

# Job Description Form (JDF)

## Position details

Position title:	Research Scientist
Position number:	Various
Classification:	Specified Calling Level 2
Physical location:	Perth Metropolitan Area
Award:	PSA 1992
Agreement:	PSCSAA 2022
Pillar:	Fisheries and Sustainability
Directorate:	Fisheries and Aquaculture
Branch:	Aquatic Science and Assessment

## Reporting relationships

Reports to:	Various <b>This position</b>
Direct reports:	Nil

## Role summary

Under direction from senior staff assists in the development of projects, with research project planning and undertakes scientific research for aquatic science and assessment. Assists with collection and analysis of research data, organises staff and routines, prepares reports and communicates findings to colleagues, Government, stakeholders and the public.

## About us

The Department of Primary Industries and Regional Development's (DPIRD) role is to ensure that primary industries and regions are key contributors to the Government's agenda for economic growth and diversification, job creation, strong communities and better places. Our goals are to:

- **Protect:** to manage and provide for sustainable use of our natural resources and soils, and to protect Western Australia's brand and reputation as a reliable producer of premium, clean and safe food, products and services.
- **Grow:** to enable the primary industries sector and regions to increase international competitiveness, grow in value and social amenity and become a key pillar of the State's economy.
- **Innovate:** to support a culture of scientific enquiry, innovation and adaptation across primary industries and regions to boost industry transformation, economic growth and employment.

## Our values

Our values are critical in creating a healthy and dynamic culture that helps each and all of us to make our best contribution, to develop a workplace where we feel excited about our work and results and where other people will increasingly want to join our team. Our values underpin how we operate:

- **Working together** – We achieve better outcomes with our colleagues, stakeholders and the community by engaging with their ideas, knowledge and expertise.
- **Acting with integrity** – We foster a culture where individuals are accountable for their actions, behaviours and contributions.
- **Responding with purpose** – Our actions and reactions are intentional, well thought out and align with a specific objective or goal.
- **Embracing curiosity and creativity** – There is always space to be innovative, through curious and creative thinking.
- **Aspiring for a better future** – Our combined efforts deliver sustainable results – environmentally, socially and economically.

## Key responsibilities

The key responsibilities of the role include, but are not limited to, the following:

### Research and Development

- Operates under general direction of senior staff on assigned research projects.
- Assists in development and documentation of complex scientific techniques.
- Coordinates the development and planning of research projects to meet the Department's program requirements.
- Coordinates and instructs support staff as required.

### Communication and Liaison

- Prepares reports and publishes technical scientific papers as lead author in refereed journals in collaboration with senior scientists.
- Assists in liaison with a range of stakeholder groups, committees and other government organisations.

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- Deals with general scientific enquiries within own field of expertise.

### **Consultancy**

- Provides management policy advice under guidance.
- Is an experienced scientist who uses independent judgement as to scientific methods.
- Provides scientific input to the Department's program plans.

### **Research and Administration**

- Assists with budget development and controls activity centre expenditure within approved limits.
- Undertakes other duties as directed.
- Participates in incident and emergency management activities commensurate with capability, capacity, training and level of experience.
- Other duties as required.

### **Work related requirements**

In the context of the role:

#### **Essential criteria**

##### **Role specific**

1. Well-developed knowledge of fisheries science and aquatic resource management with a good understanding of fisheries research methods.
2. Experience in coordinating a research project with the ability to manage and lead a research team, manage budgeting processes and control expenditure.
3. Ability to publish scientific reports and papers relevant to aquatic resource management.

##### **Core capabilities**

4. *Build effective relationships:* Well-developed verbal, written and interpersonal communication skills, including the ability to confidently liaise, collaborate with and communicate scientific information to departmental staff, industry and the community.
5. *Challenge for innovation:* Ability to establish clear plans and timeframes, evaluate performance, identify the need for change, determine action and see tasks and projects through to completion.
6. *Think strategically:* Well-developed conceptual and analytical skills including the ability to provide practical solutions to challenging issues and problems.
7. *Deliver in a changing environment:* Well-developed project and time management and organisational skills including the ability to effectively contribute to the management of

change and to develop and apply advanced scientific techniques to enable the generation of advice for aquatic resource management.

8. *Lead and empower others:* Ability to lead teams and work collaboratively in a team environment contributing to the achievement of team goals.

### **Desirable criteria**

1. Honours degree or MSc in directly relevant scientific discipline or PhD in a generally related discipline.
2. Ability to handle small boats with a minimum boating qualification of a Certificate 1 in Maritime Operation (Coxswain Grade 2 Near Coastal) or above.
3. SCUBA diving qualification (Rescue Diver or Higher).

### **Special requirements/equipment**

- Bachelor degree in an appropriate scientific discipline or an approved equivalent.
- A current and valid Western Australian "C" class (car) drivers' license or equivalent is required (if not currently held must be acquired prior to commencement at applicant's expense).
- An acceptable National Police Certificate (police clearance) is required (if not currently held, must be acquired prior to commencement at applicant's expense).
- Occasional travel to and from metropolitan and regional offices may be required.
- DPIRD is an Emergency Management Agency and all employees may be required to work or travel during, or outside of, normal business hours to assist with incidents and emergencies.
- The contract of employment specifies terms and conditions relating to this position.

### **Certification**

The details contained in this document are an accurate statement of the duties, responsibilities and requirements of this position.

### **Delegated authority**

Position title: Deputy Director General, Fisheries and Sustainability

Endorsement Date: 25 August 2025