

Job Description Form

1. Position Details

Position Title Research Scientist			Position Number DBCA3138260
Level/Grade SC2	Specified Calling SC2	Agreement PSA 1992/PSGOSAGA 2019	Effective Date 5 August 2021
Division Biodiversity and Conservation Science		Branch Animal Science Program	
Section		Location Woodvale	

2. Reporting Relationships

Position Title Executive Director, Biodiversity and Conservation Science	Level/Grade C2															
↑ Responsible to																
Position Title Principal Research Scientist, Animal Science Program Leader	Level/Grade SC4															
↑ Responsible to		Other offices reporting directly to this office <table border="1"> <thead> <tr> <th>Position title</th> <th>Level</th> </tr> </thead> <tbody> <tr> <td>Principal Research Scientist x3</td> <td>SC4</td> </tr> <tr> <td>Senior Research Scientist x2.5</td> <td>SC3</td> </tr> <tr> <td>Research Scientist x5</td> <td>SC2</td> </tr> <tr> <td>Research Scientist x1</td> <td>SC1</td> </tr> <tr> <td>Technical Officer x1</td> <td>5</td> </tr> <tr> <td>Technical Officer x1</td> <td>2</td> </tr> </tbody> </table>	Position title	Level	Principal Research Scientist x3	SC4	Senior Research Scientist x2.5	SC3	Research Scientist x5	SC2	Research Scientist x1	SC1	Technical Officer x1	5	Technical Officer x1	2
Position title	Level															
Principal Research Scientist x3	SC4															
Senior Research Scientist x2.5	SC3															
Research Scientist x5	SC2															
Research Scientist x1	SC1															
Technical Officer x1	5															
Technical Officer x1	2															
↑ Officers under <i>direct</i> responsibility																
Position Title	Level/Grade	Approx. no. FTEs supervised														

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:

Designs and undertakes scientific research to inform the effective conservation management and recovery of threatened and priority fauna in Western Australia, provides expert scientific advice, and effectively translates results of research to inform conservation priorities for target species.

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 (%).

Under general guidance:

1. Designs and implements scientific research investigating the biology and ecology of threatened and priority fauna to support conservation management of target species in Western Australia.
2. Undertakes population-level statistical analysis to help inform the effective recovery of threatened fauna.
3. Collaborates with regional staff and research partners to identify knowledge gaps and design projects for priority research on the conservation biology of the State's fauna.
4. Prepares reports and scientific publications on results of research, integrates findings within broader theoretical frameworks and effectively translates research outputs to inform conservation management.
5. Provides expert advice on research outcomes to relevant internal and external stakeholders.
6. Manages project budgets and coordinates staff and students when allocated to the work program.

Other

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. These should be addressed in no more than five pages in total.

1. Demonstrated experience of undertaking research on threatened fauna ecology to address conservation management questions.
2. Demonstrated knowledge of experimental design and statistical analysis applied to informing the effective recovery of threatened fauna.
3. Demonstrated ability to publish research findings in a timely manner in national and international scientific journals.
4. Demonstrated ability to work in a team to build innovative programs around collaborative research.
5. Demonstrated ability to effectively translate research outputs and liaise with internal and external stakeholders to achieve conservation outcomes.

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

6. Bachelor of Science degree in a relevant discipline (ecology, conservation biology or a related discipline) or approved equivalent qualification (**Essential**) and post graduate degree in ecology (**Desirable**).
7. Strong verbal and written communication skills.
8. Demonstrated ability and willingness to conduct field-based research in remote locations.
9. Current 'C' Class Driver's license and 4WD experience.
10. An understanding of occupational safety and health, equity and diversity principles and practices.
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, 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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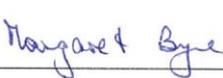
6. Other

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 FTE		
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 vehicles		
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:
Date: 4/8/21	Date: