

Job Description Form

1. Position Details

Position Title Research Scientist (Ecosystem Genomics)			Position Number DBCA3129774
Level/Grade	Specified Calling SC2	Agreement PSA 1992 / PSCA 2022	Effective Date 8 August 2023
Division Biodiversity and Conservation Science		Branch Ecosystem Science	
Section		Location Kensington	

2. Reporting Relationships

Position Title Executive Director, Biodiversity and Conservation Science	Level/Grade Class 2	Personnel Services Section Registered JDF 11 August 2023 
↑ Responsible to		
Position Title Program Leader	Level/Grade SC4	
↑ Responsible to		
This position		
↑ Officers under direct responsibility		
Position Title	Level/Grade	Approx. no. FTEs supervised

Other offices reporting directly to this office	
Position title	Level/Grade
Senior Research Scientist x5	SC3
Research Scientist x4	SC2
Senior Technical Officer x3	L4

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 general guidance undertakes metabarcoding and eDNA research for application in conservation programs. Contributes scientific advice to Biodiversity and Conservation Science, Conservation and Ecosystem Management and Parks and Wildlife Service relevant to ecosystem conservation.

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 immediate (SC1) or general (SC2) direction undertakes the following duties:

1. Designs and conducts metabarcoding and eDNA projects for research and monitoring to inform ecosystem management and species detection.
2. Coordinates work of technical staff as required.
3. Maintains an up-to-date knowledge of the relevant scientific literature and conservation management principals.
4. Ensures efficient collection, collation, storage and processing of data.
5. Prepares reports and scientific publications on results of research and monitoring integrates findings within broader theoretical frameworks and provides management recommendations.
6. Provides advice and liaises with stakeholders as required.
7. Leverages departmental resources through collaboration and engagement with external partners.
8. Promotes effective public relations and communicates the Department's mission and goals to key stakeholders, the media and the community.
9. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
10. 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 four essential criteria. These should be addressed in no more than four pages in total.

1. Sound knowledge of eDNA and metabarcoding approaches to monitoring and research and their application in ecosystem conservation.
2. Substantial experience in planning and implementing eDNA and metabarcoding research and monitoring projects to support ecosystem conservation.
3. Proven ability to publish research findings in a timely manner in high quality national and international scientific journals.
4. High level interpersonal skills and demonstrated ability to work in research teams and engage in collaborative research.

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

5. Bachelor's degree in biological science or approved equivalent qualification (Essential) and post graduate degree in genetics (Desirable).
6. Evidence of knowledge transfer and research impact in conservation management (Desirable).
7. Excellent verbal and written communication skills in both formal and informal situations.
8. Demonstrated capacity for project management and timely delivery of outcomes.
9. 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.

10. 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 checked="" type="checkbox"/> Yes <input 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/ 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	
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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: 8 AUG 2023	Date: