

Job Description Form

1. Position Details

Position Title Research Scientist			Position Number PA2135RS
Level/Grade SC2	Specified Calling SC2	Agreement PSCA 2021	Effective Date 5 October 2021
Division Biodiversity and Conservation Science		Branch Rivers and Estuaries Science	
Section		Location Kensington	

2. Reporting Relationships

Position Title Executive Director, Biodiversity and Conservation Science	Level/Grade C2
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Responsible to

Position Title Principal Scientist, Rivers and Estuaries 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
N/A		

Other offices reporting directly to this office

Position title	Level
Research Scientist x1	SC2
Senior Environmental Officer x1	SC3
Environmental Officer x3	SC2

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 implements effective scientific research that contributes to the management of the Swan Canning Riverpark and provides expert scientific advice and effectively communicates complex results of research to clearly inform management priorities.

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 studies that evaluate and support approaches to improve or maintain water quality / quantity and / or habitat in the Swan Canning Riverpark.
2. Undertakes complex analyses to better understand factors influencing spatial and temporal changes in water quality / quantity and habitat.
3. Collaborates with DBCA 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 communicates research outputs to inform management.
5. Provides expert advice to relevant internal and external stakeholders.
6. Contribute to the development of management strategies and improvement of water resource management.
7. Manages project budgets and coordinates staff and students when allocated to the work program.

Other

8. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
9. 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 4 criteria. These should be addressed in no more than 4 pages in total.

1. Demonstrated experience of undertaking research in rivers and estuaries, hydrologic modelling / ecohydrology or in aquatic habitat enhancement / restoration.
2. Demonstrated experience in experimental design and analyses or environmental modelling in an area relevant to waterway management.
3. Demonstrated ability to work in a team in a research / management setting.
4. Demonstrated ability to effectively communicate research outputs and liaise with internal and external stakeholders to inform management outcomes.

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

5. Bachelor of Science degree in a relevant discipline (ecology, hydrology, environmental engineering, natural science, earth science, environmental science) or approved equivalent qualification (Essential) and post-graduate science qualification (Desirable).
6. Demonstrated ability to publish research findings in a timely manner in high quality national and international scientific journals (Essential).
7. Demonstrated experience in spatial analysis and statistics using relevant software (e.g. ArcGIS, QGIS, Python, R, Matlab) and / or demonstrated experience in use of hydrologic and hydraulic model platforms for natural resource management requirements (Desirable).
8. Demonstrated ability and willingness to undertake field-based research (Desirable).
9. Current 'C' Class Driver's license (Essential) and 4WD experience (Desirable).
10. Current diving and / or coxswains certificate (Desirable)
11. An understanding of occupational safety and health, equity and diversity principles and practices.
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

Our organisational values drive the way we make decisions, interact with each other, and work together to achieve results.

Our five core values — **Integrity, Collaboration, Accountability, Respect and Excellence** — represent our commitment to a professional and inclusive workplace culture we can all enjoy.

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 type="checkbox"/> Yes <input checked="" 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.			
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		

PEOPLE SERVICES BRANCH USE ONLY ANZSCO Code	
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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: 30/9/21	Date: