

Dr Susan McIntyre-Tamwoy.
Post Doctoral Fellow.
ARC Centre of Excellence in Coral Reef Studies

Based at James Cook University Cairns
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PERSONAL

Extensive experience in cultural and environmental heritage management since 1982, including the planning and management of cultural and natural heritage projects, preparation and review of technical reports, development and implementation of heritage policy, inter- government and community liaison, research, design and supervision of staff and consultants. Demonstrated ability to manage a team of diverse professionals, manage human resource and financial delegations, and identify and achieve strategic goals in cultural heritage management.

Since 1985 experience has been gained in project planning, environmental research co-ordination, environmental impact assessment and land use research with particular reference to the electricity supply and mining industries. During this time I developed a sound overview and understanding of the environmental considerations involved in the electricity generation, transmission and coal mining industries including linear developments such as pipelines transmission lines and transport corridors; as well as broad area developments such as the surface impacts of underground mining and issues relevant to open cut mines, dams and emplacements. I have a long term demonstrable interest in the management of protected areas and the integration of cultural and social values in the management of Natural heritage areas.

Between 1989 and 1992 experience was gained in co-ordinating and teaching environmental studies in a cross-cultural context to Aboriginal and Torres Strait Islander students in remote areas. Studies covered vegetation management, cultural heritage management, understanding ecosystems, traditional land management (in conjunction with community elders), communication and legislation.

Over 15 years experience in working with and for Aboriginal communities with primary field research in northern Cape York, where I have been conducting research over the last 9 years. During that time I have developed strong personal and professional ties with several Aboriginal and Islander communities in Cape York and the Torres Strait, especially Injinoo where I lived for several years. My association with the Injinoo Aboriginal community has led to an ongoing advisory role in heritage and conservation matters. I also have professional and/or familial ties with Aurukun, Lockhart River, Napranum, Umagico, Old Mapoon, New Mapoon, Bamaga and Seisia communities and the Kaurareg people.

Throughout my experience in both the private and public sectors I have developed a client focussed approach and skills in the management of staff and contractors, strategic and operational planning, research and investigation and financial management.

EDUCATION

PhD James Cook University, awarded 2002
B.A (Hons), majoring in Anthropology (Prehistory) University of Sydney.
Senior Management Development Program (Pacific Power), Australian Graduate School of Management, University of NSW.

Departmental Short Courses:

- Staff Counselling (Pacific Power)
- Staff Selection and Recruitment Training (Pacific Power)
- Power Reading (Pacific Power)
- Time Management (Pacific Power)
- Priority Planning and Management (NPWS)
- Aboriginal Issues Awareness (NPWS)
- Negotiation Skills (TUTA)
- Industrial Issues and Awareness (TUTA)
- 4WD training
- Train the Trainer (NPWS)
- Firearms Safety (Qld Police)
- Advanced Operations in Word (Continuing Education)
- Creative Writing (Continuing Education)
- ArcView Basics (NPWS)
- First Aid (Qld)

EMPLOYMENT

Post Doctoral Research Fellow

February 2006-Present

School of Anthropology, Archaeology and Sociology & ARC Centre of Excellence in Coral Reef Studies.

James Cook University

PO Box 6811, Cairns 4870 FNQld.

Susan McIntyre-Tamwoy Heritage Consultants

June 2000 – April 2006

34A Hardy Street Ashbury 2193 NSW

Principal Consultant – Heritage Specialist

Specialising in a range of heritage consultancy services including preparation of conservation management plans for places of multiple heritage values; cultural heritage audits, archaeological surveys, Indigenous heritage assessments, corporate cultural heritage training for government agencies and companies involved in large scale developments or land management.

***Manager, Cultural Heritage Services Division,
NSW National Parks & Wildlife Service***

May 1995- June 2000

Manager of a team of heritage specialists who comprise the research and technical services arm of the National Parks and Wildlife Service. Specialists in the Division include research architect, archaeologists (Aboriginal and Historic), anthropologists, Aboriginal rock art conservator, Aboriginal sites registrar, historian, and a range of technical assistants.

The position was responsible for

- the delivery of effective specialist heritage services to the rest of the organisation which is dispersed over a large geographic area.
- setting research direction for the NPWS in relation to cultural heritage in consultation with a variety of stakeholders, including Aboriginal communities.
- full financial accountability with relevant delegations, for the Divisional budget
- provision of advice to the Minister for Environment, the Director General NPWS and the Executive
- representing the Director General on the Heritage Council of NSW and in other relevant forums
- the development and effective management of key information resources including the Aboriginal Sites Register of NSW and the Historic Places Register.
- staff performance and development
- operational planning for the Division
- provision of strategic advice on key Service priorities e.g the integration of natural and cultural heritage values in park management

- development of performance indicators for heritage conservation and Divisional performance

Senior Environmental Consultant/Heritage Pacific Power **1985-1995**

Senior member of environmental team which monitored the effects of Pacific Power's existing and proposed development on the cultural and natural environments. Responsibilities included

- the provision of advice to management on all matters concerning archaeology, heritage legislation.
- consultation with relevant community groups: including Aboriginal Land Councils, National Trust etc.
- Identification of directions for archaeological and anthropological research; the design and implementation of archaeological and heritage investigations and research.
- development of consultant briefs for specific heritage investigations including cultural and natural heritage.
- selection and supervision of consultants
- assessment of heritage reports and projects
- Identification and development of partnership opportunities with Aboriginal communities in relation to specific projects
- financial control and acquittal of all heritage projects
- manager of the Environmental Services Sections Corporate Account/client

Co-ordinator Aboriginal Community Ranger Training Program, Cairns College of TAFE **1989- 1992**

Responsible for the co-ordination, development and delivery of the Certificate and Advanced Certificate levels of the Aboriginal Community Ranger Training Program offered by Cairns College of TAFE. (This project was undertaken while on 2 years leave without pay from Pacific Power). The position was based in Injinoo, a remote Aboriginal community in northern Cape York. The position was responsible for

- the program delivery in 6 communities distributed over a large geographic area.
- Delivery of courses on a cluster teaching basis
- liaison and negotiation with community elder groups
- the establishment of community elder advisory bodies for the rangers in each community
- facilitation of courses and workshops
- student assessment and counselling
- hire and management of course teachers on a contract basis

The position provided experience in adult education and cross-cultural teaching. Most students spoke English as their second or third language. Subjects included Heritage Management, National Park Management, Visitor Facility and Tourism Management etc.

Archaeological Consultant **1982-1985**

Archaeological survey, impact assessment, significance assessment and archaeological excavation. See list of reports and publications for the range of projects undertaken. Experience includes project scoping and management; financial management; contract management; negotiation with client, community groups and government agencies, report writing and production.

COMMITTEE
MEMBERSHIPS & AWARDS

2000 received an award from the Heritage Council for NSW for my contribution to the conservation of the heritage of NSW.

National Cultural Heritage Forum- Secretariat 2006.

Australia ICOMOS (current)- Member of the Executive Committee

MAACAI (current) + President of AACAI (Australian Association of Consulting Archaeologists Inc), +Chairperson, NSW State Executive Committee

Australian Archaeological Association (1990-current- executive committee 1994)

Member of the Australian Anthropological Society.
Joint Management of National Parks in Aboriginal Land Qld (Injinoo Community Adviser) joint working party 1991/2
Central Co-ordinating Committee of Spokeswomen/NSW 1988
'Partners in Performance' - Total Quality Management initiative Pacific Power 1992/3
Women in Management Working Party, Pacific Power 1993/94
Secretary of the Canterbury Cluster Aboriginal Student Support and Parent Awareness Committee (ASSPA)_1995-6
Secretary Canterbury Boys High School Council 1995-6
President of the Canterbury Boys High School Council 1997-2000
Voluntary Tutor/Supervisor Aboriginal Students Homework Centre, Canterbury.
The Heritage Council of NSW: Deputy Member for the Director General NPWS 1997-1999
Heritage Office of NSW, State Heritage Inventory Committee 1998-99 & Archaeological Advisory Panel 1997- 2000
History Council of NSW 1996- 2000
NSW Anthropological Society (Now subsumed by the Australian Anthropological Society) 1996- 1998.
Australian Association of Consulting Archaeologists: Membership Committee -1989 - 1991; 1993 -1995
Associate Member 1982-1986; Newsletter Editor 1984-1987; Affiliate Member 1986 -1996.

LANGUAGES

English
Cape York Creole ("Broken")

CONFERENCE PAPERS

- 'Industrial Heritage in the NSW Electricity Industry' ANZAAS Congress JCU Townsville 1987.
- 'Towards Developing a Social and Political Conscience in Archaeology' Annual Conference of the Australian Archaeological Association 1988.
- 'The History and Archaeology of White settlement in Northern Cape York' Annual Conference of the Australian Archaeological Association 1991.
- 'Is there white history in a black land? Interpreting the history of white European settlement in Northern Cape York'. Heritage Interpretation International, Quarantine Station Sydney 1998.
- 'Balancing Work and Family' Annual Conference of Spokeswomen, NPWS 1998.
- 'The Archaeology of Christianity: Government Policies of erasure and implications for archaeological research in Northern Cape York and the Torres Strait' presented at Australian Archaeological Association Annual Conference, Mandurah 1999.
- 'Negotiating Heritage and the Role of Archaeology in the Upper Hunter Valley' Land and Sea Conference the combined AAA, ASHA, AIMA Conference Townsville 2002.
- 'Exploring the social landscape of Aboriginal and Torres Strait Islander Christianity in northern Cape York'. Paper presented at the Australian Anthropological Society 2003 Annual Conference, Sydney.
- 'Interpreting sentient landscapes where past and present converge- Somerset, Cape York'. ICOMOS Australian Conference- Loving it to Death 2004, Port Arthur Tasmania.

PUBLICATIONS

Guide to Building Conservation Works, published by CHSD NPWS Hurstville, NSW - editor and approving senior manager. (Authors Ashley G., Scott, D., Stacey, M., and Gojak, D.,) (1998).

Aboriginal Cultural Heritage Standards and Guidelines Kit. Published by the NPWS, NSW- editor and approving Senior Manager (Authors Byrne D *et al*). (1998)

'Community-based Archaeology in Australia' in *Community Archaeology World Archaeology* Vol 34(2):265-287 (with Greer and Harrison).

Best Practice in Cultural Heritage Management (Historic Heritage on Parks & Protected Areas). ANZECC Working Group on National Parks and Protected Area Management Benchmarking and Best Practice Program – project manager and approving senior manager (Authors Hague Consulting Limited, New Zealand & Michael Kelly) (2001)

'Places people value: Social significance and cultural exchange in post-invasion Australia' in *After Captain Cook: The archaeology of the recent Indigenous past in Australia*. Edited by Rodney Harrison and Christine Williams SUAMS 8 University of Sydney 2002.

Aboriginal Skeletal Remains Manual NPWS, Hurstville NSW. (with Donlon, D and Thorne, A) (2002)

Conservation Management and Cultural Tourism Plan: Mungo National Park Historic Heritage (with Ashley, G., Betteridge, M., Betteridge, C., Armstrong, J., Dunn M.,) Published report by Godden Mackay Logan for NPWS, NSW. 2003

'My Barrier Reef: exploring the Bowen community's attachment to the Great Barrier Reef' *Historic Environment* vol 17 #3 2004 pp19-28.

'Social Value, the cultural component in natural resource management' *Australasian Journal of Environmental Management* Vol11 #4pp289-299 2004.

'Monuments to colonialism? Stone arrangements, tourists' cairns and turtle magic at Evans Bay, Cape York'. *Australian Archaeology*, #59,2004 pp29-40 (with R. Harrison).

Mainland Magic: Interpreting influences across Cape York-Torres Strait submitted to *Archaeology in Oceania* (with S.Greer and R.Henry).

'The Indigenous Values of the Central Eastern Rainforest Reserves' in < TITLE> accepted (with B. Fahey and Y.Best).