

Role Description

OFFICIAL

General information

Title:	Senior Research Officer			Classification:	PO2	
Division:	SARDI	Branch:	Aquatic and Livestock Sciences		Business Unit:	Fisheries
Type of Appointment:	Term Contract	Hours of Duty:	37.5	Location:	West Beach	

About us

South Australia is internationally recognised for the quality of its agriculture, food, and wine. Our regions are the backbone of our state and the economic powerhouse that drives prosperity for all South Australians.

The Department of Primary Industries and Regions (PIRSA) is a key economic development agency working in partnership with our primary industries, regional stakeholders and across all levels of government to advance the prosperity and sustainability of South Australia's primary industries and regional communities.

We are a passionate team of around 800 people working across metropolitan and regional South Australia to develop and protect our state's regions and food, wine, aquaculture, fisheries, forestry, grains, livestock, dairy and horticulture industries.

Purpose

The primary purpose of the role is to provide scientific support to the Pelagic Fishes Sub-Program, and the broader Fisheries Program, including coordinating and undertaking a range of field, research and laboratory work that delivers high-quality scientific data and information to inform and facilitate the sustainable management of fishery resources in southern Australian waters. The role contributes directly to biological and ecological research on small pelagic fishes to support stock assessment and sustainable management of fisheries resources, particularly for South Australia's Sardine Fishery. Research outcomes are used to provide scientific advice to the South Australian and Commonwealth governments, the fishing and aquaculture industries, and other commercial clients.

The role contributes delivering the agency's priorities including (1) Increasing productivity of our primary industries and agribusinesses (Stimulating Value Growth); (2) Securing production through biosecurity and efficient and sustainable use of resources (Sustaining the Resource); (3) Growing regions by supporting key regional development drivers and growing opportunities available to our regional communities; (4) Building partnerships with industry, stakeholders, research organisations and regional communities; and (5) preparedness to contribute to PIRSA's response and recovery obligations in emergency situations.

Key Accountabilities

- Planning, coordinating and undertaking research and stock assessment projects for fishery-dependent and independent programs that inform and facilitate the sustainable management of Southern Australian fisheries and aquatic resources, particularly Sardine.
- Coordinating and undertaking data management and storage processes and undertaking data entry, analysis, and interpretation to inform research directions, outcomes and reporting.
- Coordinating and delivering fieldwork and complex research and development activities on the fisheries and habitats of the South Australian continental shelf and gulfs, including on commercial fishing vessels and SARDI vessels,
- Applying new and existing techniques in conducting, synthesising, analysing and reporting evidence-based research, preparing technical reports, and communicating research findings both verbally and in writing to program and project stakeholders.
- Developing and maintaining collaborative working relationships with PIRSA Fisheries and Aquaculture and stakeholders in South Australia's fisheries.
- Maintaining collaborative working relationships with Branch and program management and staff, and developing networks and professional relationships with researchers in similar institutions and jurisdictions.
- Providing professional direction, supervision and training to project staff, including fieldwork staff [on fishing and research vessels](#), ensuring the appropriate application of systems and processes and the maintenance of appropriate workplace safety practices and records.

Key Deliverables / Results

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- Coordinating and undertaking the planning and delivery of research projects and reports for the Pelagic Fishes Sub-program.
- Interpreting a range of data and providing high quality scientific information, advice and presentations to PIRSA Fisheries and Aquaculture and industry stakeholders in relation to the sustainable management of South Australian fisheries.
- Coordinating and undertaking data management and storage processes.

- Contributing to the identification and development of opportunities to attract external research funding.
- Planning, coordinating and undertaking fieldwork and laboratory work in compliance with workplace safety principles and practices.
- Utilise advanced information technologies and systems to support and advance the work SA's Snapper Response Program.

Relationships

- Reports to Principal Research Scientist (Pelagic Fishes)
- Develops and maintains relationships with PIRSA Fisheries and Aquaculture, industry clients, stakeholder groups, other government departments, other research organisations.

- Works closely with other staff in the Pelagic Fishes Sub-Program and other Fisheries sub-programs.
- Participates in working groups or committees as required.

Requirements

- Regular intra-state and occasional inter-state travel.
- Regular work outside normal working hours.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).
- Field trips on research and commercial vessels that include overnight absences and extensive periods of time spent at sea.
- Possession of a current C class driver's licence and willingness to drive.
- Willingness to complete additional training as required (e.g. coxswains).
- You acknowledge your [work, health and safety obligations](#) and [our expectations](#).
- The incumbent will be required to undertake emergency management training and must be willing to participate in emergency preparedness, response and recovery activities required by government agencies.
- Upholding the ethical behaviour and professional integrity standards as contained in the Public Sector Act, 2009.
- Participating in PIRSA's Performance Management and Development Program.

Qualifications

Essential:

- A post-graduate degree in Science with a major in fisheries, zoology or related discipline (or equivalent research experience) is required.

Desirable:

- Elements of Shipboard Safety
- Coxswain certification or higher
- ADAS commercial dive qualification

Capabilities

Refer to [PIRSA's Capabilities Framework](#) for guidance. Identify a maximum of four capabilities essential to carrying out the role. Each capability should have a maximum of three behaviours, with the exception of Professional and Technical Expertise, which may include up to six behaviours. Selections can be made from PIRSA's [Capabilities Dictionary](#).

Capability	Behaviours
Professional & Technical Knowledge	• Demonstrates in depth, contemporary knowledge of the principles and practices underpinning fisheries research and stock assessment including knowledge of industry issues, research priorities, and the broad directions of industry.

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Demonstrates sound knowledge in fisheries research, biology and ecology of finfish species, with in-depth knowledge in stock assessment.	• Demonstrated ability to work under reduced professional direction and use professional judgment in the planning and conduct of complex field research, the collection, collation, management and analysis of data, and the preparation of findings for technical reports and presentations. • Demonstrated experience applying initiative in the application of professional practices, and coordinating all phases of fisheries research projects, including planning and conducting research and stock assessments in accordance to sound scientific principles. • Demonstrated experience collecting, collating and reporting technical information for both technical and non-technical audiences. • Demonstrated high level of numerical and statistical skills and the use of a diverse range of PC applications such as Microsoft Office, including Word, Excel, Access, Outlook and R.
Achievement orientation Sets targets to achieve results; motivates self and others to focused efforts meeting deadlines even when the timeframe is demanding.	• Sets priorities and allocates time and resources accordingly. • Works flexibly to meet deadlines. • Enthusiastically delivers high quality materials, occasionally in unexpectedly short time-frames. • Working in a dynamic, challenging and highly visible Division with key deliverables, the incumbent needs to research, network and consult with people across and external to the organisation to keep up to date with best practice management and innovation.
Communication Communicates effectively with a wide range of people, adapting style to match the audience and the situation; communicates complex ideas clearly, coherently, fluently and articulately, both verbally and in writing.	• Communicates ideas and information in a form well matched to, and well received by staff at all levels. • Presents own position and checks individual or group understanding through appropriate questioning and feedback • Shares information freely and is open to receiving information.
Initiative Identifying opportunities, anticipating problems and taking action; undertaking activities beyond the immediate job requirements	• Produces quality, innovative work without constant supervision. • Recognises and acts confidently on opportunities to deal with potential problems. • Acts proactively rather than reactively. • Flexibility and the ability to work across multiple Sub-Programs as business needs may change.

HRMS No:	TBA	ANZCO Code:		Objective ID:	
Delegate Approval:	Hannah Brown – A/Executive Director, SARDI and Major Programs			Date:	
Approved and Classified by People and Culture:					