

## **WORK HISTORY**

### **23 September 2024 - current**

Title: **Manager Indigenous Partnerships, Powerlink Queensland**

Responsibilities:

Help shape and guide relationship agreement framework that formalise partnership with Aboriginal and Torres Strait Islander communities in which Powerlink's infrastructure operates. The agreements are building on principles of mutual respect, transparency, and long-term collaboration, ensuring that groups interests and aspirations are central to all engagement. I work closely with legal, policy, and operational teams to co-design frameworks that reflect culturally appropriate protocols and uphold commitments to self-determination. A key aspect of my role involves supporting and collaborating with the First Nations Leadership Group, providing strategic advice and facilitating their involvement in governance, planning, and decision-making processes. This ensures that Indigenous leadership is embedded across the organisation and that initiatives are informed by lived experience, cultural knowledge, and community priorities. Importantly, also derisk the organisation in relation to native title and cultural heritage compliance.

### **25 October 2024 – 23 September 2024**

Title: **Director, Native Title Claims Resolution, Native Title and Indigenous Land Services, Lands, Queensland Department of Resources**

Responsibilities:

Provide leadership and direction for resolving native title claims by negotiation where possible. It includes leading complex litigation, mediation and negotiations involving various entities such as government agencies on all levels, industry bodies Aboriginal and Torres Strait Islander people. I manage the State of Queensland's response to native title determination applications, the programming of matters and the preparation of briefing for senior officials. I am regularly involved in the development of government policy on native title resolution and interpretation of the legislation in accordance with Queensland law.

### **16 December 2019 – 13 October 2024**

Title: **Lawyer, Queensland South Native Title Services**

Responsibilities: Providing advice on native title determination applications, compensation applications, future act issues and cultural heritage for native title holders and claimants. Using my extensive skills from over a decade in native title and cultural heritage from a Government and Proponent perspective, I provided sound and informative advice to traditional owners regarding the management of their land and waters. I played a large role in progressing native title claims and compensation claims in the Federal Court of Australia, developing and negotiating future act and cultural heritage management agreements on behalf of the Aboriginal Party and responding to the Future Act Notifications. I also played a crucial role in the development of Indigenous Land Use Agreements and other native title agreements. The role required me to undertake field trips, liaise with native title groups and facilitate settlement negotiations with relevant stakeholders. I prepare and deliver written and verbal legal advice and formal documents to progress native title claims and agreements, including (but not limited to) in the form of: legal workshops, legal submissions, affidavits, presentations, court documents and pleadings for tribunals and courts, briefs to Barristers, and reports to clients. I am required to take accurate statements from potential witnesses, perform analysis and produce reports to inform preparation of native title claims, Indigenous Land Use and Future Act agreements. I also assisted and provided legal advice to RNTBCs in relation to corporate structure and governance matters. I assist with the development and implementation of strategies, policies and procedures regarding legal advice associated with native title, cultural heritage and PBC support.

### **6 November 2018 – 13 December 2019**

Title: **Lawyer, Project Approvals, McCullough Robertson Lawyers**

Responsibilities: I took an opportunity in the private sector to enhance my skills and learn the discipline that comes with being a lawyer in a private practice which has an exceptional reputation for land access, native title and environmental compliance. My responsibilities include drafting advice in relation to all requirements of land access and environmental compliance for major mining, gas, petroleum and development projects. My role includes drafting and facilitation of land access agreements including Conduct and Compensation Agreements, Make Good Agreements, Cultural Heritage Agreements, Indigenous Land Use Agreements for government departments and private project proponents to deliver project approvals for resource companies at all stages of the exploration, development and production lifecycle. I utilised my experience in advising on approvals strategies, compliance and stakeholder management to deliver practical advice and workable solutions for clients.

#### **16 February 2015 – 5 November 2018**

Title: **Project Manager, Indigenous Advisory (IA), Policy, Legislation and Indigenous Advisory, Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP).**

Responsibilities: I managed staff within the IA team which includes professional development, managing performance indicator achievement and leave entitlements. I identified and analysed issues, developed strategies and provided policy and implementation advice and recommendations to senior departmental officers on programs and legislation relating to land tenure resolution, native title, and cultural heritage. I co-ordinated the implementation of government programs to resolve land tenure issues and establish and support sustainable land management arrangements. This included coordinating regulatory processes and legislative changes, preparing contracts and other agreements, and managing budgets. In consultation with state negotiators, state legal advisors and other parties, I developed and finalised legal agreements relating to native title, tenure resolution and protected area management between the State, First Nations groups and other parties. I represented the department in complex negotiations with legal advisors, State and local government agencies, First Nations people, Indigenous organisations and the private sector. I was responsible for preparation and coordination of briefings, submissions and reports for Ministers and departmental officers and coordinate, review and continuously improve the program's business systems, procedures and reports.

#### **6 July 2015 – 31 July 2015, 30 November 2015 – 15 January 2016, 19 February 2016 – 7 March 2016**

Title: **A/Director, Indigenous Services Unit (ISU), Strategic Policy and Legislation, Department of State Development.**

Responsibilities: I provided critical analysis of reports (both verbal and written) and submissions on a wide range of matters that may impact either directly or indirectly on the department, the Director-General and the Coordinator-General. I facilitated First Nations relationship building and Indigenous agreements in relation to projects undertaken directly by the Department, including the Office of the Coordinator-General. I provided support to the Director-General and Coordinator-General and the government in negotiations with other departments (either State or Commonwealth), local authorities and private sector organisations in relation to Indigenous matters. I represented and advocated for the Department and its various interests at a high level including with key stakeholders to ensure that the government's economic development objectives were well understood.

#### **1 July 2014 – 15 February 2015**

Title: **Principal Indigenous Engagement Officer, Indigenous Services Unit (ISU), Industry Development, Department of State Development, Infrastructure, and Planning (DSDIP).**

Responsibilities: I facilitated native title, cultural heritage and Indigenous community consultation on behalf of DSDIP and provided facilitation and negotiations services around issues which may affect DSDIP Business groups' project delivery. I facilitated negotiations with other departments (both State and Commonwealth), local authorities and private sector organisations in relation to native title and cultural heritage matters. I provided strategic advice and recommendations on complex and sensitive matters in relation to Indigenous issues relating to major projects and the implementation of government and departmental programs and assisted with ensuring compliance with government policy and legislation governing projects and programs. I also provided responses and assessments on behalf of DSDIP in relation to native title, cultural heritage and Indigenous communities; and assisted with managing and coordinating the activity and input of other departments in the assessment and implementation of Indigenous agreements in relation to projects, proposals and programs. I facilitated Indigenous relationship building and Indigenous agreements in relation to projects undertaken directly by the Department.

### **30 July 2012 – 30 June 2014**

Title: **Principal Policy Officer, Cultural Heritage Unit (CHU), Programs and Regional Operations, Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (DATSIMA).**

Responsibilities: In consultation with the Director, CHU, I ensured the smooth management and implementation of the *Aboriginal Cultural Heritage Act 2003* and the *Torres Strait Islander Cultural Heritage Act 2003* across government agencies. In consultation with the Director and Principal Advisor, I develop work procedures for CHU staff, highlighting the roles and responsibilities of all staff including the regional cultural heritage coordinators. I maintained existing networks with key stakeholders and peak industry groups and progressed Cultural Heritage Management Plans to the Chief Executive for approval and the registration of cultural heritage bodies. I worked on the *Aboriginal and Torres Strait Islander Cultural Heritage Amendment Bill 2012* which had to be completed within strict timeframes. During this time I was also primarily responsible for the development of the “Fundamental Principles for Engaging with Aboriginal and Torres Strait Islander Queenslanders” document. I was responsible for incorporating feedback and developing the final document which, through the involvement of the Public Service Commission, was intended to become a document used by all Government agencies. I assisted with the update of over 49 Aboriginal and Torres Strait Islander community engagement profile documents.

### **14 November 2011 – 30 June 2012**

Title: **Project Officer, Whole of Government Native Title Policy and Procedures Unit (Policy Unit), Aboriginal and Torres Strait Islander Land Services (ATSILS), Department of Natural Resources and Water, former Department of Environment and Resource Management (DERM).**

### **16 August 2010 – 11 November 2011:**

Title: **Research Officer, Whole of Government Native Title Policy and Procedure (Policy Unit), ATSILS, DERM.**

### **3 August 2007 – 31 June 2011:**

Title: **Indigenous Cadet, DERM, Indigenous Services.**

---

## **EDUCATION:**

Post – Graduate Diploma of Legal Practice

### Tertiary:

Griffith University – Bachelor of Laws/Bachelor of Criminology and Criminal Justice – obtained 12 December 2016

College of Law – Diploma in Legal Practice

### High School:

Red Bend Catholic College – Grade 7 – 12, HSC Completed 2005

Speech and Drama Grades 1- 8 – Completed Grade 8 with Distinction

---

## **TRAINING SUMMARY:**

- Mediation Training - Risk Response Engage Design Develop (6 days) – February 2025
- AIATSIS Summit 2024
- Leading teams through change June 2024
- Indigenous Psychology in the workplace – Dr Tracey Westermann two days – March 2024
- Building on the Strengths of our Stories - Cultural Agility Program February 2024 two days
- Strengths-based leadership May 2024
- Code of Conduct and Ethical Decision Making November 2023
- Fraud Awareness and Corruption Prevention November 2023
- Information Privacy Awareness, November 2023
- Information Security, November 2023
- Work Health and Safety (WHS) November 2023
- New Financial Delegates requiring SAP access November 2023
- AIATSIS Summit 5 days June 2020/2021/2022/2024.
- AIATSIS Native title Rep body training 3 days, 2020, 2021, 2022, 2023.
- AIATSIS Native Title Compensation Conference, February 2020.
- Legal drafting and grammar – McCullough Robertson Lawyers, June 2019.
- Ethics and Accountability – McCullough Robertson Lawyers, December 2019.

- Committees @ Work Seminar – Queensland Parliament, November 2017.
- Emergency First Aid and CPR, August 2017, CPR refreshers 2018, 2019, 2020, 2022, 2023, 2024.
- My PDA and My Conversations for managers – DSD, August 2017.
- Ethical Decision Making and Code of Conduct – DSD, July, 2017.
- The practical implications of the Griffith Decision (Timber Creek Case), NNTT/Gilbert + Tobin, October 2016.
- Legal Capability Training – Native Title, Crown Law, September 2016.
- Timber Creek – Native Title Compensation – Queensland Government Seminar, August 2016
- Write Well Training for DSD, July 2016.
- Fundamentals of Project Management 2 day training, Institute of Management, July 2015.
- Negotiation of Indigenous Land Use Agreements and Cultural Heritage Agreements, Clayton Utz, May 2015.
- National Native Title Tribunal (NNTT) ILUA training, 1 April 2015 and 10 March 2015.
- Cultural Heritage training, DATSIP, 24 March 2015.
- Native Title and Cultural Heritage Negotiation Training for DSDIP, Clayton Utz, October 2014.
- Ethics, Integrity and Fraud and Corruption Prevention Training, October 2014.
- Native Title and Cultural Heritage Negotiation Training for DSDIP, Clayton Utz, September 2014.
- Project Management – PRINCE2 Overview September 2014.
- Write Well Training, May 2013.
- Office of Queensland Parliament Council – Drafting Instructions Training, December 2012.
- Strategic Writing Course, September 2011.
- TMS Travel Booking Officer Training, July 2011.
- Public Service Commission Review 2011.
- Native Title Training, Department of Natural Resources and Mines 2007, 2008, 2011, 2014, 2015.
- Strategic Indigenous Awareness Course 16-17 June, 2008.

---

#### **VOLUTEERING**

2022 – Current	President, Indigenous Lawyers Association of Queensland
2022 – Current	Co-chair, Queensland Law Society First Nations Policy Committee
2022 – Current	Judge of Queensland Law Society’s First Nations Lawyer of the Year and First Nations Law Student of the Year
2022 – 2024	Board Member, Bayside Community Legal Centre
2017 – 2024	Volunteer Member - Queensland State Emergency Services, Eastern Unit, Duty Officer.
2023 – 2023	Company Secretary, Indigenous Art Code
2019 – 2020	Volunteer Lawyer at Homeless Persons Legal Clinic
2018 - 2022	Secretary, Indigenous Lawyers Association of Queensland
2017	Member, Indigenous Lawyers Association of Queensland

---

Referees: Contact details available on request

Avelina Tarrago, Barrister

Cassie Lang, Principal and Founder, Parallax Legal