


Job Description Form

1. Position Details

Position Title Research Scientist (Climate Adaptation Fauna Geneticist)			Position Number DBCA3153281
Level/Grade	Specified Calling SCL2	Agreement PSA 1992, PSCA 2022	Effective Date 1 July 2023
Division Biodiversity and Conservation Science		Branch Animal Science Program	
Section		Location Kensington	

2. Reporting Relationships

Position Title Program Leader, Animal Science	Level/Grade SC4	Personnel Services Section Registered JDF 31 May 2023 
↑		
Responsible to		Other offices reporting directly to this office
Position Title Senior Research Scientist	Level/Grade SC3	Position title Research Scientist x2 Research Scientist x3 Technical Officer
↑		Level SC2 SC1 4
Responsible to		
This position		
↑		
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 implements genetic research focusing on evaluating and facilitating adaptation of threatened fauna to changes in climate in Western Australia, provides expert scientific advice, and effectively translates results of research to inform design and implementation of climate adaptation strategies 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 (SC2) guidance:

1. Designs and implements scientific research investigating the application of genetic approaches for understanding climate responses and enhancing climate adaptation in threatened fauna species.
2. Undertakes complex analyses to better understand factors influencing spatial and temporal changes in neutral and adaptive genetic diversity and gene flow of targeted fauna to predict species' response to environmental change.
3. Collaborates with regional staff and research partners to design projects and strategies to enhance resilience of fauna to climate change.
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 under a changing climate.
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. Considerable experience in undertaking research using conservation genetic and/or genomic approaches for understanding and enhancing resilience of native species to a changing environment.
2. Sound knowledge of experimental design and complex statistical analysis applied to understanding spatial and temporal changes in genetic diversity, genetic adaptation and population connectivity of native species.
3. Proven ability to publish research findings in a timely manner in high quality national and international scientific journals.
4. Well-developed skills in working in a team to build innovative projects around collaborative research.
5. High level skills in effectively translating research outputs and liaison 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 genetics, genomics, evolutionary biology, or a related field (DESIRABLE).
7. Strong written and verbal communication skills.
8. Willingness to undertake field-based research.
9. Current 'C' Class Driver's license (ESSENTIAL) and 4WD experience (DESIRABLE).
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 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 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:	Date: