

Job Description Form

1. Position Details

Position Title Research Scientist/Senior Research Scientist		Position Number DBCA3138261	
Level/Grade	Specified Calling SC2 or 3	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
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Responsible to

Position Title Principal Research Scientist, Animal Science Program Leader	Level/Grade SC4
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Responsible to

This position



Officers under *direct* responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised



Other offices reporting directly to this office

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

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>Designs and implements effective scientific research focusing on the management of interacting threatening processes influencing co-occurring threatened and priority fauna in Western Australia, provides expert scientific advice, and effectively translates results of research to inform conservation priorities for target species.</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 (%).

Under general (SC2) or limited (SC3) guidance:

1. Designs and implements scientific research investigating the influence of interacting threatening processes on the distribution and abundance of co-occurring threatened and priority fauna to inform conservation management.
2. Undertakes complex analyses to better understand factors influencing spatial and temporal changes in the distribution and abundance of targeted fauna in response to threat management.
3. Collaborates with regional staff and research partners to identify knowledge gaps and design projects to address research priorities.
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 (SC2) or leading (SC3) research programs to address how interacting threatening processes influence the distribution and abundance of faunal species.
2. Demonstrated knowledge (SC2) or extensive knowledge (SC3) of experimental design and complex statistical analysis applied to understanding spatial and temporal changes in the distribution and abundance of fauna.
3. Demonstrated ability (SC2) or high-level ability (SC3) to publish research findings in a timely manner in high quality national and international scientific journals.
4. Demonstrated ability to work in a team (SC2) or develop a research team to build innovative programs around collaborative research (SC3).
5. Demonstrated ability (SC2) or excellent ability (SC3) 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 written and verbal communication skills.
8. Demonstrated ability and willingness to undertake 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: <i>Margaret Byrne</i>	Signature:
Date: <i>4/8/21</i>	Date: