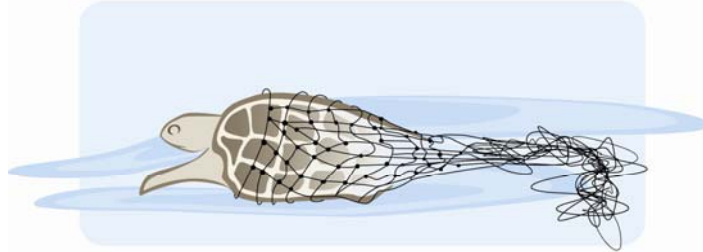


## CARPENTARIA GHOST NETS PROGRAMME



saltwater people working together

### Ghost Net Project Officer Job Description

<b>POSITION TITLE :</b>	<b>Ghost Net Project Officer (fulltime)</b>
<b>EMPLOYER :</b>	<b>Northern Gulf Resource Management Group</b>
<b>LOCATION :</b>	<b>Darwin</b>
<b>REPORTS TO:</b>	<b>Coordinator - <i>Carpentaria Ghost Nets Programme</i></b>
<b>SALARY RANGE:</b>	<b>\$52,000 - \$60,000 (<i>subject to qualifications and experience</i>)</b>
<b>EMPLOYMENT STATUS :</b>	<b>3 year contract</b>
<b>APPLICATIONS:</b>	<b>Applications addressing the Key Responsibilities should be made in writing to: Ghost Net Project Officer Position C/- Natural Resource Management Board (NT) GPO Box 2775 DARWIN NT 0801</b>

#### Organisation Profile:

The Northern Gulf Resource Management Group Ltd (NGRMG) is a not-for-profit community-based company that plans and advises on issues and best practice management of natural resources. We do this by protecting and enhancing habitats both terrestrial and marine; improving water quality; mapping biodiversity; working directly with industry partners to improve the environmental sustainability of their various industries and managing weeds and ferals. This is done through action based partnerships with the Australian primary industries, government, neighbouring natural resource managers, private enterprise and the community. [www.northerngulf.com.au](http://www.northerngulf.com.au)

#### Project Description – Carpentaria Ghost Nets Programme in brief.

One of the Group's iconic projects is the Carpentaria Ghost Nets Programme (CGNP) established in 2004 through funding from the Australian Government's Natural Heritage Trust: [www.ghostnets.com.au](http://www.ghostnets.com.au) The CGNP is currently a collaboration of 18 coastal indigenous communities working together to remove 'ghost nets' (derelict fishing nets) and thereby contribute to the protection of the important coastal and marine biodiversity of northern Australia. Currently the CGNP works in the Torres Straits and Gulf of Carpentaria but is expanding to include the rest of the Northern Territory coastline plus the Kimberley region in Western Australia.

## **Aims of the Carpentaria Ghost Nets Programme**

In pursuing the goal of finding an end to the ghost net issue the CGNP aims to achieve the following:

- 1) Restore 'sea country' in northern Australia to its former health by removing existing accumulations of marine debris by:
  - a) Capacity building of indigenous rangers to undertake ghost net removal and data recording activities
  - b) Rescuing any animals found trapped in ghost nets
  - c) Coordinating Indigenous and non-Indigenous communities so that they can support each other in achieving the restoration of their sea country
  - d) Securing external funding and other resources for communities to remove ghost nets;
- 2) Raise awareness about this global threat to our northern shores by:
  - a) Researching & reporting on the impacts of ghost nets on marine life,
  - b) Highlighting the tremendous efforts of the Indigenous rangers in removing ghost nets, rescuing wildlife and recording information
  - c) Finding creative solutions to re-using the ghost net material to make saleable items (GhostNet Gear®) that can be marketed and exhibited to a wide audience while also providing valuable new income streams for communities in northern Australia.
- 3) Find the 'source' of the problem through:
  - a) Researching the factors that influence the abundance, distribution, and movement of ghost nets in the Arafura and Timor Seas specifically but also the Torres Straits and Gulf of Carpentaria.
  - b) Improve communication between stakeholders, especially fisheries, to determine cause and potential solutions to net loss.
  - c) Monitoring all change

## **How the CGNP operates**

Ghost Net officers are employed by Northern Gulf Resource Management Group under fixed term contracts. The Darwin position will be hosted by our partnering natural resource management organisation, the Natural Resource Management Board (NT) under an agreed Memorandum of Understanding. Guidance is provided to the project by the Ghost Net Steering Committee which is formed of representatives from all the indigenous communities working with the project plus three NGOs: Oceanwatch Australia through its SeaNet project, Clean Up Australia, and NGRMG. The Steering Committee traditionally meets once a year. The CGNP is coordinated in Karumba, Qld by Riki Gunn.

## **Current status**

The CGNP has grown in both scope and development over the five years since its inception. From a small grassroots approach to a multi-faceted project that has gained international recognition, our current focus for the future includes not only growing community engagement to encompass additional ranger groups expanding our geographic extent and activities such as the GhostNet Gear® enterprise

but most importantly focuses on finding ways to change fishing practices both locally and internationally.

There is currently only one other Ghost Net officer who is based in Cairns with an office situated in the James Cook University campus. Specific extension work with Indigenous rangers for the new groups to the project will be provided by two positions hosted by the Northern and Kimberley Land Councils. These positions will be shared with North Australian Indigenous Land & Sea Management Alliance (NAILSMA) to specifically help facilitate the I-tracker project which is a major indigenous capacity building focus of the next three years. I-tracker is the term coined by NAILSMA to define an electronic data collection & dissemination system using a hand-held computer and software called cybertracker ([www.cybertracker.org.za](http://www.cybertracker.org.za))

The CGNP also has a four year partnership with the CSIRO including three prominent research scientists from different fields and a PhD student.

### **Key Responsibilities of the Ghost Net Officer:**

1. Facilitate Indigenous, community & industry participation in marine debris (ghost net) management in the Northern Territory & Kimberley region by:
  - (i) work closely with and actively support Indigenous community participation in ghost net removal and management; and assist with the integration of this activity in other Indigenous work in coastal and marine management;
  - (ii) Support the training of rangers in electronic data collection and dissemination through the NASILSMA I-tracker project.
  - (iii) assist Indigenous and other community organisations, individuals and other stakeholders to access relevant and high quality advice and information about marine debris and the ghost net programme;
  - (iv) assist with the communication and cooperation within and between Indigenous, community, and other interest groups, including industries, local government, research and government agencies in relation to the Carpentaria Ghost Net Programme;
  - (v) Support with the local coordination of a network of GhostNet Gear® workshops and exhibitions
  - (vi) Participate and operate as a member of the Ghost Net Project team, and provide regular reports to the Steering Committee and Project Coordinator.
2. Contribute to the development and promotion of the Carpentaria Ghost Net Programme by:
  - i) Providing feedback on the effectiveness of the CGNP as a whole and the effectiveness of individual extension work.
  - ii) Identify areas where the CGNP can and should have a role, including research needs.

- iii) Identify sources of potential funding and potential partnerships.
- iv) Provide information about the role of the CGNP to interested members of the public, industry and government.
- v) Contribute towards achieving the objectives of the CGNP communication plan.

3. Assist in the sound administration of the CGNP by:

- i) Provide information to the Coordinator, CGNP and Steering Committee, where required, in a timely manner.
- ii) Contribute information to the CGNP newsletter and web site or other materials prepared by the CGNP.
- iii) Maintain detailed records that meet the program's funding and reporting requirements.
- iv) Provide information to assist in the preparation of progress reports to the program's funding providers.

**Duty Statement for the Project Officer:**

- ✓ The Ghost Net Project Officer shall be responsible for the implementation of the following on-ground activities within indigenous and non-indigenous communities in NT and Kimberley region, with support from extension officers based in Northern & Kimberley Land Councils:
  - removal of ghost nets,
  - rescuing of wildlife and
  - training of indigenous rangers in ghost net identification and data recording.
- ✓ The Ghost Net Project Officer shall work towards increasing awareness of the wider Ghost Net issue within indigenous communities, government agencies and industry stakeholders e.g. the fishing industry in the NT and Kimberley region.
- ✓ The Ghost Net Project Officer shall:
  - Provide information to indigenous participants in an appropriate form.
  - Liaise with the media, government and the community on ghost net management issues. NB: liaison does not include lobbying.
  - Provide regular updates to the Ghost Net Coordinator on community, industry and government activities relevant to the CGNP within the realm of responsibility to improve facilitation of ghost net activities and partnerships.
- ✓ The Ghost Net Project Officer shall collate ghost net data and provide this to CGNP for reporting and research purposes when requested.

- ✓ The Ghost Net Project Officer shall be aware of, and work within, the requirements of any agreement signed between the CGNP and project partners including NAILSMA, CSIRO, SeaNet and the NT Seafood Council.
- ✓ The Ghost Net Project Officer shall be aware of any other project that the Northern Gulf Resource Management Group (parent organisation) and the Natural Resource Management Board (NT) (host organisation) may be working with in the NT and Kimberley region.
- ✓ The Ghost Net Officer shall attend meetings of CGNP Officers as organised by CGNP and maintain regular liaison with the Coordinator
- ✓ The Ghost Net Project Officer shall provide to the CGNP any material required for the preparation of newsletters or related promotional material.
- ✓ The Ghost Net Project Officer shall provide the CGNP with any material required for the preparation of progress reports to the funding bodies and take note of any reporting requirements in the CGNP MERI (Monitoring, Evaluation, Reporting and Improvement) Plan.
- ✓ The Ghost Net Project Officer shall participate in the review/development of the MERI Plan and identify opportunities for partnerships, research and or funding sources.
- ✓ The Ghost Net Project Officer shall participate in training to ensure they develop skills relevant to the position.
- ✓ Ghost Net Project Officers must be prepared to work out of normal working hours and on weekends and be prepared to spend a considerable amount of time away from home, at sea or on the road, consulting primarily with Indigenous rangers.

**Notes:**

NGRMG Ltd is committed to the principles of EEO and OH&S. The position is housed within the Natural Resource Management Board (NT) and the incumbent will also be subject to relevant OH&S, IT and administrative system requirements within that organisation.

Positions with the CGNP are subject to a three month probationary period.

All Ghost Net Project Officers are engaged on a fixed term contract, as determined by the availability of funding.