



Australian Government

Department of Climate Change, Energy, the Environment and Water

Research Scientist – Marine Wildlife Surveys

Job Reference	2023/571
Classification	Research Scientist (APS6 - EL1) - \$88,408 - \$124,403
Division	Australian Antarctic
Branch	Science
Section	Southern Ocean Ecosystem Programme
Location	Kingston - TAS
Employment Status	Ongoing (permanent)
Hours	Full Time
Security Clearance	None

Who we are

The Australian Antarctic Division (AAD) is part of the Commonwealth Department of Climate Change, Energy, the Environment and Water. As primary agency for Australia's Antarctic Program (AAP), the AAD is responsible for achieving the Australian Government's Antarctic goals.

These goals are to:

- maintain the Antarctic Treaty System and enhance Australia's influence within it
- protect the Antarctic environment
- understand the role of Antarctica in the global climate system
- undertake scientific work of practical, economic and national significance.

The AAD also has responsibility for administering the Australian Antarctic Territory and the Territory of Heard and McDonald Islands.

The AAD Science Branch leads, conducts and supports a world class program of scientific research and environmental management, consistent with national priorities through the Australian Antarctic Science Strategic Plan. The branch provides research and advice to support Australia's Antarctic policy objectives, including participation in the Antarctic Treaty system and other international committees, commissions and intergovernmental panels. It manages and administers the Australian Antarctic Science Program (including project requests, assessment, and reporting) and provides scientific and research advice to support regulatory and management decisions. The branch provides scientific advice for Antarctic capability projects, conducts impact assessments and develops strategies to address environmental legacies, and undertakes targeted outreach promoting the value of Australian Antarctic science. The responsibilities of the Science Branch are diverse as we lead the Australian Government's scientific program in Antarctica. Our research addresses critical issues including climate change, the human footprint in Antarctica, and the conservation of Antarctic and Southern Ocean wildlife. Our diverse research program covers physical and life sciences in the atmosphere, terrestrial and marine domains. Research themes include: understanding key high latitude processes; reconstructing past climate from ice cores;

understanding the role of sea ice in climate and ecosystem processes; assessing the Antarctic ice sheet and its contribution to sea level rise; undertaking strategic and integrated monitoring of biological and physical variables; data processing and synthesis; performing environmental assessments and conservation planning to inform and drive management and policy; undertaking risk assessment and remediation of contaminated sites; ensuring sustainable and well managed Southern Ocean fisheries and understanding krill as the foundation of the Southern Ocean ecosystem.

The Southern Ocean Ecosystems Programme conducts research and development of innovative techniques towards ensuring sustainable and well managed Southern Ocean fisheries and understanding krill as the foundation of the Southern Ocean ecosystem.

The Job

- Lead the design of vessel-based surveys and sampling for Antarctic marine wildlife abundance, distribution and behaviour.
- Lead observer teams for vessel-based wildlife surveys.
- Engage with Technology & Innovation Branch and other programs at the AAD to organise and lead vessel-based wildlife survey effort.
- Develop infrared survey capabilities on vessel platforms.
- Maintain, analyse and archive data streams from wildlife surveys.
- Contribute and lead studies into distribution, abundance and behaviour of Antarctic marine wildlife. Write research papers for peer-reviewed journals and scientific reports for national and international fora.
- Undertaking marine science voyages of up to ninety days in duration in two of every three years.

Please note that the successful applicant will be required to travel to the Antarctic and sub-Antarctic regions therefore they will be expected to meet specific medical, adaptability and personal qualities requirements appropriate to working in those environments.

They will need to:

- demonstrate the range of personal qualities and interpersonal skills necessary to perform as a successful team member within isolated Antarctic and sub-Antarctic environments
- demonstrate an ability to effectively adapt and respond to the demands of living and working in an isolated and confined environment as determined by a psychological (adaptability) assessment
- be certified as fit for Antarctic service by the AAD's Polar Medicine Unit.

What we are looking for

Knowledge and experience

- Demonstrated high-level knowledge and experience in planning and undertaking of vessel-based surveys and sampling, or other remote-area fieldwork.
- Demonstrated high-level experience and knowledge of spatial sampling or abundance estimation techniques (e.g., distance sampling).
- Experience in the statistical analysis of large, complex survey, ecological and environmental datasets, preferably using R.
- High-level experience and knowledge in analyses of spatial data, preferably in R, QGIS or Esri

- Demonstrated understanding of new and emerging technologies for wildlife surveying, e.g., infrared cameras, image-based surveys and AI.
- A demonstrated track record of fostering collaboration towards effective science outcomes and contributing to a positive and inclusive team culture.
- Demonstrated ability to deliver a safe and equitable workplace

Skills and capabilities

- Demonstrated ability to lead teams to work effectively in surveying in challenging marine or remote areas.
- High-level skills in air-breathing marine species identification and observation.
- Demonstrated statistical skills, including an ability to collate and analyse large, complex datasets such as wildlife survey data.
- Demonstrated high-level proficiency in survey data collection, data processing and error detection, and reproducible analyses.
- Demonstrated strong verbal and written communication skills, including authoring peer-reviewed scientific publications and presenting science outcomes at national and international forums, and/or media engagement and science outreach activities.
- Demonstrated ability to work both independently and as part of a small team, and to engage widely and develop and sustain beneficial external collaborations and working relationships.
- Demonstrated ability to work effectively at sea including the capacity to perform periods of continuous high intensity shift work (e.g. 12 hours, on 12 hours off).
- (Desirable) A working knowledge of sampling and analyses for mark-recapture studies
- (Desirable) Expertise configuring, operating, and maintaining field software for at-sea data collection and logging (e.g. IFAW Logger, PAMGuard, VADAR, or similar).
- (Desirable) Experience with at-sea collection of biopsy samples, including operation and safety of firearms and (tissue) sample preservation.
- (Desirable) Experience with deployment of wildlife biologging technology and analysis of tag derived data.
- (Desirable) Experience with photographic identification of wildlife.

Mandatory qualifications

A PhD in a relevant discipline from an Australian University or qualification of equivalent standard from an Australian or overseas university.

Eligibility and other requirements

Citizenship - To be eligible for employment with the Department of Climate Change, Energy, the Environment and Water you must be an Australian citizen.

Pre-employment Check - Your suitability for employment will be assessed through a pre-employment screening process. This process includes a requirement to undergo and satisfy a National Police Check, referee checks, character clearance and where required a pre-employment medical assessment, specified mandatory qualification(s) validation and a probation period of 6 months.

Requirement to be vaccinated under public health orders

It may be a condition of your employment that:

1. if you are required to be vaccinated against COVID-19 under an applicable Australian law; or
2. if the department is unable under an applicable Australian law to permit you to attend for work (ie outside of your usual place of residence) unless you are vaccinated against COVID-19,

you must be up to date with your COVID-19 vaccinations, and you must also comply with all recommendations from public health authorities regarding any additional vaccinations that ensure the effectiveness of the COVID-19 vaccine that you have received.

Statement of claims

Applicants are required to submit a statement of claims **(750 words maximum)** outlining why you are interested in this position and why you believe that you have the skills, capabilities, knowledge and experience to be considered for this role. Please provide examples which demonstrate your ability to perform the duties of the position.

The key areas, or points, listed above describe the particular skills, capabilities, knowledge, and experience and where applicable the qualifications required to achieve the desired outcomes for the role and your statement of claims against these is an essential part of the shortlisting process. If shortlisted, applicants may be asked to attend an interview to provide further examples against these key areas/points to demonstrate their ability to perform the duties of the position.

Applicants must demonstrate the ways in which they will be of value to the job and the organisation. You must make sure that you adequately address each key area or point and cite evidence of your suitability. Do not simply state that you meet the requirements - it is essential that you provide examples from your current or past role(s) which demonstrate how you meet each of the key areas or points. You should focus on how your experience, achievements and capabilities will enable you to successfully undertake the responsibilities of the role(s).

Applicants are also required to submit a current CV/resume.

The Australian Public Service Commission has produced an excellent guide to applying for jobs in the Australian Public Service. You can access this information at APSCs [Cracking the Code](#).

Work Health and Safety Obligations

All workers (APS1-Secretary) have a duty to take reasonable care for their own health and safety whilst at work, to ensure their acts or omissions do not adversely affect the health and safety of other persons and to comply with any reasonable instruction given to comply with the Work Health and Safety legislation.

All supervisors and managers (APS5-EL1) play a significant role by modelling safe work behaviours and clearly setting the standard for acceptable behaviour in the workplace. Supervisors and managers play a critical role in supporting 'Officers' to exercise due diligence and in consulting with duty holders.

An Officer (EL2-Secretary) makes and participates in making decisions that affect the whole or a substantial part of the department. Employees at the SES Band 2 and above classification are

considered to be Officers under the Work Health and Safety Act 2011 (Cth) with all EL 2 and above required to complete officer due diligence training. Officers have a duty to be proactive and continuously ensure that the department complies with relevant duties and obligations.

RecruitAbility

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the position. For more information see <https://www.apsc.gov.au/recruitability>.

Contact

Name: Nat Kelly
Phone number: 0362323366
Email address: nat.kelly@aad.gov.au

Closing Date

Applications close: **11:00 pm (AEST) on 1 June 2023**

How to Apply

Apply for this role by submitting your application through our [online recruitment system \(eRecruit\)](#) located at the Department of Climate Change, Energy, the Environment and Water(DCCEEW) People and Jobs. If you have any questions regarding this role, email the contact officer.

Please Note:

From 2nd January 2023, if you wish to apply for a vacancy in the department you will need to create a new account to do so. Due to a change of recruitment systems, accounts used to apply for jobs in DCCEEW prior to 2nd January 2023 are not able to be accessed in the new system.

Your email is our primary method of contacting you; please make sure that the email and phone number you provide us is correct, current and accessible. **We recommend applicants to not use their work email on their application for accessibility.**