vessels have landed their catch.

Ian has a PhD in fisheries population dynamics and twenty years of experience in temperate and tropical fisheries research. Based in Victoria, Ian has clients from across Australia. His specialist fields include: industry liaison and extension; project management; natural resource management; fisheries biology; population dynamics, stock assessment; and survey design.

## Christine Douch

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*ARLP 12 (2005-2006)*

*Sponsored by: Fisheries Research & Development Corporation*

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Christine was the Administration Manager for a lobster fishing company for 12 years. Christine has many years of mixed farming experience and ten years with a national rural retail enterprise in Western Australia.

She was National President and Chair of the Women's Industry Network Seafood Community and a member of the National Rural Women's Coalition Secretariat. Chris was also the Coastal and Marine Community representative on the Northern Agricultural Catchment Committee.

Christine recently completed certification in conservation and land management and spends time volunteering for various environmental community groups. In 2010 she spent six months at the Kanyana Wildlife Rehabilitation Centre working in the rehabilitation hospital and most recently, she joined the Western Australian Mallee Fowl Preservation group.

For many years, she has worked for the Swan Valley Volunteer kiosk group at Swan Districts Hospital, helping to raise approximately \$400,000 in the last seven years for hospital equipment, mainly to support children.

In September 2011, Christine will participate in the Arnhem Land Marine Debris Project on the Cobourg Peninsula, Northern Territory. Christine says:

*The peninsula's wild coastlines and surrounding waters swarm with marine life and face continual threats from marine debris pollution. Working with Conservation Volunteers Australia will involve walking the Peninsula's beaches to collect, catalogue and dispose of marine debris.*

## David Ellis

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*ARLP 13 (2006-2007)*

*Sponsored by: Fisheries Research & Development Corporation*

David is the Research Manager for the Australian Southern Bluefin Tuna Industry Association (ASBTIA) and manages the research partnership between the ASBTIA and the Fisheries Research and Development Corporation.

He is currently a member of the Marine Parks Council of South Australia, Seafood Training Centre of Excellence Board, an alternate director on national and state aquaculture and fishing bodies and a member of various state and local seafood industry committees.



David has extensive experience in the aquaculture industry having lived and worked from the Kimberley coast to the shores of the Southern Ocean on research, sustainable production, and management of pearls, salmon and tuna.

## Mark Pagano

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*ARLP 13 (2006-2007)*

*Sponsored by: Fisheries Research & Development Corporation*



Mark is Principal Management Officer, in the Strategic Fisheries Policy section of the Western Australian Department of Fisheries. Mark also lectures part-time at Curtin University in Fisheries Management.

He holds a Bachelor of Business and a Bachelor of Science (Aquatic Resources and Fisheries Management) from Curtin University and Honours in Veterinary Biology from Murdoch University where he carried out a population genetics study (microsatellite) of barramundi in Western Australia.

## Napcia Bin Tahal

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*ARLP 13 (2006-2007)*

*Sponsored by: Department of Agriculture, Fisheries and Forestry & the Torres Strait Regional Authority*

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Napcia is Deputy Mayor of the Torres Shire Council and a Member of the Board of the Torres Strait Regional Authority's Ward of Horn Island and Prince of Wales Island. Within the community of Horn Island, Napcia is an active member of the local Ratepayers and Residents Association as well as the President of the Ngurupai Sports Complex Advisory Committee.

Over the last 15 years of employment within Commonwealth and State Government, Napcia gained a wealth of experience from managing and monitoring social and economic grant programs, as well as a thorough understanding of the 'machinery of government' processes. Other qualifications achieved by Napcia include a Diploma of Business, a Certificate II in Indigenous Leadership and a Certificate in Tourism.

Her passion is to develop a sustainable economic base within the Torres Strait, specifically in the area of marine and fishing.

## Tom Kennedy

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*ARLP 14 (2007-2008)*

*Sponsored by: Fisheries Research & Development Corporation*

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Tom is the Managing Director of Tasmanian Wilderness Oysters Pty Ltd, an oyster farm in North West Tasmania.

Tom is currently Manager of Shipwreck at Pittwater, a Director on the Board of Seafood Training Tasmania, a member of the Tasmanian Shellfish Executive Council and the Tasmanian Oyster Research Council. Tom has a Bachelor of Aquaculture from the University of Tasmania and is passionate about securing a future for rural communities.

## Karen Weaver

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*ARLP 14 (2007-2008)*

*Sponsored by: Victorian Department of Primary Industries & the Department of Sustainability and Environment Victoria*

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Karen Weaver is Senior Policy Officer, Major Projects and Environmental Approvals, with the Victorian Department of Sustainability and Environment. Within the role and with a background in fisheries interactions with the environment, Karen works on major projects that impact or have the potential to impact on marine or coastal environments.

Prior to this role, Karen was the Manager, Sustainable Ecosystems,



with the Victorian Department of Sustainability and Environment.

Karen has a background in natural resource management, focussing on the impact of fisheries on the marine environment.

Karen Holds a Bachelor of Science Degree in Australian Environmental Science and a Masters of Science in Marine Ecology.

## Crispian Ashby

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*ARLP 14 (2007-2008)*

*Sponsored by: Fisheries Research & Development Corporation*

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Crispian is the Programs Manager at the Fisheries Research and Development Corporation. This role involves investing in and managing research and development projects that will benefit all stakeholders of Australian fisheries and realise the FRDC's vision and mission.

Crispian has a Bachelor of Applied Science in Fisheries Technology and a Graduate Diploma in Biological Sciences.

## Tim Bray

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*ARLP 14*

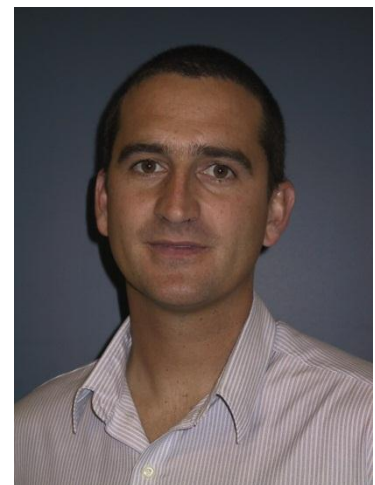
*Sponsored by: Rural Industries Research & Development Corporation*

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Tim is the Program Manager for Fish and Fish Habitat Protection in the Department of Fisheries, Western Australia.

Tim works across government to deliver marine and coastal planning outcomes that promote sustainable resource use.

Tim is a keen waterman and is involved with the Secret Harbour Surf Lifesaving Club and the Surf Beach Board Riders Club. Tim studied fisheries biology at the Australian Maritime College (affiliated with the University of Tasmania) and holds a Bachelor of Applied Science (Fisheries).



## Felicity Horn

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*ARLP 15 (2008-2009)*

*Sponsored by: Fisheries Research & Development Corporation*

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Felicity is the Executive Officer for the Western Australian Fishing Industry Council Incorporated, the representative body for Western Australia's commercial fisheries.

She is responsible for monitoring, researching and providing advice on all aspects of resource access, resource sharing, environmental and fisheries management and property rights.

Felicity has a Bachelor of Science Degree in Aquatic Resources and Fisheries Management.

## Adam Smith

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*ARLP 15 (2008-2009)*

*Sponsored by: Fisheries Research & Development Corporation*

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Adam Smith is committed to making a positive and strategic difference for Australia's marine environment. Adam is based in Townsville, where he currently works as acting General Manager, Marine Park Management, for the Great Barrier Reef Marine Park Authority.

He is National Chairman of the Australian Underwater Federation and a Board member of the Environment Institute of Australia and New Zealand and Recfish Australia.

Adam has a Doctorate in Marine Science (University of NSW) and a Masters in Business Administration (University of Queensland).

He is a fellow of the Australian Institute of Company Directors.



## Charles (Nic) Lambert

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*ARLP 16 (2009-2010)*

*Sponsored by: Fisheries Research & Development Corporation*

Nicholas is the General Manager of Australian Native Fish Pty Ltd.

Having successfully pioneered the industrial production of silver perch, the company is now producing and selling domestically 200 tonnes per annum. Recently the company commenced an industrial development program for the long finned eel, a highly sought after product in Asia.

Nicholas holds a Bachelor Degree in Applied Science (Agriculture) and a Master of Business Administration from the University of New England.



## Jonas Woolford

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*ARLP 16 (2009-2010)*

*Sponsored by: Fisheries Research & Development Corporation*

Jonas works in the family company, Eyrewoolf Enterprises, diving for abalone (amongst other things) on the west coast of South Australia.

Jonas is Chair, Wildcatch Fisheries South Australia, President of the Abalone Industry Association of South Australia (since 2009), Director of the Board of the Abalone Council of Australia (since 2009). He is also South Australia's representative on the National Seafood Industry Alliance.

Jonas holds an Advanced Diploma of Accounting.

## Paul Shea

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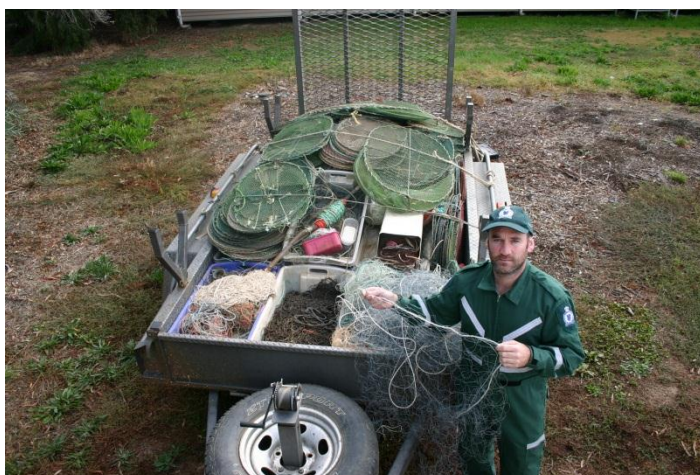
*ARLP 16 (2009-2010)*

*Sponsored by: Victorian Department of Primary Industries*

Paul is the senior Fisheries Officer at Bendigo with the Department of Primary Industries, Victoria.

He previously held this position at Colac where he was also the Centre Leader of the work centre, a role that required the provision of leadership and co-ordination to three government departments co-located in the Colac State Public Offices.

Paul is also a past executive officer in



the Toast Masters Club of Colac.

He holds an Associate Diploma of Applied Science (Resource Management), Diploma in the Seafood Industry (Fisheries Compliance), Diploma in Management, and a Master of Environmental Management from the University of New England.

## Grahame Turk

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### *TRAILblazers 2010*

Grahame led an industry consortium to privatise Sydney Fish Market (SFM) in 1994 and served on the Board of the Company until taking up the role of Chief Executive in August 1999. The Sydney Fish Market is the largest of its kind in the southern hemisphere. Grahame rejoined the Board when appointed Managing Director in November 2000.

Grahame was previously Managing Director of Bidvest Australia Limited and has held senior management positions in the engineering, construction, steel and foodservice industries.

As a Director of the SFM he is on many industry and government councils and boards, including ministerial advisory councils. Through his role, he is involved with fishing operations and aquaculture farmers around Australia and he is a vocal public advocate for the industry.

## Kane Williams

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*ARLP 17 (2010-2011)*

*Sponsored by: Fisheries Research & Development Corporation*

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Kane works primarily in the family abalone fishing business as a diver and skipper. In addition, he provides fisheries and aquaculture consultancy services to the public and private sectors.

Kane is a committee member of the Abalone Industry Association of South Australia and hold a Bachelor of Science (Honours) in marine biology and a Bachelor of Technology in Aquaculture.

## Clayton Harrington

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*ARLP 17 (2010-2011)*

*Sponsored by: Fisheries Research & Development Corporation*

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Clayton works for the Department of Foreign Affairs and Trade on regional issues in the Asia-Pacific including food security.

Prior to this, Clayton worked at the Department of Agriculture, Fisheries and Forestry focussing on seafood industry development and international fisheries issues. Clayton's interest in rural and regional affairs stems from spending six years as an oyster farmer on the New South Wales south coast.

Clayton holds a Bachelor of Science in marine biology.

## Samara Miller

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*ARLP 18*

*Sponsored by: Fisheries Research & Development Corporation*

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Samara is the Executive Officer of the Abalone Industry Association of South Australia and has 16 years of experience working with the seafood industry in both public and private sector roles.

She is a member of a national people development advisory group for the seafood industry and joined the Eyre Peninsula Natural Resource Management Board as a community member in 2010.



Samara holds a Masters in Science (Marine Environmental Protection) from the University College of North Wales in the United Kingdom.

## Mark Nikolai

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*ARLP 18*

*Sponsored by: Fisheries Research & Development Corporation*

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Mark is the Chief Executive Officer for the Tasmanian Association for Recreational Fishing (TARFish) which is the peak body looking after the interests of recreational fishers.

Mark is a member of the Tasmanian Fisheries Research Advisory Board and Recfish Australia Board and is actively involved in the state and national fishing industries. Mark holds a Masters of Business Administration from the Australian School of Business, University of New South Wales.



## Annie Jarrett

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*TRAILblazers 2011*

The Northern Prawn Fishery (NPF) is Australia's largest, most remote and most valuable wild caught prawn fishery, covering an area of approximately 770 000 square kilometres from Cape York in North Queensland to Cape Londonderry, Western Australia.

The industry has embarked on a process to have the sustainability of the area recognised through Marine Stewardship Council (MSC) certification, which is based on the Forestry Stewardship Council (FSC) model. The MSC standard examines the sustainability of the target stocks, the environmental impact of fishing operations and the management and governance

systems that are in place, and is considered by many to be the global gold standard of fishery sustainability certification programs.

2011 Trailblazer participant, Annie Jarrett, is the CEO of the Northern Prawn Fishery Industry Pty Ltd, the company which represents the northern prawn fishing industry; she is keen to have the fishery's sustainability credentials recognised globally.

## Bradley Warren

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*ARLP 18*

*Sponsored by: Woolworths Limited*

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Brad is currently Executive Chair of Ocean Watch Australia, an environmental non-government organisation working with the seafood industry on environmental issues including fish habit, water quality and sustainability.

Brad worked for 20 years as an owner/operator in several New South Wales inshore fisheries, and represents industry in many varied forums.

He is a graduate of the 2002 National Seafood Industry Leadership Program, and a graduate member of the Australian Institute of Company Directors.



## Fern Hames

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*ARLP 18*

*Sponsored by: Victorian Department of Sustainability and Environment*

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As Victorian Co-ordinator of the Murray-Darling Basin Authority's Native Fish Strategy, Fern works in the Victorian Department of Sustainability and Environment's research branch, the Arthur Rylah Institute. Her role involves research, stakeholder engagement and knowledge brokering.

Fern has extensive experience in environmental education, freshwater fish research and 'citizen science' and is also an active volunteer with the Jane Goodall Institute Australia.

Fern holds a Bachelor of Science (Honours).

## Michael Croft

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*ARLP 18*

*Sponsored by: Vincent Fairfax Family Foundation*

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A first generation farmer, Michael operates a vertically integrated, value adding, field to fork operation, bridging the city-country divide. Passionate about biological farming, diversity and resilient food systems, he promotes eating as an agricultural and ecological act. Michael is a director of several Industry organisations, a leader in the Slow Food movement, national spokesperson for the Australian Food Sovereignty Alliance, and author.



He has an interest in aquaponics and has experimented with growing fish in tanks that are positioned within a dam. This system allows fish to provide food and fertilizer for the plants, while the plants clean the fishes' water.