



Job Description Form

1. Position Details

Position Title Research Scientist (Pilbara Flora Taxonomist)			Position Number DBCA3161340
Level/Grade	Specified Calling SC Level 2	Agreement PSA 1992 / PSCSA 2022	Effective Date 23 May 2024
Division Biodiversity and Conservation Science		Branch Plant Science and Herbarium	
Section Western Australian Herbarium		Location Kensington	

2. Reporting Relationships

Position Title Program Leader Plant Science and Herbarium	Level/Grade SCL4
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Recruitment and Establishment Section
 Registered JDF
 23 May 2024

Responsible to

Position Title Principal Research Scientist (Herbarium Curator)	Level/Grade SCL4
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Other offices reporting directly to this office

Position title	Level
Senior Research Scientists (x3)	SCL3
Research Scientist (x1)	SCL2
Collection Manager	L5
Senior Technical Officer	L4
Technical Officer	L3



Responsible to

This position



Officers under *direct* responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised
Nil		

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 direction, undertakes taxonomic research to formally describe or re-circumscribe key poorly-known Pilbara flora, using morphological and molecular analyses as appropriate. Publishes and communicates research outcomes to industry and conservation staff. Provides identification services and taxonomic advice on Pilbara plants to Fortescue Pty Ltd and its contractors as required.

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 direction from the Herbarium Curator

1. Prioritises, designs and conducts taxonomic research to formally describe or re-circumscribe key poorly known Pilbara flora, using morphological and molecular analyses as appropriate.
2. Liaises with internal and external taxonomic specialists to progress research priorities.
3. Prepares scientific and other publications on the results of research and integrates findings within broader taxonomic frameworks.
4. Maintains an up-to-date knowledge of the relevant taxonomic literature.
5. Provides taxonomic advice on Pilbara plants to Fortescue Pty Ltd, consultants and relevant internal and external stakeholders.
6. Undertakes plant identifications for Fortescue Pty Ltd and its contractors as required.

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 4 criteria. These should be addressed in no more than 4 pages in total.

1. Significant experience in plant taxonomic research and in the application of the principles and practice of plant systematics.
2. Sound knowledge of the flora of Western Australia, particularly of the Pilbara region, and of the techniques and resources used in botanical identification.
3. Demonstrated 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 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 of Science degree in a relevant discipline (plant science, genetics or a related discipline) or approved equivalent qualification (ESSENTIAL) and post graduate degree in taxonomy (DESIRABLE).
6. An understanding of occupational safety and health, equity and diversity principles and practices.
7. Ability and willingness to undertake fieldwork in remote locations and a current motor vehicle driver's license (C/C-A).
8. 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.

9. 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 3 YEARS FIXED-TERM		
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/ .	<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	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: