


Job Description Form

1. Position Details

Position Title Research Scientist (Wetland Ecology)			Position Number DBCA3128275
Level/Grade	Specified Calling SCL2	Agreement PSA 1992 / PSGOCSAGA 2017	Effective Date 8 August 2019
Division Biodiversity and Conservation Science		Branch Ecosystem Science	
Section		Location Kensington	

2. Reporting Relationships

Position Title Executive Director	Level/Grade Class 2	 Registered JDF 8 August 2019 Establishment and Recruitment Officer										
↑ Responsible to												
Position Title Principal Research Scientist	Level/Grade SCL4	Other offices reporting directly to this office <table border="1"> <thead> <tr> <th>Position title</th> <th>Level</th> </tr> </thead> <tbody> <tr> <td>Research Scientist x 1</td> <td>SCL2</td> </tr> <tr> <td>Senior Research Scientist x 1</td> <td>SCL3</td> </tr> <tr> <td>Principal Research Scientist x 1</td> <td>SCL5</td> </tr> <tr> <td>Senior Technical Officer x 4</td> <td>L4</td> </tr> </tbody> </table>	Position title	Level	Research Scientist x 1	SCL2	Senior Research Scientist x 1	SCL3	Principal Research Scientist x 1	SCL5	Senior Technical Officer x 4	L4
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Research Scientist x 1	SCL2											
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This position												

3. Role and Scope

This is a brief outline of the key responsibilities and scope. Scope may include the level of guidance under which the job operates, range of assignments, and influence on results for the work function or program:

Under general direction, initiates and leads collaborative research and monitoring projects that fill critical knowledge gaps for managing wetlands across Western Australia.
Publishes research findings in a range of formats, with an emphasis on peer reviewed journal papers.
Liaises and collaborates with wetland managers to ensure that policies and management practices are based on the best available scientific information.

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

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4. Responsibilities of the Position and Broad Outline of Duties

The proportion of time likely to be spent on each function or duty may, if appropriate, be indicated as a percentage (%).

Scientific duties

1. Designs, and conducts collaborative scientific research to investigate the conservation values, ecological functioning and responses to threatening processes of Western Australian wetlands, and to contribute to the design and assessment of management programs, including monitoring and evaluation of wetland condition.
2. Initiates and participates in collaborations with external researchers and other government and non-government organisations.
3. Interacts with a wide range of wetland and catchment managers in the design and application of research, develops and evaluates management tools and participates in adaptive management projects with regional staff.
4. Provides specialist advice to departmental and external fora and processes relating to management of wetland ecosystems.
5. Communicates research results to a range of departmental and external stakeholders, including scientific papers, popular articles, technical reports and presentations as appropriate.

Other

6. Manages other scientists and support staff as required.
7. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
8. Undertakes other duties as directed.

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5. Selection Criteria

In the context of the duties and responsibilities of the position, the following selection criteria apply. All criteria are essential unless specified otherwise.

Applicants should address the following five criteria in a written application. These should be addressed in no more than four pages in total.

1. Demonstrated extensive experience in planning and undertaking scientific research into the ecology and conservation values of wetland ecosystems, their responses to threatening processes and the effectiveness of wetland management, including monitoring and evaluation activities.
2. Demonstrated ability to publish research findings in a range of formats in a timely manner, including peer reviewed journal articles.
3. Demonstrated ability to liaise effectively with scientific and operational staff during all stages of research, from design to translation of results, including involvement in conservation planning.
4. A Bachelor of Science degree qualification in a relevant discipline or an approved equivalent qualification (Essential) and post-graduate qualification relevant to wetland ecosystem science (Desirable).
5. Experience in the use of geographic information systems for analysis and interpretation of spatial data, including the use of remote sensing to monitor ecosystem condition and environmental change (Desirable).

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

6. Demonstrated ability to work in research teams and build innovative programs around collaborative research.
7. Strong verbal and written communication skills.
8. Ability to achieve agreed targets and milestones on schedule.
9. Understanding of occupational safety, health and equity, and diversity principles and practices.
10. Current C Class driver's license, preferably with experience in the safe use of 4WD vehicles.
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).

Values

In all of our work we will act with the highest *Integrity* and be *Open, Accountable, Creative, Responsive, Innovative, Outcome-focused* and *Collaborative*. For the purposes of this recruitment process, behavior that reflects the values indicated below (as **Essential** and/or **Desirable**) are included as selection criteria for this position.

Desirable:

Open, Accountable, Creative, Responsive, Innovative, Outcome-focused, Collaborative, Integrity.

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Information on whether appointment to this position is subject to a satisfactory Working With Children or National Police check is included in Section 6 of this form.

6. Other

Position Status Does the position form part of the permanent structure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Full Time Equivalent (FTE) Full time hours = 1 FTE. Write part time hours as a proportion of 1 e.g. 0.6 FTE if 3 days per week ie 60% of full time hours.	1		
Allowances and Special Conditions Applicable allowances and special conditions are checked with an 'x' in the appropriate box.	<input type="checkbox"/> District Allowance	<input type="checkbox"/> North West Leave	
	<input type="checkbox"/> Air Conditioning	<input type="checkbox"/> No Fixed Hours (Rangers only)	
	<input type="checkbox"/> Ranger Leave (Rangers only)	<input type="checkbox"/> Other - Please specify below:	
Specialised Equipment Operated Specify type of equipment e.g. 4WD.	4WD		
Working With Children Specify if appointment to this position is subject to a satisfactory Working with Children check – if this position works with children, refer to http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/ for information on whether a check is required. If yes, applicants may be asked to provide a WWC check.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
National Police Check Specify if appointment to this position is subject to a satisfactory National Police check. If yes, applicants may be asked to obtain a National Police Certificate . For more information refer to the department's guidelines on National Police checks .	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

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7. Certification

The details contained in this document are an accurate reflection of position.

Branch/Division Head	Director General
Signature:	Signature:

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Date:	Date:
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