



Role Description

Position title	Regional Marine Officer
Position number	P10583
Classification	ASO5
Division	Marine Operations
Location	Emergency Services Headquarters, Keswick
Reports to	Manager, Volunteer Marine Rescue and Water Safety
Direct reports	Nil
Version date	February 2026

Why work with us?

We are a volunteer-based emergency response and rescue service. We provide emergency assistance to the South Australian community 24 hours a day, 7 days a week, 365 days a year.

Our vision is of a reliable and trusted volunteer-based organisation building safe and resilient communities.

Our volunteers are supported by a skilled team of paid staff working across multiple areas including volunteer capacity, community engagement, emergency management and hazard planning, training, information systems, infrastructure and assets, operations – state, regional and marine, and corporate services.

Unique Nature of Employment with the South Australian State Emergency Service

Employment with the South Australian State Emergency Service (SA SES) is uniquely dual-focused. In addition to the core responsibilities outlined in this Role Description, all SA SES staff are required to maintain a level of operational readiness and may be called upon to undertake operational, training or support duties during incidents, emergencies or periods of heightened operational demand.

This may include participation in training, exercises, deployments and other emergency management activities consistent with the individual's capability, qualifications and safety requirements. This dual-role approach reflects the SA SES's all-hazards, all-hands ethos and reinforces our collective commitment to supporting volunteers, communities and partner agencies in times of need.




Our Values


At the SA SES, we embrace diversity and are committed to fostering a culture of excellence and continuous improvement. Our people form the vital link between our dedicated volunteers - who deliver frontline emergency response to the community - and the *Fire and Emergency Services Act 2005* which provides the legislative framework of our organisation. We share the values of the Public Sector and these guide us in our work. These are:



Service
We proudly serve the community and the South Australian Government.




Collaboration and engagement
We create solutions together.




Professionalism
We strive for excellence.



Honesty and integrity
We act truthfully, consistently, and fairly.



Trust
We have the confidence in the ability of others.



Courage and tenacity
We never give up.



Respect
We value every individual.



Sustainability
We work to get the best results for current and future generations of South Australians.

Role purpose

The Regional Marine Officer is responsible for strengthening marine operational capability across SA SES and Volunteer Marine Rescue (VMR) through the delivery of high-quality training, capability development and operational preparedness.

The role supports regional marine readiness by building volunteer competence, maintaining compliance, enhancing incident management capability, and fostering strong partnerships that enable safe, effective and coordinated marine emergency response.

Key relationships

The Regional Marine Officer reports to the Manager, Volunteer Marine Rescue and Water Safety.

The Regional Marine Officer is required to engage and collaborate effectively with a range of key stakeholders including volunteer members, all SA SES staff, Government Officials and their staff, other emergency service staff and members of the public.

Key outcomes (what you will do)

Key outcomes for this role will include, but are not limited to:

- High-quality marine training delivery**
 Marine volunteers are trained, assessed and supported through consistent, fit-for-purpose training aligned to the Marine Safety (Domestic Commercial Vessel) National Law, State Training Program and capability needs.
- Enhanced marine operational capability and preparedness**
 SA SES Units and VMR flotilla maintain effective marine response capability, supported by current contingency plans, risk-specific preparedness arrangements and operational readiness activities.
- A capable, confident and engaged volunteer workforce**
 Marine volunteers are supported through leadership development, succession planning, post-incident learning and engagement initiatives that promote retention, motivation and shared purpose.
- Strong regional partnerships and community confidence**
 Effective relationships are developed and maintained with partner agencies, stakeholders and local communities to support coordinated marine emergency management and community resilience outcomes.
- Compliance, assurance and continuous improvement**
 Marine operations and training activities comply with relevant legislation, policies and procedures, with lessons learned embedded through debriefs, reviews and continuous improvement processes.

Qualification requirements

Current motor vehicle driver's licence (Class C) and the capacity to undertake regular driving, including regional travel, in support of operational and training requirements.	Mandatory
Certificate IV in Training and Assessment	Highly Desirable

Essential key competencies (the capabilities you must have)

Operational Readiness	Ability and willingness to transition from business-as-usual responsibilities to operational and incident support roles during emergencies and large-scale incidents. This includes completing training and maintaining currency in one or more operational functions to support surge capacity and shared workload arrangements.
Marine Operations and Capability Knowledge	Demonstrated ability to manage competing priorities, work independently with limited supervision, adapt to changing operational and regulatory environments, and meet deadlines.
	Uses this expertise to train and support safe, effective and fit-for-purpose marine capability across SA SES and VMR.



Stakeholder Engagement and Collaboration	Builds effective working relationships with volunteers, partner agencies, stakeholders and local communities.
	Communicates clearly and respectfully to influence outcomes, resolve issues and support coordinated marine emergency management.
Operational Planning and Preparedness	Contributes to marine risk-based planning, contingency development and incident management capability at a regional level.
	Supports operational preparedness activities to ensure timely, efficient and effective marine response.
Leadership Support and Volunteer Development	Supports leadership development, succession planning and capability uplift within a volunteer-based environment.
	Encourages learning, engagement and continuous improvement to sustain a capable and motivated volunteer workforce.
Self-management and Adaptability	Demonstrated ability to manage competing priorities, work independently with limited supervision, adapt to changing operational and regulatory environments, and meet deadlines.

Desirable key competencies (the capabilities you may have)

Training Development and Delivery	Demonstrated capability to design, deliver and assess high-quality accredited and non-accredited training that meets operational, safety and compliance requirements.
	Ensures training outcomes support volunteer capability, operational readiness and the State Training Program.
Commercial Vessel Operations	Applies practical experience operating commercial vessels under 12 metres in length, preferably in a search and rescue environment.
	Demonstrates strong understanding of marine safety, navigation and operational risk management.
Marine Towing and Vehicle Operations	Demonstrates competency and experience towing vessels under 12 metres using medium rigid class vehicles.
Emergency Management Systems Knowledge	Brings experience working within an emergency services or volunteer-based organisation. Applies understanding of governance, compliance and volunteer dynamics to support effective service delivery.
Systems and Administrative Capability	Demonstrates experience using administrative and information management systems within an emergency service environment.



Special conditions

The incumbent is required to hold a current and unrestricted driver's licence (class C).

Intrastate and interstate travel will be required in this role and may include overnight accommodation.

Employment in this role will include frequent rostering of standard work duties on afternoon, evening and weekend shifts to deliver training to our volunteers. Additionally, this role will include operational duties during emergency situations, in which case, 12-hour shifts may be rostered and may cover evening, weekend and public holiday shifts. During both instances, this work will constitute ordinary hours of duty, and the incumbent will be appropriately remunerated in accordance with the applicable industrial instruments.

Employment is dependent on the satisfactory completion of relevant criminal history and employment screenings. The type of criminal history and employment screenings and the assessment of satisfaction shall be determined by the SA SES



