

# Job Description Form (JDF)

## Position details

Position title:	Senior Research Scientist
Position number:	Various
Classification:	Specified Calling Level 3
Physical location:	Perth Metropolitan Area
Award:	PSA 1992
Agreement:	PSCSAA 2024
Pillar:	Fisheries and Sustainability
Directorate:	Fisheries and Aquaculture
Branch:	Aquatic Science and Assessment

## Reporting relationships

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

## Role summary

With limited guidance undertakes research project planning and scientific research in the areas of aquatic science and resource assessment. Collects and analyses research data, organises staff, prepares reports, scientific publications and recommendations, and communicates findings to colleagues, Government and the public.

## About us

Our department (DPIRD) leads sustainable development of WA's regions and agriculture, aquaculture, food and fisheries sectors. Our Ministerial portfolios are Agriculture and Food, Fisheries and Regional Development.

We **unlock and guide economic opportunities** for these sectors and regions, balanced with the **stewardship of our land and aquatic resources**.

In everything we do we take the approach of:

- **Protect** through stewardship of our people, land and aquatic resources.
- **Grow** our primary industries and regions through balancing social, economic and environmental drivers.
- **Innovate** through a culture of inquiry and adaptation.

We draw on our grow, protect, innovate approach to deliver priorities under three outcome areas:

1. Management and stewardship of WA's land and aquatic resources.
2. Capable and empowered communities.
3. Dynamic regions and primary industries

## 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 limited direction on assigned research programs.
- Develops and documents procedures for complex investigations within two or more specific areas of expertise.
- Oversees research planning for multiple projects in Section.
- Initiates research and assists planning for Branch.
- Manages research team and assists with other staff management as required.

## **Communication and Liaison**

- Deals with enquiries relevant to the Branch's research activities.
- Develops and leads publications on complex investigations in the international literature independently or with collaborators.
- Liaises with relevant stakeholder groups, committees and interagency bodies regarding specific state and national issues under limited direction.
- Develops and undertakes presentations in area of expertise at state, national and international level with limited guidance.

## **Consultancy**

- Provides detailed policy advice for research within the Section.
- Is a broadly experienced scientist recognised as an expert in the field and is invited to attend national meetings.
- Identifies and provides specialist scientific input to the Department's program planning process.

## **Research and Administration**

- With limited guidance undertakes scientific research in the areas of aquatic science and assessment.
- Undertakes budget development and project and individual activity centre expenditure within approved limits.
- Assists staff with liaison with industry and community, as required.
- Works with interagency teams.
- Undertakes other duties as directed.

## **Work related requirements**

In the context of the role:

### **Essential criteria**

#### **Role specific**

1. Good knowledge and understanding of the fishing industry (all sectors) relevant to Western Australia or comparable jurisdictions including a good knowledge of fisheries and aquatic science relative to applied natural resource management.
2. Good general knowledge of and experience with fisheries research methods and ability to develop scientific assessment results into risk-based management advice.
3. Experience in planning, managing and delivering research projects with the ability to lead research teams and coordinate collaborating scientists, develop and control project budgets.

4. Proven ability to publish scientific papers relevant to fisheries research.

### **Core capabilities**

5. *Build effective relationships*: Strong and proven 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.
6. *Challenge for innovation*: Well developed abilities to establish clear plans and timeframes, evaluate performance, identify the need for change, determine action and see tasks and projects through to completion.
7. *Think strategically*: Well developed research, conceptual and analytical skills including the ability to provide innovative solutions to complex and challenging issues and problems.
8. *Deliver in a changing environment*: Strong and Proven project, time management and organisational skills including the ability to effectively contribute to the management of change and the ability to develop and apply complex techniques for fisheries research to enable the generation of specialist input to the Department's planning process.
9. *Lead and empower others*: Proven ability to lead teams and work collaboratively in a team environment contributing to the achievement of Departmental level outcomes.

### **Desirable criteria**

1. PhD in directly relevant scientific discipline or equivalent experience undertaking fisheries research.
2. A general knowledge of aquatic resource management approaches, ecosystems processes and the ecosystem impacts of fisheries on marine communities.
3. Knowledge of current research technologies.

### **Special requirements/equipment**

- Bachelor's degree in an appropriate scientific discipline or an approved equivalent.
- A current and valid Western Australian "C" class (car) drivers' licence or equivalent is required (if not currently held must be acquired prior to commencement at applicant's expense).
- The contract of employment specifies terms and conditions relating to this position. 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