

JOB DESCRIPTION

Aquaculture & Maritime Technician

Level:	Level 2
Position Number:	400000126
Location:	BCMI (Geraldton)
FTE:	1.0
Division:	Training Profile Operations
Branch:	Marine, Environment & Technology
Agreement:	Public Sector CSA Agreement 2022 (and subsequent agreement/s)
Award:	Government Officers' Salaries Allowances and Conditions Award 1989

ABOUT THIS POSITION

The Aquaculture & Maritime Technician is responsible for capture, transport, and care of aquaculture stock, maintenance and growth of live feed and the production of juvenile marine organisms. This position is responsible for maintaining hatchery protocols, carrying out maintenance of equipment and assisting with research and development projects, including participation in field operations. The role also assists with aquaculture and maritime training.

POSITION'S RELATIONSHIPS

THIS POSITION REPORTS TO:

Operations Manager Aquaculture Maritime	BCMI	Level 5
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OTHER POSITIONS REPORTING TO ABOVE POSITION:

Aquaculture & Environment Technician	BCMI	Level 2
Science & Environmental Technician x 2	Geraldton	Level 2
Art & Design Technical Assistant	Geraldton	Level 1
Hospitality & Bar Technical Assistant	Geraldton	Level 1
Marine Environment Technology Technical Assistant x1.6	BCMI	Level 1

OFFICERS UNDER DIRECT RESPONSIBILITY:

Nil

OUR VALUES

INTEGRITY

We are genuine, honest, and apply high ethical standards.

RESPECT

We treat everyone fairly, valuing the difference between people, taking their preferences into consideration, and acknowledging the rights of others.



COLLABORATION

We work together as a team and communicate openly and honestly with each other. When one does well, we all do well.

INNOVATION

We have a 'can do attitude' and seek solutions that are imaginative, championing flexible thinking and approaches.

COURAGE

We respond to challenges, take appropriate risk and accept responsibility for our actions. We are resilient and positive and show trust in each other.

KEY ROLE INFORMATION

KEY RESPONSIBILITIES OF THE POSITION:

Capture, Transport and Care of Aquaculture Brood Stock

- Responsible for the capture, transport and care of aquaculture stock.
- Responsible for the maintenance and feeding of aquaculture stock.
- Responsible for the collection and recording of routine aquaculture data, including water quality.

Production of Juvenile Marine Organisms and Live Feeds

- Responsible for the production of juvenile marine organisms.
- Responsible for the production of live feed for juvenile marine organisms.

Technical/Maintenance

- Carries out research projects under supervision of senior staff.
- Reports to senior staff on the progress of industry projects.

Other

- Assists with the supervision and instruction of students involved in aquaculture and maritime training programs.
- Occasional swimming, snorkelling and scuba diving in conjunction with the above duties.

SELECTION CRITERIA

The selection process includes assessing applications against the responsibilities, and the role specific requirements of the position, within the context Personal Leadership and the ability to demonstrate and apply the expected leadership behaviours.

ESSENTIAL:

- Experience in a marine hatchery environment or similar.
- Demonstrated equipment maintenance skills.
- Ability to work autonomously and in a team environment.
- Good written, verbal and interpersonal communication skills.

DESIRABLE:

- Scuba diving qualification or ability to obtain.
- Relevant Diploma, Degree or higher level qualification in aquaculture, marine science or related field.

OTHER REQUIREMENTS

- Must be able and willing to be on call after hours on a roster.
- Must be able and willing to undertake weekend and after hours work as required.
- Cert III in a relevant discipline such as Aquaculture with some experience or considerable level of relevant experience.
- Current Coxswains certificate or ability to obtain.
- Possession of a C or C-A Class Driver's Licence.
- Possession of a current Working with Children Check.
- A successful criminal record screening clearance (Nationally Coordinated Criminal History Check – Department of Education).
- May be required to work from any College campus.

CERTIFICATION

The details contained in the document are an accurate statement of the position's responsibilities and requirements.


Joanne Payne
Managing Director

15 December 2023

LEADERSHIP CONTEXT

We believe all our people are leaders irrespective of their role. We consider this as critical to our success and, to support this, we have adopted [Leadership Expectations](#) which provides a common understanding of the mindsets and expected behaviours required of all our employees and the public sector.

THE LEADERSHIP CONTEXT FOR THIS ROLE IS: PERSONAL LEADERSHIP.

Leadership Expectations provide a clear understanding of expected leadership behaviours for all public sector employees in different contexts. The expected behaviours (see below) should be demonstrated in the context of Personal Leadership for this position.

Lead collectively	You acknowledge the relationship between your work and the value it contributes to your team. You understand the College's objectives and can express how your work relates and contributes to achieving operational excellence.
Think through complexity	You think through complexity by following set procedures and applying your knowledge, skills and experience to identify problems as they arise. You use information and analysis to initiate problem resolution and seek guidance as necessary.
Dynamically sense the environment	You engage in your work environment with a positive and open mind, acknowledging that your approach may not be the only effective approach. You seek to understand issues and problems before reacting and discuss them thoughtfully with your team.
Deliver on high leverage areas	You identify the tasks and priorities of your work that are in line with the priorities of your team. You reschedule and reprioritise your work on a daily basis with guidance if necessary to reflect changes in your team environment.
Build capability	You actively contribute to the development of your team's capability, ensuring you support your team members.
Embody the spirit of public service	You promote and show respect for the College in completing your tasks and recognise that your interactions and service delivery have a direct impact on the reputation of the College.
Lead adaptively	You are continually learning and adjusting your approach to be effective in the changing work environment.

The Government of Western Australia acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters, and community. We pay our respects to all members of the Aboriginal communities and their cultures, and to Elders both past and present.