

# Head, The Workshops Rail Museum

## Queensland Museum Network

Success Profile | October 2022

Thank you for your interest in **Head, The Workshops Rail Museum** selection process.

OnTalent is thrilled to be leading the process of this appointment on behalf of the **Queensland Museum Network**. This briefing pack provides you with information regarding the organisation, the role, the process, timeframes and requirements.

**Application process:**

Once you have reviewed this material, and if you haven't already, please visit <https://www.ontalent.com.au/queenslandmuseumnetwork> for instructions on how to apply.

**Applications close November 9<sup>th</sup> 2022.**

I look forward to working with you through this process and invite you to contact me at anytime on 07 3305 5800.

Sincerely



Suzanne Grant  
Head of Social Enterprise  
OnTalent



## ABOUT US

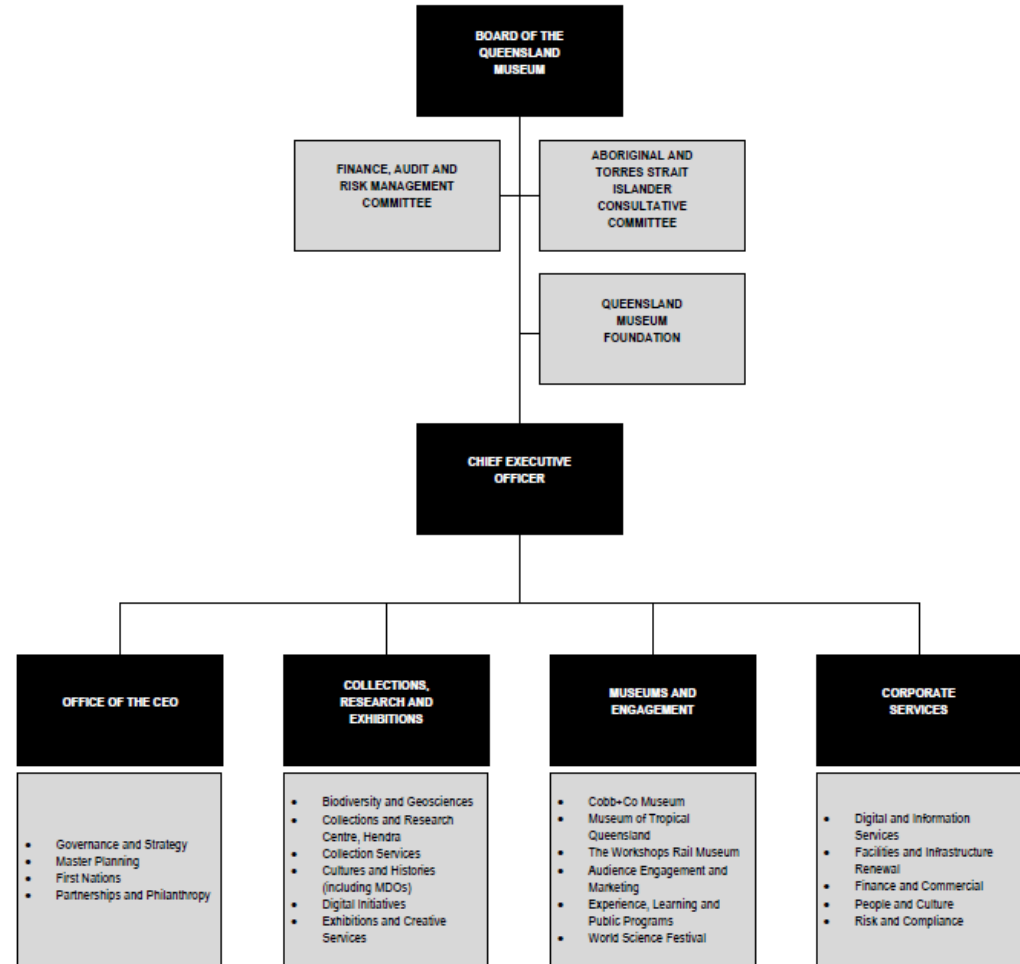
Queensland Museum Network (QMN) is the keeping place for the State Collection: a magnificent assemblage of cultural objects, natural history specimens, geological treasures and biological research items that tell the changing story of Queensland.

A celebrated cultural and scientific leader with a powerful brand, QMN connects with communities through a dynamic, state-wide network that includes:

- Queensland Museum, South Bank, Brisbane
- Collections and Research Centre, Hendra, Brisbane
- The Workshops Rail Museum, Ipswich
- Cobb+Co Museum, Toowoomba
- Museum of Tropical Queensland, Townsville
- Major events such as World Science Festival Brisbane

QMN's education loans program – one of the largest in the world – services community groups, schools and other educational institutions across Queensland. Our virtual museum online and best-selling popular publications engage diverse and broad audiences, while our museums and cultural heritage development program provides best practice professional support for arts, cultural and collecting institutions and Indigenous Keeping Places across the state.

# About Queensland Museum Network





## CEO and Director Dr Jim Thompson

Dr Jim Thompson PSM joined QMN in September 2017 and was appointed CEO and Director in December 2018.

Jim has a PhD in Wildlife Management, a Master of Resource Science and a Bachelor of Science (Hons) in Zoology/Animal Biology. He has an extensive and distinguished career and has performed a range of leadership roles in research, policy and the public sector.

Prior to QMN, Jim was Queensland's Chief Biosecurity Officer and officer-in-charge of Biosecurity Queensland within the Department of Agriculture and Fisheries. In 2018 he received a public service medal for outstanding public service in the area of biosecurity for Queensland.

Throughout his career, Jim has worked extensively with non-government industry bodies and stakeholders. He has been a member and chair of numerous state and national committees, with a particular focus on science, policy and organisational leadership. He is currently a sitting member of the Council of Australasian Museum of Directors Executive and Asia Pacific Science and Technology Centres Executive Council and an Executive Fellow of the Australia and New Zealand School of Government.

## HISTORY

For more than 160 years, we've been documenting, discovering, preserving and sharing Queensland's natural and cultural heritage. More than a million items and specimens make up the State Collection that tells the changing story of Queensland.

**1862** – Queensland Philosophical Society founded the Queensland Museum in Brisbane on 20 January, operating from a room set aside in the Windmill

**1868** – Moved to the Parliamentary building in Queen Street, Brisbane

**1871** – The government assumed primary responsibility for the Museum

**1873** – Relocated into the old Post Office building

**1879** – First purpose-built museum building completed, William Street, Brisbane

**1899** – Moved to the Exhibition building

**1982** – Museum of Lands, Mapping and Surveying opened in Woolloongabba, Brisbane

**1985** – Closed the Museum's home of 86 years, Brisbane's Exhibition building

**1986** – Queensland Museum's opened in the heart of Brisbane's cultural precinct

**1987** – Cobb+Co Museum opened in Toowoomba

**1987** – Museum of Tropical Queensland opened in Townsville

**2000** – Museum of Tropical Queensland – brand new, landmark building opens on Flinders Street in the centre of Townsville

**2002** – **The Workshops Rail Museum** opened in Ipswich

**2010** – **Cobb+Co Museum** expansion opened



## HISTORY cont...

2012 – Queensland Museum celebrates 150 years of connecting and collecting

2013 – Queensland Museum opens *Lost Creatures*

2016 – Queensland Museum opens *Wild State Gallery*

2016 – Queensland Museum Network hosts the first World Science Festival Brisbane

2018 – Queensland Museum opens *Anzac Legacy Gallery*

2018 – Queensland Museum opens *SparkLab, Sciencentre*

2018 – Museum of Tropical Queensland – Sciencentre opens

2019 – Queensland Museum relocates *Discovery Centre* to Level 4

2019 – The Workshops Rail Museum's Sciencentre opens

2019 – Queensland Museum opens a newly refurbished 1000 square metre exhibition space on Level 3

2022 – Queensland Museum Network named a Queensland Great

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<b>Title:</b>	Head, The Workshops Rail Museum
<b>Status:</b>	Directorate
<b>Type:</b>	Permanent, full time
<b>Remuneration:</b>	\$130,699 - \$138,117 per annum, plus leave loading and superannuation of up to 12.75%
<b>Reporting Relationships:</b>	The Head, The Workshops Rail Museum reports to the Executive Director Museums and Engagement, supervises five direct reports and works closely with colleagues across QMN as well as external stakeholders, partners and contractors
<b>About the Team:</b>	<p>The Museums and Engagement portfolio delivers authentic experiences that strike a balance between expert knowledge and compelling outcomes to truly connect with audiences in ways that inspire awe and wonder.</p> <p>Our creative, collaborative and diverse team manage QMN's four award-winning museums; coordinate public programming and engagement onsite and online; deliver learning outreach; and present major events such as World Science Festival Brisbane.</p> <p>The Workshops Rail Museum, a multiple Queensland and Australian Tourism Award winner, is located in the regional city of Ipswich, the birthplace of rail in Queensland.</p> <p>This heritage site includes hands-on exhibits chronicling 150 years of rail history alongside industrial machinery and beautifully restored treasures. TWRM offers an engaging calendar of public programs and is a popular venue for weddings and community events.</p>



<b>About you:</b>	<p>The Executive Director, Museums and Engagement provides strategic leadership of the Museums and Engagement portfolio, which comprises operational management of Cobb+Co Museum in Toowoomba, The Workshops Rail Museum in Ipswich, and Museum of Tropical Queensland in Townsville; delivery of World Science Festival Brisbane and regional events and state-wide functions of Experience, Learning and Programming; Audience Engagement and Marketing.</p> <p>Working in lockstep with the Executive Director, Collections, Research and Exhibitions, you will lead the management and delivery of accessible, experiences and programming informed by audience insights and underpinned by Queensland Museum Network's research and collection strengths.</p> <p>The Executive Director Museums and Engagement also plays a vital role in shaping the vision, strategy and culture of Queensland Museum Network as a member of the Executive Leadership Team (ELT). A highly motivated and influential leader with a record of success in audience-driven programming and engagement, the Executive Director, Museums and Engagement will achieve great things through teamwork, collaboration and enthusiasm.</p>
<b>About the team:</b>	<p>The Museums and Engagement portfolio delivers authentic experiences that strike a balance between expert knowledge and compelling outcomes to truly connect with audiences in ways that inspire awe and wonder. Our creative, collaborative and diverse team manage QMN's four award-winning museums; coordinate programming and engagement onsite and online; deliver learning outreach; and present major events such as World Science Festival Brisbane.</p>

## What are we looking for:

Appointments in the public service are based on merit. Your skills for this role will be assessed against the **Program Leader** Leadership competencies for Queensland by looking at what you've undertaken previously and what knowledge, skills and learned experiences you can bring to the team and the role, including your personal qualities and your potential for development.

The ideal candidate will demonstrate the following competencies as they relate to the key responsibilities of the role:

### **Vision**

- Thinks critically and acts on the broader purpose of the system
- Gathers insights and embraces new ideas and innovation to inform future practice
- Embraces change and leads with focus and optimism in an environment of complexity and ambiguity
- Makes considered, ethical and courageous decisions based on insight into the broader context.

### **Results**

- Strengthens and mobilises the unique talents and capabilities of the workforce
- Builds and sustains relationships to enable the collaborative delivery of audience-focused outcomes.
- Inspires others by driving clarity, engagement and a sense of purpose
- Demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency

### **Accountability**

- Fosters an inclusive workplace where health, safety and wellbeing are promoted and prioritised
- Pursues opportunities for growth through agile learning, and development of self-awareness
- Maintains a high standard of practice through governance and risk management

**Required Skills  
and  
Experience:**

Tertiary qualifications in an area of relevance and at least five years senior management experience in a museum or similar institution of comparable size and scope would be highly regarded.

**What you will  
do:**

- Support the Executive Director, Museums and Engagement and collaborate with relevant Functional/Program Heads across Queensland Museum Network to develop strategic direction for The Workshops Rail Museum.
- Lead the strategic, operational, cultural and commercial function of The Workshops Rail Museum
- Operationalise strategic direction by leading the day- to-day management of The Workshops Rail Museum and delivering an integrated visitor experience underpinned by audience insights.
- Lead a high performing multi-disciplinary team and develop an accountable, growth-oriented 'one-museum' culture through demonstrated leadership, effective problem-solving and conflict resolution practices.
- Foster partnerships with community and industry stakeholders to raise the profile and enhance the reputation of The Workshops Rail Museum as a vital contributor to the local social fabric.
- Develop budgets, adopt agile expenditure practices and optimise returns from visitation, membership, café, retail and venue hire.
- Ensure The Workshops Rail Museum is keeping pace with local, state and international counterparts by actively innovating and improving visitor experience, commercial outcomes and general operating processes.
- Champion organisational purpose, values and strategic priorities and provide timely, accurate and high-quality advice on Campus matters as a member of the Senior Leadership Team.
- Maintain a strong control environment exists by ensuring that The Workshops Rail Museum employees comply with QMN policies, procedures and appropriate legislation.
- Contribute to the safety culture of QMN by reporting all incidents and hazards and ensuring work is undertaken in the safest way possible, following all QMN WHS policies and/or procedures and guidelines relevant to the job and Campus operations.

# Your OnTalent team



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