



Job Description Form

1. Position Details

Position Title Research Technician (Ecological Geneticist)			Position Number DBCA3151140
Level/Grade Level 2/3	Specified Calling No	Agreement PSA 1992/PSCA 2021	Effective Date 20 February 2023
Division Biodiversity and Conservation Science		Branch Kings Park Science	
Section		Location Kings Park	

2. Reporting Relationships

Position Title Program Leader, Kings Park Science	Level/Grade SCL4	Personnel Services Section Registered JDF 21 February 2023 		
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Responsible to	Other offices reporting directly to this office			
Position Title Research Scientist (Rare Species Restoration Ecology)	Level/Grade SCL2	<table border="1"> <tr> <td>Position title Research Assistant (casual)</td> <td>Level L2</td> </tr> </table>	Position title Research Assistant (casual)	Level L2
Position title Research Assistant (casual)	Level L2			
↑		←		
Responsible to	This position			
↑				
Officers under <i>direct</i> responsibility				
Position Title Nil	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:

Under close (L2) or limited (L3) direction of the Research Scientist, this position will provide technical support to a collaborative industry-funded research project in the Pilbara. This position is expected to support laboratory activities (genetic and/or ecological) and extended fieldwork programs (frequent and remote work), focused on the pollination ecology of threatened plant species on iron ore ranges in the Pilbara.

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 (%).

Research and development (75%)

1. Assists and is responsible for the application of molecular markers (i.e. microsatellites for population genetic analysis) and laboratory-based ecological analysis (e.g. fluorescence microscopy, aseptic pollen or seed germination).
2. Participates in frequent remote fieldwork on iron ore ranges in the Pilbara that is within the department's and industry-based collaborator's health and safety requirements.
3. Assists and is responsible for the generation, recording, collation, analysis and written summary of laboratory and fieldwork data.
4. Contributes to the preparation of research papers for publication in peer-reviewed journals.

Communication and stakeholder engagement (10%)

5. Liaise and communicate with project stakeholders (external collaborators, broader research team), support staff and students to facilitate laboratory, fieldwork and data work-flow activities as directed by Research Scientist.

Supervision and training (5%)

6. Training and supervision of staff, students and volunteers in laboratory and fieldwork techniques as directed by Research Scientist.

Research administration (5%)

7. Operates and maintains designated equipment and supplies for project operations.
8. Recording of expenditure associated with the project to assist with maintaining accurate budgets.

Other (5%)

9. Provides specialist input to departmental processes as required.
10. Undertakes other duties as directed by the Research Scientist.

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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 criteria. These should be addressed in no more than four pages in total.

1. Demonstrated knowledge and/or experience in applying (L2) and developing (L3) genetic and/or ecological laboratory techniques.
2. Demonstrated knowledge and experience in planning and implementing fieldwork activities under close (L2) or limited (L3) supervision or direction.
3. Organisational skills and ability to maintain accurate records, collate data, process results and assist with written reports/documents on research experiments/activities under close (L2) or limited (L3) supervision or direction.
4. Capacity to undertake frequent, remote fieldwork in regional WA.

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

5. Knowledge of and/or ability to operate in accordance with relevant occupational health and safety policies/legislation that includes but not limited to labwork and remote fieldwork activities.
6. Ability to communicate planning activities and research outcomes with a range of project stakeholders including external collaborators and a broader research team.
7. A certificate (L2) or diploma (L3) in plant or animal sciences in a relevant discipline, or considerable (L2) or substantial (L3) relevant experience, or approved equivalent and relevant experience.
8. Current C class drivers licence.
9. Understanding of and/or experience in training/supervising support staff, students or volunteers in laboratory and fieldwork techniques (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. For the purposes of this recruitment process, behaviours that reflect these values are included as **Essential** and/or (as a minimum) **Desirable** selection criteria for this position.

10. Behaviour that reflects **Integrity, Collaboration, Accountability, Respect** and **Excellence** (DESIRABLE).

Information on whether appointment to this position is subject to provision of a satisfactory Working With Children check or a 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/ .	<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. 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:	Date: