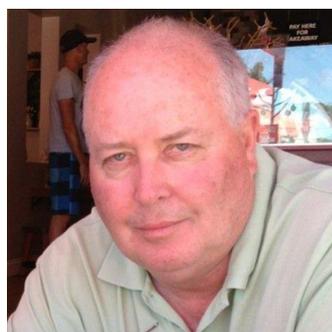


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Website [www.disasterresilience.com](http://www.disasterresilience.com)  
Telephone: +61 427 701 797

**Nationality** Australia

### Qualifications



1997	Accredited Assessor	University of Melbourne
1993	Risk Communication and Stakeholder Involvement	United States Environmental Protection Agency
1991	Australian Disaster Services Administration Certificate (DSAC)	Australian Government's Natural Disasters Organisation
1989	Graduate Dip Env Studies	University of Adelaide, Department of Environmental Studies
1975	Graduate Dip Education	Flinders University of South Australia
1974	B.A. (Hons)	Flinders University of South Australia

**Professional Development** Problem Solving, Decision Making and Project Management (Kepner Tregoe); Facilitation Skills;  
**Countries of work** Australia, New Zealand, China, Japan, Canada, USA, England, Saudi Arabia.  
**Languages spoken** English.

### RELEVANT EMPLOYMENT HISTORY AND SELECTED CONSULTANCIES

#### 2005 – Present / Ongoing, John Salter Consulting.

A global risk management consulting franchise based on a “due diligence” approach to business continuity and emergency planning.

John uses a facilitative risk management approach with clients to coordinate rehearsals and test Business Continuity and Crisis Management Plans within a Risk Management Framework.

The “Double Diamond” approach is profiled at [www.disasterresilience.com](http://www.disasterresilience.com)

**John Salter's management responsibilities and experience** have included:

- the development of Australia's national best practice in “Emergency Risk Management”;
- managing partnerships between governments and the private sector;
- serving on national and international hazard taskforces; and
- developing integrated resources – competency frameworks, needs analyses, curricula and training products.

**Key consulting assignments** have included:

- Establishing Enterprise Risk Management Frameworks.
- Integrating Crisis Management and Business Continuity arrangements to ensure effective decision making;
- Business Impact Assessments and Risk Assessments;
- Disaster Reviews / Performance Reviews;
- Research on management improvement opportunities;
- Scenario based exercises for entities with key vulnerabilities;
- Reviewing national risk management programs (such as Australia's "WTTME" Program); and
- Developing and delivering tailored workshops in business continuity and emergency planning.

### Clients have included:

- **Corporates:** From large international companies such as Riyadh Bank, Giesecke and Devrient, Arab National Bank, Calyon Saudi Fransi, Saudi Telecom and Electrolux to privatised service providers such as SA Water, Southern Rural Water and boutique businesses such as the Adelaide Central School of Art.
- **Government:** A range of National, State, Regional and Local Government entities.

### Selected Testimonials

- **From Electrolux Home Products Pty Ltd**

"John's expertise enabled our business to enhance our emergency preparedness to a new level- his expert analysis of the gaps in our system allowed us to implement comprehensive corrective measures to serve to protect our key core business assets and capabilities.....excellent work!" Tony Bornholm, Senior OHS Advisor.

- **Kimberly Taylor (client- post bushfires, Victoria, 2009) hired John as a Business Consultant in 2009**

Top qualities: Great Results, Expert, Good Value

"John was expertly able to guide our organisation into a new business continuity model. We have moved to a best practice resource-based approach which works in with our risk management systems."

- **From Systems Management Consultants International (SMCI - Saudi Arabia)**

"John is a highly knowledgeable and trustworthy person - when it comes to Business Continuity and Risk management, he is expert. He understands the standards related to the mentioned fields, including the literature, value, areas of application and implementation.



On the Personal level John is excellent with customers as well as business partners; he is considerate, companionate and wisely communicates with people taking into consideration cultural differences."

Service Category: Consultant; Year first hired: 2007 (hired more than once);

Top Qualities: Great Results, Expert, High Integrity

- **From Arab National Bank**

"John succeeds in establishing strong communication channels with partners. He has strong commitment, great attitude, excellent skills, and wide knowledge in different areas. Knowledge Wise: John has a great knowledge in business continuity especially in conducting Business Impact Analysis (BIA) and developing business continuity Policy and Strategy and coordinating business continuity exercises. Also, John is a professional BCM and dramatically enriches any organization he works with."

Top qualities: Great Results, Expert, High Integrity. ANB has hired John for Business Continuity (BIA, Policy, and Strategy) and hired John more than once.

## PREVIOUS RELEVANT EMPLOYMENT HISTORY

**November 1998 – May 2005, Principal Environment Officer - City of Adelaide.** Responsible for developing a revised approach to environmental management based on sustainability partnerships across stakeholders and a risk management approach to environmental management issues.

The key responsibilities of this position included: management of The City of Adelaide Environmental Management Plan - Local Agenda 21 and review as necessary; development and maintenance of partnerships with the community, other levels of Government and local authorities to develop sustainability approaches and environmental risk management policies; facilitate the provision of appropriate community involvement with major stakeholders and the public in developing and delivering environmental management programmes; investigation, research and analysis of environmental management issues in the City and developing recommendations for policy direction and community programmes; monitoring and ongoing evaluation of the effectiveness of the Corporation's Environment Policy and Environmental Management System and taking appropriate remedial action when necessary.

- Major achievements in this role included: facilitated the movement of the Adelaide City Council's approach to environmental management from one based on over three hundred activities to one based on sustainability principles, risk management and community agreed outcomes; developed and introduced risk management methodologies for application across the city for capital works, city works / projects and major events; and for application within the corporation for operations as part of the integrated Occupational Health Safety Welfare and Environment Management System; strengthened the corporate approach by facilitating the movement of "environment" from a Regulatory Service to a role in Policy and Strategy operating across the organization.

**July 1997 – Nov 1998, Acting Director, Australian Emergency Management Institute - Emergency Management Australia, Commonwealth Government.** Responsible for management of the Australian Emergency Management Institute – the Commonwealth's centre for research, education and doctrine development in disaster management. Staff of forty six - annual budget of \$10,000,000 and reporting to the Director General of Emergency Management Australia, the key responsibilities of this position included: ensure the effective and efficient management of the Australian Emergency Management Institute; develop a national emergency management curriculum based on national emergency management competency standards; develop a national emergency management syllabus based on the national emergency management curriculum; represent and promote nationally developed approaches to States, Territories other countries and international organisations.

- Major achievements in this role: initiated, developed and implemented national guidelines for a risk management approach to disasters, which have been incorporated into Australian Standards and national policy instruments (such as the financial arrangements for disaster relief between states and the commonwealth). These are now rolling out at ground level to Local Government; the Australian approach to "emergency risk management" became a widely adopted international benchmark (with appropriate contextual adjustments) – e.g. Canada, New Zealand; overseeing deliberative democratic processes become the core methodology underpinning the development of national guidelines. Processes which have now been picked up and incorporated into the revised Australia/New Zealand Standard on Risk Management (AS/NZS 4360) and into the Environmental Risk Management Guidelines (HB 203 - 2000).

**December 1994 – July 1997, Deputy Director, Australian Emergency Management Institute - Emergency Management Australia, Commonwealth Government.** Responsible for managing the development and promulgation of national best practice in disaster management. Reporting to the Director, Australian Emergency Management Institute, the key responsibilities of this position included: developing whole of government approaches and partnerships; managing the identification of best practice in emergency management and its development into risk management products including standards, guidelines and curriculum; the management of best practice implementation projects such as risk based geographic information systems; information exchange systems, national warning systems.

- Major achievements in this role included: established (and filled) representative positions for Emergency Management Australia on national and international committees and taskforces involved in developing and promulgating best practice eg: the Australia / New Zealand Industrial Hazards Taskforce - the peak body advising State and National Government Planning Ministers on the management of industrial hazards; managed a strategic review of national environmental management training and education needs; exercised facilitative leadership in the development of national competency standards in emergency management; managed the development of national flood "warning system" guidelines (scoped to cover processes leading to protective behaviour) which have been internationally recognised - e.g. Royal Society, UK.

**December 1989 – July 1997, Disaster Management Consultancy Co-ordinator and Program Manager of the Information and Research Program - Australian Emergency Management Institute.** Responsible for developing best practice professional development products in hazard analysis, hazard management and counter-disaster planning. Reporting to the Deputy Director of the Australian Emergency Management Institute the key responsibilities of this position included: Develop best practice approaches to emergency management which enhance national emergency management capability.

- Major achievements in this role: at the national level, became a key agent in facilitating a cultural shift in emergency management agencies from a focus on hazard agents to a focus on vulnerability reduction and risk management; facilitated the development of a national information exchange network using internet technology across agencies and States for the purpose of enhancing the management of public safety; providing an effective crisis management and planning consultancy service to major corporates associated with national vulnerabilities; advised State Governments on crucial emergency management issues. For example, work with the Victorian State Government review of the Coode Island fires on "problem definition" to structure the process appropriately and review the adequacy of systems responsible for monitoring environmental risk and public health. This significantly influenced the review's direction and the shape of the panel's final report ("Monitoring the Health of the Community", Coode Island Review Panel, Phase 1 Report, Dec 1991).

**January 1988 – December 1989, Senior Training Officer - Australian Counter Disaster College, Mount Macedon, Victoria.** Responsible for the development and delivery of educational products and national workshops in emergency management. While in this role, developed and delivered workshops which addressed national issues in emergency management.

**January 1976 – December 1987, Teacher – South Australian Education Department.**  
Teacher of History, Geography, and Social Science at High Schools.  
Member of South Australian State Curriculum Committees (History and Geography).

## RELEVANT PUBLICATIONS

1. (a) Recent Web-based platforms: [www.disasterresilience.com](http://www.disasterresilience.com);  
  
(b) Articles and tools published on Continuity Central, 2006-2010:  
(insert "Salter" at <http://www.continuitycentral.com/search.htm>)  
  
BUSINESS IMPACT ASSESSMENT AND DAMAGE REPORTING FOR EFFECTIVE CRISIS MANAGEMENT  
<http://www.continuitycentral.com/feature0734.html>  
HAZARD IDENTIFICATION AND BUSINESS IMPACT ANALYSIS  
<http://www.continuitycentral.com/feature0260.htm>  
THE FEATURES OF GOOD PLANNING  
<http://www.continuitycentral.com/feature0509.htm>  
THE DESIGN, MANAGEMENT AND EVALUATION OF EXERCISES AND TESTS  
<http://www.continuitycentral.com/feature0564.htm>  
AN ABC OF MESSAGE MAPS  
<http://www.continuitycentral.com/feature0466.htm>  
A RISK MANAGEMENT SELF ASSESSMENT FRAMEWORK  
<http://www.continuitycentral.com/feature0220.htm>
2. Book Editor and contributing author, "Civil Care & Security" Edited by Rod Gerber and John Salter, Kardoorair Press, 2005.
3. "Reflections from Australia: A Risk Management Approach to Disaster Management", Chapter in Natural Disaster Management, edited by Jon Ingleton, Tudor Rose, Leicester, 1999. The official commemorative volume for the International Decade for Natural Disaster Reduction (IDNDR), 1990-2000, a United Nations initiative to reduce the negative effects of natural disasters. <http://www.ndm.co.uk/>
4. "Public Safety Risk Management: assessing the latest national guidelines", in The Australian Journal of Emergency Management, Vol. 13 No. 4, Summer 1998/1999.
5. "Mitigation – a foundation stone of emergency management" Presented to the national working group workshop developing Canada's review of its approach to disasters, Vancouver 1998. – led to "Towards a National Disaster Mitigation Strategy", Jan 2002 [http://www.ocipep.gc.ca/publicinfo/NDMS/Files/Disc\\_e.pdf](http://www.ocipep.gc.ca/publicinfo/NDMS/Files/Disc_e.pdf)
6. "Risk Management in the Emergency Management Context", keynote paper from the 1997 World Disaster Reduction Day Seminar hosted by the Victoria Emergency Management Council and sponsored by the Australian International Decade of Natural Disaster Reduction (IDNDR) Coordination Committee. Chapter in Risk management for safer communities: World Disaster Reduction Day, Melbourne 1997, Edited by DI Smith. Published as Resource and Environmental Studies Number 16, Centre for Resource and Environmental Studies, The Australian National University, 1998.
7. "Risk profiling in disaster management methodology" Chapter published in The Inquest Handbook, edited by Hugh Selby, The Federation Press, Sydney, 1998.
8. "Risk Management in a Disaster Management Context" in Journal of Contingencies and Crisis Management, Vol 5, No 1, March 1997.

9. "Towards quality information for Disaster Management" Chapter published in Innovative Urban Community Development and Disaster Management, UNCRD Proceedings Series No. 13, United Nations Centre for Regional Development 1996.
10. "Flood warning: an Australian guide" Elliott-Jim; Handmer-John; Keys-Chas; Salter-John Mount Macedon, Vic.: Australian Emergency Management Institute, 1995
11. "Towards a more Holistic Emergency Management Methodology" in InterData RISK Handbook, 3rd Edition, 1995.
12. "Risk Assessment & Vulnerability" in DESIGN FOR TROPICAL CYCLONES, Centre for Disaster Studies, James Cook University of North Queensland, 1995.
13. "Vulnerability and Warning" (Joint paper with Bureau of Meteorology) Presented to the International Decade of Natural Disaster Reduction Conference, The Royal Society, London, 13 Oct 1993. Chapter published in Natural Disasters: Protecting Vulnerable Communities, edited by P. A. Merriman and C. W. A. Browitt, Thomas Telford, London, 1993.
14. "Disaster / Emergency Planning" in the Australian Risk Management Magazine, Vol 5 (3) April 1993
15. "As Canadian as...: A consideration of issues in evacuation management". Presentation to a Senior Command Seminar for Victoria Police and Metropolitan Fire Brigade Officers, Vic Police College, 1992. Published in The Australian Journal of Disaster Management, The Macedon Digest, Vol 7 No 4 Summer 1992.
16. "The nature of disaster - more than just the meanings of words: Some reflections on definitions, doctrine and concepts". Presented to a national workshop and published in The Australian Journal of Disaster Management, The Macedon Digest, Vol 7 No 2 Winter 1992.
17. "A Question of Community Participation or Public Relations: Lessons from a comparison of two Australian Programs in Risk Communication." Paper presented to the XVII Pacific Science Congress, Honolulu, 27 May - 2 June 1991. Published in The Australian Journal of Disaster Management, The Macedon Digest, Vol 6 No 3 September 1991.
18. "Disasters: A case for Improved Planning, Response and Monitoring." 8th Australian Cartographic Conference, May 1990.
19. "Public Education and Disaster Preparedness." in Australian National Committee on Large Dams Bulletin, Issue No. 83, August 1989.
20. "Data Dalliance Down Under." in The Newsletter of The International Panel for Risk Reduction in Hazard Prone Areas, Issue No. 3, November 1988.
21. "Computer manipulated census data and disaster management" (Joint paper with Michael Tarrant) The Macedon Digest, 1988, Vol. 3, No. 4.
22. "Environmental Awareness." in EnvEd, No. 7, August 1987.