



# Job Description Form

## 1. Position Details

<b>Position Title</b> Research Scientist			<b>Position Number</b> PA2106RS
<b>Level/Grade</b>	<b>Specified Calling</b> SCL 1 or 2	<b>Agreement</b> PSA 1992 / PSCA 2019	<b>Effective Date</b> 29 March 2021
<b>Division</b> Biodiversity and Conservation Science		<b>Branch</b> Marine Science Program	
<b>Section</b>		<b>Location</b> Kensington	

## 2. Reporting Relationships

<b>Position Title</b> Marine Science Program Leader	<b>Level/Grade</b> SCL4
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Responsible to

<b>Position Title</b> Senior Research Scientist (Monitoring)	<b>Level/Grade</b> SCL3
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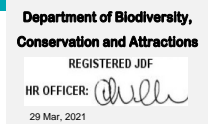
Responsible to

<b>This position</b>
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Officers under *direct* responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised



Other offices reporting directly to this office

Position title	Level
Research Scientist	SCL2
Research Scientist	SCL1

## 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:

<p>Undertakes designated marine research and monitoring, evaluation and reporting for the conservation of Western Australia's marine biodiversity, with a particular focus on marine reserves, under the immediate supervision (SCL1) or general direction (SCL2) of senior staff.</p> <p>Provides expert scientific advice on these matters.</p>
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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.

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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 (%).

##### Monitoring (60%)

1. Carries out assigned marine monitoring projects under immediate supervision (SCL1) or general direction (SCL2) of senior staff.
2. Assists in the development of monitoring protocols and methods.
3. Undertakes monitoring data analyses and management.
4. Coordinates technical support staff and volunteers as required.
5. Collaborates with external agencies and participates in active adaptive management projects with Parks and Wildlife Service regional staff.

##### Research (20%)

6. Carries out assigned marine research projects under immediate supervision (SCL1) or general direction (SCL2) of senior staff.
7. Investigates straightforward (SCL1) or difficult (SCL2) scientific problems.
8. Undertakes research data analyses and management.
9. Prepares science project plans and undertakes science project reporting.
10. Coordinates technical support staff and volunteers as required.
11. Collaborates with external agencies and participates in active adaptive management projects with Parks and Wildlife Service regional staff.

##### Advice and Communication (15%)

12. Publishes research & monitoring findings in reports and/or peer-reviewed science journals.
13. Undertakes science communication and knowledge transfer to inform conservation policy, planning and management.
14. Provides expert scientific advice on marine research and monitoring.

##### Other (5%)

15. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
16. Undertakes other duties as directed by the Marine Science Program Leader.

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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 seven (7) criteria. These should be addressed in no more than four (4) pages in total.

1. Degree in marine biological science from a recognised university, or an approved equivalent qualification (Essential), with a post-graduate qualification and experience in marine science (Desirable).
2. Demonstrated (SCL1) or considerable (SCL2) experience conducting research and/or monitoring on benthic/coastal ecosystems and/or environmental/oceanographic processes (Essential).
3. Demonstrated (SCL1) or considerable (SCL2) experience in spatial analysis techniques and statistics, including the analysis of remotely sensed products using relevant software (e.g. ArcGIS, R, Matlab) (Essential).
4. Demonstrated (SCL1) or considerable (SCL2) database, data analysis and advanced science writing skills, with a record of publishing marine science in peer-reviewed journals (Essential).
5. A strong understanding of concepts relating to ecological monitoring (SCL1) and experience implementing and communicating them in a workplace environment (SCL2) (Essential).
6. Broad knowledge of marine biodiversity in Western Australia (Essential), and knowledge of (SCL1) or experience working in (SCL2) marine biodiversity conservation and management (Desirable).
7. Rescue SCUBA diving qualification or equivalent (Essential) or ADAS Restricted Occupational SCUBA to 30m qualification (Part 1) (AS2815.6) (Desirable).

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

8. Ability to undertake remote marine science fieldwork (Essential).
9. Demonstrated experience working in teams to undertake marine research and/or monitoring (Essential).
10. Coxwain Grade 2 (Near Coastal qualification or higher) (Desirable).
11. Understanding of occupational, health and safety, and equity and diversity principles and practices (Essential).
12. 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, behaviour 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.*

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.

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## 6. Other

<b>Position Status</b> Does the position form part of the permanent structure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>Full Time Equivalent (FTE)</b> 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.	1.0		
<b>Allowances and Special Conditions</b> 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:	
<b>Specialised Equipment Operated</b> Specify type of equipment e.g. 4WD.			
<b>Working With Children</b> Specify if appointment to this position is subject to a satisfactory Working with Children check – if this position works with children, refer to <a href="http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/">http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/</a> 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		
<b>National Police Check</b> Specify if appointment to this position is subject to a satisfactory National Police check. If yes, applicants may be asked to obtain a <a href="#">National Police Certificate</a> . For more information refer to the department's guidelines on <a href="#">National Police checks</a> .	<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: <i>Margaret Byrne</i>	Signature:
Date: <i>26/3/21</i>	Date: