Role description

General information

Title:	Field Operations Lead			**Classification:**	ASO6
Division:	Biosecurity	**Branch:**	Animal Biosecurity	**Business unit:**	H5 Bird Flu Program
Type of appointment:	Short Term Contract – 12 months	**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 Field Operations Lead in the H5 Response Program is responsible for leading and coordinating field operations associated with the surveillance, investigation, sampling, response and management of Highly Pathogenic Avian Influenza (H5). The role provides operational leadership to field teams, ensuring activities are conducted safely, effectively, and in accordance with biosecurity, animal welfare, workplace safety and emergency management requirements.

The position supports the delivery of the H5 Bird Flu Program through coordination of field surveillance activities, management of field personnel, stakeholder engagement, data collection and reporting, and implementation of outbreak response activities where required. The role contributes to maintaining South Australia's preparedness for and response to avian influenza events and supports national surveillance and reporting obligations.

The role requires strong leadership, operational planning skills, and the ability to work in dynamic environments where rapid decision-making and effective stakeholder engagement are essential.

Key accountabilities

- Lead the field operations, overseeing field teams undertaking surveillance, sampling, mortality investigations and response activities.
- Develop and coordinate field operational work plans to achieve program objectives.
- Allocate assigned field personnel and equipment within approved priorities, risk controls and delegated authority, escalating resource gaps, competing demands and decisions beyond delegation to the Deputy Operations Manager.
- Monitor field delivery and recommend resource adjustments as needs change. Ensure clear briefings, check-ins and handovers, and verify task completion, records, sample transfers and assigned follow-up actions.
- Provide regular operational updates and reports to the Deputy Operations, Operation Manager and Program Manager
- Ensure samples are collected, handled, stored and transported in accordance with approved protocols.
- Provide day-to-day supervision, guidance and support to field officers and contractors.
- Maintain field readiness with the Training Coordinator and Logistics, ensuring inducted, competent and equipped personnel, appropriate supervision, relief cover and regional deployment capacity.
- Foster a positive team culture focused on safety, professionalism and continuous

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- Ensure all field operations comply with approved procedures, biosecurity requirements and work health and safety.
- Lead assigned field response activities during avian influenza incidents, including commercial poultry deployments where authorised, under the approved incident structure and technical direction.

improvement.

- Monitor staff wellbeing and implement measures to support physical and psychosocial health.

Key deliverables / results

- Assigned field surveillance and response activities are coordinated and completed in accordance with approved priorities and operational plans
- Investigation field tasks are completed on time, with delays and outstanding actions promptly escalated to the Deputy Operations Manager and Surveillance Lead.
- Field activities are delivered in accordance with approved safety, biosecurity and animal welfare requirements, with identified deficiencies addressed or escalated.
- Complete and accurate field records and sample handover information are provided within agreed timeframes and linked to the relevant task or event.
- Assigned field teams have verified competence, appropriate supervision and the equipment required to undertake their tasks.
- Tasking, resource requests and operational handovers are coordinated with the Deputy Operations Manager and relevant functional leads, with responsibilities and outstanding actions clearly recorded.
- Operational plans, risk assessments and incident action plans reflect field requirements and identified risks, with appropriate mitigation measures implemented or recommended within delegated authority.
- Accurate and timely surveillance and response data, field observations and operational outcomes are recorded in relevant systems, with required reports, briefing materials and operational summaries provided within agreed timeframes.
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Relationships

- Role reports to the Deputy Operations Manager – H5 Bird Flu Response Program
- Roles reporting to this role include Field Team Coordinator; casual contract field staff, and may include rostered Animal Biosecurity staff, technical field officers, external agency staff.

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.

Qualifications

- Essential: Nil
- Desirable: Demonstrated experience managing complex field activities with diverse teams; training in Emergency management /AIIMS

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• Must be able to work effectively in a time-critical operational environment and maintain confidentiality.	

Capabilities

Capability	Behaviours
Professional and Technical Knowledge Demonstrates applied knowledge and experience in animal disease surveillance, biosecurity and emergency disease response, with the ability to coordinate and oversee field operations in accordance with relevant legislation, technical procedures, safety requirements and operational priorities.	• Demonstrated knowledge of animal disease surveillance, investigation and control activities, including biosecurity principles, disease prevention and containment measures. • Demonstrated understanding and application of relevant animal health legislation, policies, procedures and disease control requirements. • Demonstrated experience coordinating field investigations, surveillance activities and mortality assessments, including knowledge of sampling procedures, sample handling, storage, transport and chain-of-custody requirements. • Demonstrated ability to interpret and implement approved operational procedures and field response activities within emergency animal disease response arrangements and incident management structures. • Demonstrated knowledge and application of WHS, operational risk management and animal welfare requirements in field environments, including the ability to identify hazards and implement appropriate controls. • Demonstrated ability to maintain accurate field records, observations and operational reporting, and ensure personnel have the appropriate competency, training, equipment and supervision to undertake field activities safely and effectively.
Communication Communicates information clearly and effectively, adapting communication approaches to suit different audiences and ensuring operational information, expectations and requirements are understood	• Communicates operational instructions, priorities and expectations clearly to field personnel, ensuring a shared understanding of assigned activities. • Provides timely and accurate operational updates, briefings and reports to management and relevant stakeholders. • Establishes and maintains effective communication with internal and external stakeholders, including industry representatives, landholders and contractors. • Listens to and considers differing views, addresses concerns constructively and uses tact and diplomacy when managing challenging interactions.
Planning and Organising Plans and coordinates field activities, personnel and resources to achieve operational objectives, effectively managing competing priorities and responding to changing field requirements.	• Develops clear field work plans and ensures personnel understand their responsibilities, priorities and expected outcomes. • Effectively allocates and manages available personnel, equipment and resources to support the timely delivery of field activities. • Monitors progress and workload, regularly reviews priorities and adjusts field arrangements to respond to changing operational requirements. • Manages competing tasks and deadlines, identifies potential delays or resource constraints and communicates issues and recommended adjustments to relevant management.
Leading and Motivating Others Provides practical leadership and direction to field personnel, encouraging teamwork,	• Provides clear direction and guidance to field personnel, establishing a shared understanding of team priorities and operational objectives. • Motivates and supports team members by recognising their contributions, encouraging participation and fostering a positive and cooperative team environment.

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accountability and a shared commitment to achieving safe and effective operational outcomes.	• Identifies operational and team issues, takes responsibility for addressing matters within their authority and escalates issues requiring further management intervention. • Leads by example, promoting safe work practices, professional conduct and accountability for the quality and timely delivery of field activities.

HRMS no.:		**ANZCO Code:**		**Objective ID:**	
Delegate approval:				**Date:**	
Approved and classified by People and Culture:					

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