



## Job Description Form (JDF)

### Position details

Position title:	Research Scientist
Position number:	Generic
Classification:	Specified Calling Level 1
Physical location:	Various
Award:	PSA 1992
Agreement:	PSCSAA 2021
Pillar:	Sustainability and Biosecurity
Directorate:	Fisheries and Agriculture Resource Management
Branch:	Various

### Reporting relationships

Reports to:	Various
	<b>This position</b>
Direct reports:	Various

### Role summary

Under direct supervision undertakes scientific research and provides support for development of projects in the areas of aquatic science and assessment/aquaculture R&D. Manages support staff, and under supervision prepares reports and publications and communicates findings to colleagues, Government, stakeholders and the public.

### 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:

### Research and Development

- Carries out assigned research projects, including detailed planning, under the immediate direction of the senior staff.
- Assists with research project planning for fisheries/aquaculture research.
- Investigates cause and effect relationships of straightforward fisheries/aquaculture research problems.
- Manages technical and support staff as required.

### Communication and Liaison

- Prepares reports and publishes scientific papers under supervision of and in collaboration with senior scientists.
- Liaises with internal and external stakeholders.
- Deals with general scientific enquires within own field of specialisation.

### Consultancy

- Assists with preparation of fisheries/aquaculture research related policy advice.

## Research and Administration

- Under direct supervision undertakes scientific research and provides support for development of projects in the areas of fisheries science and aquatic resource assessment/aquaculture R&D.
- Maintains budgeting processes as directed and assists with managing expenditure.
- Undertakes other duties as required.

## Work related requirements

In the context of the role:

### Essential criteria

#### Role specific

1. Broad knowledge of sustainable management of fisheries and marine ecosystems/aquaculture.
2. The ability to publish scientific reports and papers.

#### Core capabilities

3. *Build effective relationships:* Demonstrated verbal, written and interpersonal communication skills, including the ability to confidently liaise and collaborate with departmental staff, industry and the community.
4. *Challenge for innovation:* Ability to contribute to the development of plans and projects and able to use initiative to deliver improvements to outcomes.
5. *Think strategically:* Able to apply good conceptual, analytical and problem skills to resolve identified issues.
6. *Deliver in a changing environment:* Ability to organise and prioritise work and complete tasks within deadlines and the capacity to develop and apply basic scientific techniques that assist in the generation of advice for fisheries science and aquatic resource assessment/aquaculture R&D.
7. *Lead and empower others:* Proven ability to work autonomously and in a team environment.

### Desirable criteria

1. Honours degree or MSc in directly relevant scientific discipline or PhD in a generally related discipline.
2. A general understanding of Western Australian fisheries and aquatic resource management.
3. Ability to handle small boats with a minimum boating qualification of a Certificate 1 in Maritime Operation (Coxswain Grade 2 Near Coastal) or above.
4. SCUBA diving qualification (Rescue Diver or Higher)

## **Special requirements/equipment**

- Bachelor degree in an appropriate scientific discipline or an approved equivalent.
- A current and valid Western Australian "C" class (car) drivers' license or equivalent is required (if not currently held must be acquired prior to commencement at applicant's expense)
- An acceptable National Police Certificate (police clearance) is required. If not currently held, must be acquired prior to commencement at applicant's expense.
- Occasional travel to and from metropolitan and regional offices may be required.
- 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**

Endorsed by: Rick Fletcher

Position title: Executive Director, Fisheries and Agriculture Resource Management

Endorsement Date: 18 February 2022