

Job Description Form (JDF)

Position details

Position title: Director Aquatic Science and Assessment
Position number: 70191084
Classification: Specified Callings Level 6
Physical location: Hillarys
Award: PSA 1992
Agreement: PSGOCSAGA 2017
Pillar: Sustainability and Biosecurity
Directorate: Fisheries and Agriculture Resource Management
Branch: Aquatic Science and Assessment

Reporting relationships

Reports to: Executive Director, Fisheries and Agriculture Resource Management, Class 2

This position

Direct reports: 5

Role summary

Provides strategic and scientific leadership to the fisheries and aquatic resource assessment area and provides leadership at a State, national and international level on methodologies that meet third party certification requirements.

As part of the directorate's senior leadership team, contributes to:

- ensuring delivery of world-class science and assessment services that contributes to informed decision making for the conservation, sustainable development and management of Western Australia's fisheries and aquatic resources.
- the maintenance of Western Australia's reputation for sustainable aquatic resources, high quality seafood production and recreational fishing experiences.

- developing and implementing the corporate strategies, goals, plans and providing a client focused approach to business within resources, policy, risk and legislative constraints.

About us

The Department of Primary Industries and Regional Development's (DPIRD) role is to ensure that primary industries and regions are key contributors to the Government's agenda for economic growth and diversification, job creation, strong communities and better places. Our goals are to:

- **Protect:** to manage and provide for sustainable use of our natural resources and soils, and to protect Western Australia's brand and reputation as a reliable producer of premium, clean and safe food, products and services.
- **Grow:** to enable the primary industries sector and regions to increase international competitiveness, grow in value and social amenity and become a key pillar of the State's economy.
- **Innovate:** to support a culture of scientific enquiry, innovation and adaptation across primary industries and regions to boost industry transformation, economic growth and employment.

Our values

Our values are critical in creating a healthy and dynamic culture that helps each and all of us to make our best contribution, to develop a workplace where we feel excited about our work and results and where other people will increasingly want to join our team. Our values underpin how we operate:

- We value **relationships** - Our relationships with our clients, colleagues and stakeholders are at the heart of everything we do
- We are **resilient** - We recover from setbacks, embracing and adapting to change because we have a clear focus on the big picture and long term impact
- We are **responsive** - We understand the needs of our clients, colleagues and stakeholders and add value by tailoring our solutions accordingly
- We focus on **results** - We strive to develop and provide excellent services that delivers meaningful results to the community we serve.

Key responsibilities

The key responsibilities of the role include, but are not limited to, the following:

Scientific Management

- As delegated by the Executive Director, coordinates the delivery of world-class scientific and assessment programs across the branch to support the implementation of the Department's Ecosystem-Based Fisheries Management (EBFM) Framework.

- Provides scientific and technical policy advice to the Executive Director and the Deputy Director General on the development and implementation of the Department's risk-based ecosystem approaches that will enable third party certification for the management of the State's aquatic resources.
- Ensures that all scientific, monitoring and assessment priorities within the branch are appropriately aligned to Departmental, Pillar and community needs.
- Develops and implements an annual plan to enable audits and assessments against the standards for all certified fisheries are carried out on schedule.
- Provides professional scrutiny and advice to the Executive Director on the quality of original science and resource assessments undertaken by scientific officers within the Aquatic Science and Assessment branch and external service providers.
- Leads and oversees the management of all assessment and monitoring projects and services undertaken by the Aquatic Science and Assessment branch, including project proposals, contract negotiations, contract performance and budget control of the multi-branch taskforces.

Application of Knowledge

- Ensures the application of a risk-based, ecosystem approach for all activities undertaken by all sections of the Aquatic Science and Assessment branch.
- Develops and implements processes to ensure branch staff maintain currency in their knowledge and application of risk-based, ecosystem management assessment methods.
- Promotes publication of branch staff's strategic original scientific research, which supports the Department's processes.

Assessments and Policy Advice

- Provides high-level strategic and professional advice that will inform Government policy on aquatic management.
- Ensures assessment advice on the risk levels for all WA aquatic resources is coordinated and appropriate for use as the basis for all fishery and resource level management decisions.
- Ensures the monitoring and assessment processes undertaken across the branch meets the requirements to acquire and maintain third party certification for the State's aquatic resources
- Provides policy advice on developments affecting the aquatic resources and management systems in Western Australia as necessary.

Leadership and Management

- As a member of the Pillar's senior leadership team, demonstrates leadership and collaboration in achieving the Department's objectives for the management of the State's aquatic resources in the context of sustainable management of the fisheries and their environment.
- Coordinates and manages the activities, staff, resources and budgets of all sections within the Aquatic Science and Assessment branch to meet the Department's strategic priorities.

- Provides guidance and professional supervision to staff to support their professional development to ensure maintenance of international standards for resource assessment and management techniques.
- Supports and participates in emergency response as may be required for a large scale emergency requiring a coordinated response across the Department.

Communications

- Establishes and maintains effective and strategic relationships with key internal and external clients, including Western Australian Fishing Industry Council, and Recfishwest.
- Works collaboratively with colleagues, industry and other relevant science providers to ensure strategic and corporate outcomes are planned, developed and implemented.
- Represents the Department, Pillar and directorate on internal and external working groups and committees where required.
- Other duties as directed.

Work related requirements

In the context of the role:

Essential criteria

Role specific

1. Substantial knowledge and experience in aquatic science and resource assessments; risk-based ecosystem management issues; and aquatic science strategies and associated legislation.
2. Extensive relevant scientific experience within high-level assessment and monitoring projects.

Core capabilities

3. **Build effective relationships:** Highly-developed interpersonal, communication, conflict resolution and negotiation skills to operate effectively, collegiately and collaboratively within the public sector, industry and community; and demonstrated experience in building effective and productive networks and relationships with a diverse range of people.
4. **Challenge for innovation:** Demonstrated ability to develop and implement innovative solutions to complex problems in order to meet organisational objectives.
5. **Think strategically:** Highly-developed conceptual, analytical, decision making and problem solving skills.
6. **Deliver in a changing environment:** Demonstrated ability to allocate and leverage resources to deliver desired business outcomes on time and on budget.

7. Lead and empower others: Experience in leading, developing and managing teams in a values driven environment, whilst fostering a culture of collaboration, innovation and excellence; including the ability to effectively represent the department and Government at state and national forums.

Desirable criteria

1. Postgraduate qualification in Science, or approved relevant scientific discipline.


Special requirements/equipment

- Bachelor degree in Science.
- The contract of employment specifies terms and conditions relating to this position.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and requirements of this position.

Delegated authority

Signature: 

Date: 12/09/2019

Position title: Deputy Director General, Sustainability and Biosecurity