



Job Description Form

Position Details

Position Title: Research Scientist (Hydrology) / Senior Research Scientist (Hydrology)	Position Number: DBCA3082323	Level: Specified Calling Level 2 or Specified Calling Level 3
Division: Biodiversity and Conservation Science	Branch: Ecosystem Science	Section:
Employment Agreement: PSA 1992, PSCA 2024	Location: Kensington	Effective Date: 6 November 2025

Our Values

Our values drive the way we make decisions, interact with each other, and work together to achieve results.



Reporting Relationships

Position Title Senior Research Scientist	Level/Grade SC3	⇐	Position title Research Scientist (FMP)	Level SCL2
			Research Scientist (FMP)	SCL1
			Research Scientist	SCL1
			Technical Officer (FMP)	L3
			Technical Officer (FMP)	L2

Responsible to

This position

Officers under *direct* responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised
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About the Role

The position undertakes scientific research into surface water and groundwater processes and their interactions with the biosphere to inform the conservation of ecosystems and species across Western Australia and communicates the results of research via publications in national and international peer reviewed scientific literature, technical reports, popular articles, public media and presentations for scientific and non-scientific audiences. The position develops internal and external collaborations, seeking funding where necessary, to further knowledge of hydrological processes and their interactions

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Individuals undertake their duties and responsibilities in accordance with the department's [Code of Conduct](#), policies and procedures, and relevant Government legislation.

Responsibilities:

- Plan and implement hydrological monitoring and experimental studies.
- Undertake analyses and interpretation of hydrological, chemical and biological data.
- Contribute to the development of models for the simulation of hydrological processes to inform impacts to or the adaptive management of ecosystems.
- Contribute to or lead applications for funding to support the development of collaborative research projects with stakeholders.
- Prepare and publish technical scientific reports, documenting hydrological research activities, and presents research to scientific and non-scientific audiences.
- Provide technical advice as directed in relation to surface water and groundwater hydrology.
- Participate in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
- Undertake other duties as directed.

Selection Criteria

Applicants should address the following Essential criteria. These should be addressed in no more than 10 pages in total.

Note: For this role, hydrological science includes study of water balance, hydrological processes such as groundwater, surface water, unsaturated and evapotranspiration processes and interactions with biology and geochemistry.

1. Degree or approved equivalent qualification or experience (ESSENTIAL) and post graduate qualification (DESIRABLE) in a relevant discipline (environmental engineering, civil engineering, environmental science, physical geography).
2. Sound knowledge (SC2) or comprehensive knowledge (SC3) of the science of hydrology and its application to biodiversity conservation and environmental assessment.
3. Experience (SC2) or extensive experience (SC3) in designing and undertaking hydrological research in a discipline relevant to hydrological science, including experimental design, data collection, complex statistical analysis and environmental modelling.
4. Demonstrated (SC2) or advanced (SC3) ability to publish research findings in a timely manner in national and international scientific journals.
5. Demonstrated (SC2) or high level (SC3) interpersonal skills and track record (SC2) or extensive track record (SC3) of working in research teams and engaging in collaborative research.
6. Proven (SC2) or extensive (SC3) record of liaising with internal and external stakeholders to achieve environmental management outcomes (SC2) and inform policy or practice (SC3).

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The following essential criteria will be assessed at some stage during the selection process.
Desirable criteria will be assessed as required:

7. Proven ability and willingness to undertake remote field-based research (ESSENTIAL).
8. An understanding of occupational safety and health, equity and diversity principles and practices (ESSENTIAL).
9. Relevant experience undertaking hydrological measurements in the field and equipping sites with hydrological sensors and data loggers (ESSENTIAL) with experience of forested systems (DESIRABLE)
10. Experience and training in use of 4WD (DESIRABLE).
11. Ongoing willingness and ability to participate in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience (DESIRABLE).


Behaviour Expectations [Leadership Expectations](#) provides a common understanding of the mindset and expected leadership behaviours for all public sector employees. The expected behaviour for this role is [Leading Others](#)

Other position-related information (only relevant ones will be populated)

Position Status - Permanent <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	FTE: 1.0
National Police Check <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No For more information refer to the department's guidelines on National Police checks .	
Current WA Driver's Licence or equivalent (only specify yes if a drivers licence is required for appointment to the position) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Medical Assessment <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Working with Children <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If this position works with children, refer to http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/	
Allowance and Special Conditions <input type="checkbox"/> District Allowance <input type="checkbox"/> Air Conditioning <input type="checkbox"/> Ranger Leave (Rangers only) <input type="checkbox"/> North West Leave <input type="checkbox"/> No Fixed Hours (Rangers only) <input type="checkbox"/> Other (Please specify)	

Certification

Verified by: Recruitment and Establishment Section

 Registered JDF
6 November 2025