




Job Description Form

1. Position Details

Position Title Research Scientist (FMP Ecohydrology)			Position Number DBCA3153461
Level/Grade	Specified Calling SCL2	Agreement PSA 1992, PSCA 2022	Effective Date 1 July 2023
Division Biodiversity and Conservation Science		Branch Ecosystem Science	
Section Ecosystem Science Program		Location Kensington	

2. Reporting Relationships

Position Title Principal Scientist, Biodiversity and Conservation Science Program Leader	Level/Grade SC4	Personnel Services Section Registered JDF 8 June 2023 									
<p>↑</p> <p>Responsible to</p> <table border="1"> <tr> <td>Position Title Research Scientist, Biodiversity and Conservation Science</td> <td>Level/Grade SC2</td> </tr> <tr> <td colspan="2"> <p>↑</p> <p>Responsible to</p> <p>This position</p> <p>↑</p> <p>Officers under <i>direct</i> responsibility</p> <table border="1"> <thead> <tr> <th>Position Title</th> <th>Level/Grade</th> <th>Approx. no. FTEs supervised</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> </td> </tr> </table>			Position Title Research Scientist, Biodiversity and Conservation Science	Level/Grade SC2	<p>↑</p> <p>Responsible to</p> <p>This position</p> <p>↑</p> <p>Officers under <i>direct</i> responsibility</p> <table border="1"> <thead> <tr> <th>Position Title</th> <th>Level/Grade</th> <th>Approx. no. FTEs supervised</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>		Position Title	Level/Grade	Approx. no. FTEs supervised		
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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 ecohydrological research that contributes to informing forest management. Provides expert scientific advice and effectively translates research results to 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.

Position Title Research Scientist (FMP Ecohydrology)			
Position No. DBCA3153461	Level/Grade	Specified Calling Level SCL2	Effective Date 1 July 2023

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 investigate hydrological coupling between the hydrosphere and forest species and ecosystems to inform management practices.
2. Undertakes complex analyses to better understand how forest management factors, such as fire and silviculture, influence the interactions between forest health, streamflow, evapotranspiration, groundwater and water quality.
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 translates research outputs to inform management.
5. Provides expert advice to relevant internal and external stakeholders.
6. Contributes to the development of forest management strategies and improvement of the practice of forest management.
7. Manages project budgets and coordinates staff and students when allocated to the work program.

Other

1. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
2. Undertakes other duties as directed.

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 5 criteria. These should be addressed in no more than 5 pages in total.

1. Sound knowledge of ecohydrological science and its application to ecosystem conservation.
2. Considerable experience in designing and undertaking ecohydrology research in relation to ecosystem management or hydrological modelling, including experimental design, data collection, complex statistical analysis and environmental modelling.
3. Proven ability to publish research findings in a timely manner in national and international scientific journals.

Position Title Research Scientist (FMP Ecohydrology)			
Position No. DBCA3153461	Level/Grade	Specified Calling Level SCL2	Effective Date 1 July 2023

4. High level interpersonal skills and demonstrated ability to work in research teams and engage in collaborative research.

5. Proven ability to effectively translate and communicate research outputs and liaise with internal and external stakeholders to achieve management outcomes.

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

6. Degree in a relevant discipline (ecophysiology, hydrology, environmental engineering, environmental science) or approved equivalent qualification or experience (Essential) and post-graduate science qualification (Desirable).

7. Relevant experience in spatial analysis techniques and statistics, including the analysis of remotely sensed products using relevant software (e.g. ArcGIS, R, Matlab, Python) (Desirable).

8. Relevant experience in use of hydrologic and ecohydrologic model platforms for scientific or applied natural resource management requirements (Desirable).

9. Proven ability and willingness to undertake field-based research.

10. Current 'C' Class Driver's license (Essential) and 4WD experience (Desirable).

12. An understanding of occupational safety and health, equity and diversity principles and practices.

13. 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. 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.

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

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.	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	234313
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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: