

# Beverley Coleman

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## PERSONAL PROFILE

An experienced negotiator and facilitator and advocate with excellent communication and engagement skills. I am an experienced team leader, manager and a self-motivated professional with extensive experience in community engagement.

## SKILLS

- Native Title and Cultural Heritage
  - Native Title legislation and application
  - Land Use Agreements – ILUAs and RTNs
  - Cultural heritage legislation and agreements
  - Negotiations and agreement making
  - Facilitation of Authorisation meetings
  - ILUA and RTN implementation
  - Ongoing native title community engagement and relationships
- RAPs - Reconciliation Action Plans
  - Development and implementation of Actions and deliverables
  - Consultation with Stakeholders
  - Indigenous Community engagement
- Indigenous Community engagement
  - Over 20 years experience in community engagement and consultation across Queensland on issues including major developments, Reconciliation, Indigenous Participation Plans, Government projects, mining and construction, native title and cultural heritage and governance processes.
- IPPs – Indigenous Participation Plans
  - Experience in engagement and consultation for IPPs.
  - Created a *Guide to Developing an Indigenous Participation Plan*
- Management
  - Experienced manager and Team Leader
  - Experience in business operations and governance of Aboriginal corporations
- Facilitation
  - Experienced facilitator for large and small meetings, AGMs, Land Use Agreements, RTNs and Authorisation meetings.
- Governance structures and processes
  - Qualified Solicitor, having a sound good knowledge of business processes and governance structures
- Mediation and Negotiation
  - Nationally Accredited Mediator
  - Over 15 years' experience in negotiating Land Use Agreements for major projects, mining and construction and major State projects.
- Government processes
  - Experience in dealing with Government and representatives.

## **PROFESSIONAL EXPERIENCE:**

### **Current – Consultant**

Providing Consultancy services for:

- Negotiation of Native Title and Cultural heritage Agreements
- Native Title and Cultural heritage assessments
- Tenure resolution
- Professional Mediation
- Community engagement projects
- Reconciliation Action Plans
- Indigenous Participation Plans
- Indigenous economic participation

Recent Projects:

Development of RAP – Jemena, Valmec

Negotiation of Cultural Heritage Agreement - Armour Energy

Delivery of Cultural Awareness Training – ARTC

Native Title Assessments - various

Facilitation of AGMs for various Aboriginal organisations

Development of Strategic Plan – Aboriginal Organisation Kurbingui

### **Current (part time)**

**Advisor, Aboriginal and Torres Strait Islander Partnerships**

**Science and Engineering Faculty**

**QUT**

Developing and fostering industry partnerships with QUT to improve educational outcomes for Aboriginal and Torres Strait Islander people in STEM.

### **Director, Aboriginal and Torres Strait Islander Programs -**

**Office of the Commonwealth Games**

**Department of Tourism, Events, Small business and the Commonwealth Games**

**May 2016 – July 2018**

Development and implementation of Reconciliation Action Plan for the 2018 Gold Coast Commonwealth Games

Team management

Development and management of RAP programs and initiatives

Risk analysis and management

Reporting and Evaluation

Winner – Premier's Award for Reconciliation 2018

**Morenco Consultancy Services Pty Ltd    May 2013 – January 2016    Brisbane Qld**

**Consultant/Business Manager**

Moreno Consultancy Services, a privately owned company providing consultancy services in community engagement, facilitation, native title negotiation and tenure resolution solutions to government and private sector companies.

As the Business Manager, I manage the day to day administration of Company, including human resources, tender applications and contractual arrangements as well as undertaking consultancy work.

### **Major Projects**

- Indigenous Engagement Advisor to State Government for the Queen’s Wharf Development.
  - Successful tender
  - Developed, planned and implemented engagement process with indigenous groups
  - Created a *Guide to Developing an Indigenous Participation Plan* for potential tender companies.
  - Developed Report on engaging with the Indigenous Community of Brisbane.
- Native title assessment advice to Department of Transport and Main Roads
  - Successful tender
  - Provide staff to undertake work
  - Manage contractual arrangements with department

### **Other projects**

- Facilitation of corporate processes for traditional owner groups in Qld
- Facilitation of meetings for Indigenous Land Use Agreements
- Native title assessments for State Government Departments including State Development and Queensland Ambulance.
- Cultural Heritage assessments for State Government departments including Emergency Services, State Development and Transport and Main Roads
- Tenure resolution advice for native title claims

### **Aboriginal and Torres Strait Islander Legal Service      Jan 2014 – Apr 2014 Brisbane**

#### **Court Support Officer**

ATSILS is a non-government organisation tasked with assisting Aboriginal and Torres Strait Islander People in their dealings with the law, with an emphasis on criminal, family and civil law matters.

### **Queensland Government – Department Natural Resources and Mines Brisbane Qld**

Aboriginal and Torres Strait Islander Land Services was the lead agency for native title and cultural heritage for the Qld Government.

#### **Assistant Director, Claim Resolution      2011 - 2012**

- Oversaw the development of State policies relating to native title
- Managed Special project teams to improve Unit functions
- Member of Executive management team
- Led development of strategies and systems to address KPIs

#### **Senior State Negotiator and Team Leader      2000 - 2011**

- Represented the Queensland State Government in complex negotiations and resolution of native title matters and agreements for future act processes including major land developments, mining and petroleum applications.
- Provided advice on complex native title issues to government agencies and private sector organisations

- Managed staff and resources of the Negotiations Unit on day to day basis

**EDUCATION:**

Graduate Diploma of Legal Practice Grad.Dip.Leg.Prac  
Bachelor of Laws LLB, Solicitor of the Supreme Court of Qld  
Masters of Law Ongoing (completed courses in native title law)

**FURTHER PROFESSIONAL TRAINING:**

Nationally Accredited Mediator  
Mediation Theory and Skills, Bond University  
Advanced Negotiation and breakthrough techniques  
Advanced Alternative Dispute Resolution  
Cultural Awareness Training  
Mawul Rom – Cross Cultural Mediation Training, Elcho Island, Arnhem Land.  
Project Management  
Emerging Leaders Program, Qld government

**REFEREES:**

Referee contacts can be provided on request.