

Role Description

(Supervisor/Team Leader)



Our purpose – Helping South Australians Conserve, Sustain and Prosper.

Role Title: Team Leader, Coastal Science and Monitoring

Division: Biodiversity and Nature Economy

Classification Level: PO4

Branch/Unit: Biodiversity Science, Coasts and Information

CHRIS Position Number: P63379

Reports to (Title): Manager Coasts

About the Agency – [Department for Environment and Water](#)

About the Role

The Team Leader, Coastal Science and Monitoring provides high level evidence-based advice and technical support in relation to the management of the South Australian coastline. This includes the design, implementation, review and evaluation of science and monitoring programs that provide robust technical information and evidence to support decision-making, for both current and emerging coastal management issues across South Australia.

Key areas of advice include implications of climate change on coastal processes, ecology and biodiversity, coastal hazard risk and mitigation measures in line with the South Australian Coastal Hazard Adaptation Planning Framework, Guidelines and Technical Compendiums.

The role is also responsible for providing scientific advice to inform the Coast Protection Board and planning policy updates, as well as oversight of the technical review of development applications referred to the Coast Protection Board.

The role operates with a high level of professional independence and exercises significant judgement in managing a multi-disciplinary team of coastal scientists and surveyors.

Key Role Outcomes

- Coastal science programs are developed and overseen to ensure robust technical information on coastal development assessment, planning policy and management plans.
- Program objectives are achieved by the establishment and maintenance of effective working relationships with internal and external stakeholders.
- Oversight is provided to ensure Work, Health and Safety requirements are complied with in the management of coastal management operations.
- Work programs are delivered through effective leadership of staff by overseeing work allocation with timely and constructive feedback to contribute to effective performance and professional and technical development.
- Emerging issues, risks and trends are identified, analysed and communicated to the Manager Coasts and relevant stakeholders to support informed decision-making.

Essential Criteria (including qualifications)

- A degree in science (or relevant discipline), and relevant higher qualification(s) or discipline publications is essential.

- Proven track record in effectively leading and empowering a team, and the ability to foster a collaborative environment to achieve organisational goals.
- Demonstrated expert knowledge of the environment, including coastal processes, ecology and/or adaptation planning.
- Proven experience in providing evidence-based advice to complex and policy and operational issues.
- Demonstrated experience in evaluation and delivering adaptive programs with robust technical information for coastal management issues.

Desirable criteria

- Demonstrated recognition as a leading professional coastal scientist with proven contribution to coastal science and/or integrated coastal management.

Direct reports

- Principal Coast and Marine Officer (PO3 X 1.0 FTE)
- Coast and Marine Officer (PO2 x 2.0 FTE)
- Project Officer Investigations (PO2 x 1.0 FTE)
- Graduate Coast and Marine Officer (PO1 x 1.0 FTE)
- Principal Hydrographic Surveyor (TGO4 x 1.0 FTE)
- Senior Hydrographic Surveyor (TGO3 x 2.0 FTE)
- Survey Officer (TGO2 x 2.0 FTE)

Key Relationships/Interactions

- Works collaboratively with the Director, Biodiversity Science, Coasts and Information, the Manager, Coasts and members of the Coasts Unit and other departmental staff involved in coastal management.
- Liaises effectively with a variety of external organisations, including the Coast Protection Board, University and research organisations, Local Government, other government agencies, developers, and stakeholders including community and special interest groups.

Special Conditions

- May be required to participate in responses to state emergencies or associated duties.
- You must be an Australian citizen, permanent resident, or provide evidence that you hold a valid working visa that allows you to work in Australia without restrictions.
- Prior to being employed, the successful candidate will be required to provide a valid Nationally Coordinated Criminal History Check (NCCHC), which is required to be renewed every three years. DEW will cover the cost of renewal.
- Intrastate and remote area travel may be required, including travel in light aircraft.
- May be required to undertake intra or interstate travel, occasional overnight absences, and work outside of the normal hours of work.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4wd is essential.
- A current First Aid Certificate or willingness to obtain.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and changes	<ul style="list-style-type: none"> • Creating Vision and Direction • Motivating Others • Thinking and Acting Strategically 	<ul style="list-style-type: none"> • Regularly and consistently communicates a direction that enables staff to understand the links to the Agency's and State's strategic directions. • Consistently influences others to achieve objectives, especially in times of change and difficult situations. • Uses different leadership styles effectively to enable others to achieve objectives. • Maintains a clear sense of strategic direction within the public sector and political environment.
Achieves Results	<ul style="list-style-type: none"> • Delivering Effective Outcomes • Assuming Accountability • Making Decisions 	<ul style="list-style-type: none"> • Acts confidently and decisively to achieve outcomes even when under pressure. • Fully accepts and wisely exercises the accountabilities and delegations of their role. • Ensures decisions taken abide by relevant legislation, regulations and policies.
Drives Business Excellence	<ul style="list-style-type: none"> • Optimising performance • Directing Resources 	<ul style="list-style-type: none"> • Monitors performance and takes action when required to improve delivery of outcomes. • Proactive in building the capability of people by actively supporting learning opportunities and providing regular feedback on performance. • Advocates for the resources needed to get the work done in their area of responsibility. • Effectively sets and monitors costs for their area of responsibility.
Forges Relationships and Engages Others	<ul style="list-style-type: none"> • Establishing and Maintaining Networks • Communicating and Managing Conflict • Using Political Savvy 	<ul style="list-style-type: none"> • Is confident, adept and flexible in dealing with a range of diverse internal and external stakeholders. • Manages conflict in ways that promote conciliation, win-win outcomes, and positive future relationships. • Pays attention to working collaboratively with a diverse range of internal and external stakeholders for the benefit of the Agency.
Exemplifies Personal Drive and Professionalism	<ul style="list-style-type: none"> • Modelling Public Sector Values • Displaying Flexibility and Resilience 	<ul style="list-style-type: none"> • Acts according to values, ethics and standards of the Public Sector and the Agency in all interactions, even in the most sensitive situations. • Adapts quickly and responds positively to the unexpected. • Is able to incorporate diverse cultural perspectives and views into programs,

	<ul style="list-style-type: none"> Integrating Diversity in the Workplace Demonstrating Commitment to Learning and Development 	<p>decision making, & building constructive partnerships, especially with Aboriginal communities.</p> <ul style="list-style-type: none"> Keeps up to date with relevant trends/developments and keeps well-informed on a wide range of issues appropriate to the Agency.
--	--	---

Work Health and Safety

Lead workplace safety procedures and programs

- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities.
- Leads and participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Implements procedures for dealing with incidents and emergency events.
- Maintains appropriate workplace safety records.
- Implements procedures for managing injured workers.

Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the [Code of Ethics](#) and the [South Australian Public Sector Values](#).
- Maintain a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the *Public Sector Act 2009*.
- Exhibit and promote the behaviours in line with *The way we work* outlined in the [DEW Corporate Plan](#).
- As an individual it is your responsibility to actively participate in the Department's Performance Review and Development Program. As a manager you are required to action the Performance Review and Development Program inclusive of 6 monthly reviews, for all employees for whom you are responsible.
- Recruit appropriately qualified and experienced staff to the unit/team.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Champion positive behaviours and conduct during all interactions with children and young people adhering to the Child Safe Environment Policy and Procedure & Guideline at all times.

Date delegate approved original classification:	9 February 2015	Original Class method:	Comparison
Class method/ Ref #:	Update	Reviewed by HR:	15/05/2026