

Role description

General information

Title:	Program Manager, HPAI Response			Classification:	ASO8
Division:	Biosecurity	Branch:	Animal Biosecurity		Business unit: HPAI Response Program
Type of appointment:	Term Contract	Hours of duty:	37.5	Location:	Metropolitan Adelaide

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 Program Manager, HPAI Response, provides overall leadership and responsibility for the day-to-day management of the HPAI Response Program. Working closely with the Chief Veterinary Officer, the role requires the application of significant leadership capability, technical knowledge and experience to establish program priorities and guide delivery in alignment with the National Response Framework and PIRSA's strategic goals. The role will oversee the functional leads, which collectively constitute the Program's Incident Management Team structure, ensuring integration of functional activities, alignment with strategic objectives and delivery of program outcomes. The incumbent leads continuous improvement, preparedness and capability-building initiatives to strengthen PIRSA's readiness to respond to and recover from emergency animal disease incidents.

This role contributes to delivering the agency's [priorities](#) by supporting preparedness, planning and response activities associated with the threat of Highly Pathogenic Avian Influenza (HPAI), consistent with national obligations and considering impacts on industry, animal health, trade and market access. The role plays a key part in supporting strategic planning, operational readiness and informed decision-making to ensure South Australia maintains a high level of preparedness for an emergency animal disease response.

Key accountabilities

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| <ul style="list-style-type: none"> Exercise strategic, operational and corporate leadership for the Program, establishing governance arrangements, priorities and plans that align with national response frameworks, PIRSA strategic objectives and the needs of industry, market access and affected communities. Lead integration across the Program's functional areas, ensuring effective coordination between technical, operational, planning, logistics and communication functions and facilitating timely information sharing to support informed decision-making. Build and maintain strategic relationships with key stakeholders, including industry partners, government agencies, national response bodies and affected communities, to support effective preparedness, response and recovery outcomes. | <ul style="list-style-type: none"> Manage human, financial and physical resources to effectively deliver Program objectives and maintain response readiness. Provide high-level advice and expert contribution to Senior Management Teams and executive stakeholders to support effective decision-making. Ensure the Program's objectives and functions comply with relevant laws, regulations, and industry standards, including WHS policies and procedures. Monitor Program performance, risks and emerging issues, providing high-level reporting and advice to the Chief Executive and relevant stakeholders. |
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Key deliverables / results

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| <ul style="list-style-type: none"> • An effective Program management structure is established and maintained to support preparedness, response and recovery activities. • Program objectives and priorities are established in accordance with National Response Plans and PIRSA objectives, with consideration of animal health, industry, market access, community and operational impacts. • A risk-based approach is applied to the development, implementation and continuous improvement of Program systems, policies and procedures. • Program plans, preparedness activities and response strategies are developed, implemented and monitored to achieve Program objectives. • High-level governance, performance monitoring and reporting is provided to support executive decision-making, accountability for Program outcomes and oversight of program risks, priorities and resource requirements. | <ul style="list-style-type: none"> • Human, financial and physical resources are effectively planned, allocated and monitored to support Program delivery and response readiness. • Strategic stakeholder relationships are developed and maintained across PIRSA, government, industry, affected communities and other external stakeholders to support effective incident management and response outcomes. • A safe work environment is established and maintained in accordance with PIRSA WHS policies and procedures, including appropriate management of WHS incidents and risks. • Timely and accurate advice relating to Program performance, risks, issues and emerging priorities is provided to the Chief Executive and other key stakeholders. |
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Relationships

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| <ul style="list-style-type: none"> • Reporting to the Executive Director, Biosecurity • Manages the Program's Incident Management team. | <ul style="list-style-type: none"> • Working closely with the Chief Veterinary Officer and collaboratively with the office of the Chief Executive, Minister's office, and relevant internal and external stakeholders. |
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Requirements

- Possession of a current driver's license and willingness to drive.
- Out of hours work and inter / intrastate travel may be required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).
- You acknowledge your work, health and safety obligations and our expectations when [applying for a role](#).
- 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.
- PIRSA works under the South Australian government's Protective Security framework. By applying for this role, you consent to obtaining and being screened under the process of a Nationally Coordinated Criminal History Check (NCCHC).

Qualifications

- Essential: Nil.
- Desirable:
 - Introduction to AIIMS training (Australian Interservice Incident Management System).
 - Manage Operations for a Level 2 Incident.
 - Certificate IV in Public Safety (Biosecurity Response Leadership).
 - Relevant tertiary qualification in emergency management, biosecurity, public administration, project management, agriculture, veterinary science or a related discipline.

Capabilities

Capability	Behaviours
Professional & Technical Knowledge Demonstrates significant knowledge and experience in emergency management, biosecurity response, and the implementation of strategies and activities required to support	• Maintains up-to-date knowledge of incident management systems and emergency response arrangements, with the ability to analyse complex problems and develop practical solutions and priorities. • Demonstrates knowledge of emergency animal disease management frameworks, including AUSVETPLAN, national response arrangements and the roles and responsibilities of relevant jurisdictions and agencies.

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preparedness, response and recovery activities in accordance with relevant legislation, policies and national frameworks.	- Ability to lead multidisciplinary teams through complex and changing environments, establishing clarity of purpose, accountability and collaboration. - Demonstrates sound judgement and the ability to make informed, timely decisions based on evidence, experience and stakeholder input in complex and changing environments. - Maintains knowledge of WHS, risk management and emergency management processes relevant to operational response environments and ensures these principles are embedded across program activities. - Understands biosecurity planning and has skills in developing and maintaining effective relationships, including across industry, government and community stakeholders and particularly with industry, to deliver program outcomes and outputs. - Excellent verbal and written communication skills to articulate goals, strategies, and expectations clearly to internal teams, stakeholders, and external partners.
Political Nous Demonstrates awareness of political, community and stakeholder sensitivities within a government response environment and applies sound judgement when managing information and issues.	- Understands the current and changing role of government and industry and its relationship to the wider social, cultural and economic environment. - Exercises tact and discretion in dealing with politically sensitive and complex issues. - Builds networks and influences a wide range of external groups/stakeholders.
Analytical thinking Quickly and confidently weighs up information, identifies pertinent issues and assesses the broader implications of conclusions.	- Analyses and explains complex information to others in a meaningful and clear manner. - Makes analysis of information from a number of different levels or paradigms and draws parallels/themes and identifies gaps. - Understand how context shapes meaning and discerns the value of information against that.
Strategic Focus Maintains a strategic overview of agency direction and objectives, builds and sustains momentum and direction in an environment of ongoing change.	- Turns strategic decisions and imperatives into actionable plans. - Demonstrates clear understanding of the organisation's strategic plan and strategic objectives. - Ensures that PIRSA's operational plans follow the intent of strategic planning.
Communication Communicates effectively with a wide range of people, adapting style to match the audience and situation; communicates complex ideas clearly, coherently, fluently and articulately, both verbally and in writing.	- Recognises and can represent the viewpoints of multiple stakeholders. - Respects other viewpoints and incorporates these into building understanding and making final decisions. - Delivers clear and confident directives when appropriate. - Builds consensus and facilitates collaboration across multidisciplinary teams and stakeholders.

HRMS no.:	TBA	ANZCO Code:	1112	Objective ID:	TBA
Delegate approval:	Executive Director, Biosecurity			Date:	16/07/2026
Approved and classified by People and Culture:	Classified by comparison, Senior HR Business Partner - Biosecurity				