



# Job Description Form

## 1. Position Details

<b>Position Title</b> Research Scientist (Climate adaptation Flora Ecologist)			<b>Position Number</b> DBCA3153481
<b>Level/Grade</b>	<b>Specified Calling</b> SCL2	<b>Agreement</b> PSA 1992, PSCA 2022	<b>Effective Date</b> 1 July 2023
<b>Division</b> Biodiversity and Conservation Science		<b>Branch</b> Plant Science and Herbarium	
<b>Section</b> Plant Science		<b>Location</b> Kensington	

## 2. Reporting Relationships

<b>Position Title</b> Executive Director Biodiversity and Conservation Science	<b>Level/Grade</b> Class 2
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Personnel Services Section  
Registered JDF  
8 June 2023 

### Responsible to

<b>Position Title</b> Program Leader Plant Science and Herbarium	<b>Level/Grade</b> SCL4
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### Other offices reporting directly to this office

Position title	Level
Principal Research Scientist	SCL4
Senior Research Scientist	SCL3
Research Scientist (x2)	SCL2
Research Scientist (x2)	SCL1

### Responsible to

<b>This position</b>
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### Officers under *direct* 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 undertakes scientific research on interactions between climate change and other threats for threatened flora and ecological communities, to inform effective flora and community management and recovery in Western Australia. Develops research projects and collaborations, publishes research findings, provides expert scientific advice, and effectively translates results of research to inform climate adaptation for target species and communities.

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 conducts scientific research investigating interactions between the effects of climate change and other threatening processes (e.g. plant disease, habitat fragmentation, fire) affecting threatened and priority flora and ecological communities to support their conservation management in Western Australia.
2. Undertakes complex analyses to inform climate adaptation priorities for target flora and ecological communities.
3. Collaborates with regional staff and research partners to identify knowledge gaps and design projects for priority climate adaptation research to inform conservation of flora and ecological communities.
4. Prepares scientific and other publications on results of research and integrates findings within broader theoretical and management frameworks.
5. Provides expert advice on research outcomes and effectively translates research findings 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 5 criteria. These should be addressed in no more than 4 pages in total.

1. Relevant experience in planning and undertaking research to address the effects of climate change and/or other threatening processes in the context of flora and/or ecological community conservation.
2. Sound knowledge of experimental design and complex statistical analysis applied to understanding responses of species and/or communities to climate or other ecological processes and threats.
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 programs around collaborative research.
5. Demonstrated ability to effectively translate research outputs and liaise 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 ecology (DESIRABLE).
7. Demonstrated ability and willingness to conduct field-based research in remote locations.
8. Current 'C' Class Driver's license and 4WD experience.
9. An understanding of occupational safety and health, equity and diversity principles and practices.
10. 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.

11. 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

<b>Position Status</b> Does the position form part of the permanent structure?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>Full Time Equivalent (FTE)</b> 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		
<b>Allowances and Special Conditions</b> 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:	
<b>Specialised Equipment Operated</b> Specify type of equipment e.g. 4WD.	4WD vehicles		
<b>Working With Children</b> Specify if appointment to this position is subject to a satisfactory Working with Children check – if this position works with children, refer to <a href="http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/">http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/</a> .	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>National Police Check</b> Specify if appointment to this position is subject to a satisfactory National Police check. For more information refer to the department's guidelines on <a href="#">National Police checks</a> .	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

<b>PEOPLE SERVICES BRANCH USE ONLY</b> 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
<b>Signature:</b>	<b>Signature:</b>
<b>Date:</b>	<b>Date:</b>