

Role description

General information

Title:	Program Manager, H5 Bird Flu Response			Classification:	SS/SM2
Division:	Biosecurity	Branch:	H5 Bird Flu Response		Business unit: H5 Bird Flu Response
Type of appointment:	Term Contract	Hours of duty:	37.5	Location :	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, H5 Bird Flu Response provides strategic leadership and operational oversight of the H5 Bird Flu Response Program, ensuring effective coordination and delivery of response activities in accordance with the National Response Framework and PIRSA's strategic goals.

The role leads the H5 Bird Flu Response program, integrating functional operations, driving the achievement of response outcomes, and ensuring alignment with organisational priorities. The Program Manager also drives continuous improvement, preparedness and capability-building initiatives to strengthen PIRSA's capacity to prevent, respond to and recover from emergency animal disease incidents.

Working within national response frameworks and obligations, the role leads planning and response activities associated with the threat of H5 bird flu, balancing the impacts on animal health, industry resilience, trade and market access. Through strategic leadership, stakeholder engagement and informed decision-making, the role plays a critical role in ensuring South Australia maintains a high level of capability and preparedness to respond to emergency animal disease incidents.

Key accountabilities

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| <ul style="list-style-type: none"> • Provide strategic leadership and direction for the H5 bird flu response program, ensuring response activities are aligned with national response frameworks, government priorities and PIRSA's strategic objectives. • Establish, lead and oversee the H5 Bird Flu Response Team, ensuring effective governance, functional integration, accountability and deployment of resources to ensure a coordinated response. • Lead the development, endorsement and implementation of Incident Action Plans, response strategies and transition/recovery arrangements to achieve effective biosecurity, animal health and industry outcomes and certifications under relevant | <ul style="list-style-type: none"> • Ensure the health, safety and wellbeing of response personnel through effective leadership, risk management and compliance with relevant work health and safety requirements. • Represent PIRSA with government agencies, national response partners, industry stakeholders and the media to support coordinated response efforts, maintain stakeholder confidence and facilitate informed decision-making. • Provide advice to senior executives, government and national committees of H5 bird flu preparedness, response strategies, emerging risks and associated impacts on animal health, industry resilience, trade and market access. |
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| <p>Service Level Agreements with the Commonwealth Government.</p> <ul style="list-style-type: none">• Exercise delegated authority, making timely, evidence-based decisions to manage risk, address emerging issues and achieve response objectives in a complex and dynamic operating environment. | <ul style="list-style-type: none">• Drive continuous improvement, capability development and review initiatives to strengthen South Australia's preparedness for and response to emergency animal disease incidents. |
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Key deliverables / results

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| <ul style="list-style-type: none"> H5 Bird Flu Response Team established and operating effectively, with clear governance arrangements, delegated functional responsibilities and clear reporting lines. Incident management facilities, communication systems and coordination mechanisms activated and maintained to support an effective H5 bird flu response. Incident Action Plans and supporting operations strategies development, endorsed and implemented to achieve agreed response objectives and priorities. Comprehensive risk assessments completed and maintained, with critical biosecurity, operational, safety and stakeholder risks appropriately managed. Scalable incident management arrangements established, including clear escalation, transition and decision-making processes to respond to changing incident complexity. | <ul style="list-style-type: none"> Timely, accurate and coordinated communications provided to government, industry, stakeholders, the community and the media to support confidence and informed decision-making. Strong collaboration and information-sharing arrangements maintained with national response partners, government agencies, industry bodies and other key stakeholders. Accurate records, governance documentation and decisions logs maintained to support accountability, compliance and audit requirements. Effective demobilisation, transition and recovery arrangements implemented to support the coordinated conclusion of response activities and transition to recovery. Continuous improvement outcomes achieved through post-incident reviews, organisational learning and capability development initiatives that strengthen South Australia's preparedness for further emergency animal disease incidents. |
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Relationships

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| <ul style="list-style-type: none"> Role reports to Executive Director Biosecurity. Manages the H5 bird flu Program and Response Team. Maintains high level relationships with the Chief Executive, Executive Directors and other executives with PIRSA. | <ul style="list-style-type: none"> Is a member of the Biosecurity Division Senior Management Group and represents PIRSA on a number of national and State Government Boards and Committees. Works closely with the Director of Animal Biosecurity, 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.

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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 preparedness, response and recovery activities in accordance with relevant legislation, policies and national frameworks.	• 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 management frameworks (preferably related to animal disease), national response arrangements and the roles and responsibilities of relevant jurisdictions and agencies. • 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.
Strategic Focus Maintains clear sense of strategic direction with national, state and local political contexts; persistently 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.
Planning and Organising Demonstrates expertise in devising and driving the most difficult plans which have significant impact on the business.	• Turns high level strategies into plans which can be implemented. • Identifies capabilities and resources needed to get the job done. • Delegates responsibilities effectively, establishing clear roles and feedback mechanisms. • Manages pressure associated with meeting multiple deadlines.
Decisiveness Shows leadership in recognising critical issues and key decision points; makes insightful, timely decisions in difficult, highly complex situations that have far reaching impact and skilfully manages the impact of those decisions.	• Takes tough decisions to meet organisation's needs, accepts responsibility and manages consequences. • Predicts and assesses the political impact in making decisions. • Considers the impact of decisions on all affected areas and informs all involved of the final decision in ways that enable ownership.
Analytical Thinking Quickly and confidently weighs up information, identifies pertinent issues and assesses the broader implications of conclusions.	• Analyses and interprets information to identify key issues and assess key issues and assess broad impact. • Analyses and explains complex information to others in a meaningful and clear manner.

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HRMS no.:	TBA	ANZCO Code:	1112	Objective ID:	TBA
Delegate approval:	Chief Executive			Date:	1 October 2026
Approved and classified by People and Culture:	1 October 2026				