Role Description
Scientist (Spatial)

Cluster	Planning, Industry and Environment
Group	Environment, Energy and Science
Division/Branch/Unit	Science Division / Native Vegetation Information Science / Remote Sensing and Analysis
Location	Parramatta
Classification/Grade/Band	Environment Officer Class 7
ANZSCO Code	234312
Role Number	Generic
PCAT Code	1227292
Date of Approval	November 2019
Agency Website	www.dpie.nsw.gov.au

Agency overview

The Planning, Industry and Environment Cluster brings together the functions from the former Planning & Environment and Industry Clusters.

The new Cluster will drive for greater levels of integration and efficiency across key areas such as long term planning, precincts, housing, property, infrastructure priorities, open space, the environment, our natural resources – land, water, mining – energy, and growing our industries. In particular, there will be a redoubling of emphasis on regional NSW.

The Environment, Energy and Science (EES) Group within DPIE brings together a range of functions including national park management, biodiversity and conservation, climate change, sustainability, resilience and adaptation, renewable energy and energy security, waste management and resource recovery, and environmental and mine safety regulation. The work of the Group is supported by centres of excellence in science; policy and strategy; and data analytics and insights.

Primary purpose of the role

The Scientist (Spatial) provides advanced computer-based data processing, data management and spatial analysis that assists to deliver the Environment, Energy and Science (EES) group science programs.

Key accountabilities

- Provide expertise in computer-based analysis of spatial and biophysical data that supports science projects.
- Maintain a good working knowledge of biodiversity mapping, modelling, spatial data capture, analysis and management and industry best practice and standards.
- Maintain the highest standards of open communication, collaboration, scientific rigour, data and knowledge management in accordance with EES policies.
- Develop and present technical scientific reports that explain complex processes clearly and are suitable for a range of audiences.
- Deliver high quality science through maintaining high level, up to date knowledge and skills in relevant areas and provide input into the design and creation of tools and resources to achieve project and organisational objectives.

- Contribute to the development of project management methodologies and processes that improve productivity, encourage innovation and develop teamwork to enhance the delivery of EES science programs

Key challenges

- Working within a geographically dispersed project team and with collaborators to deliver high quality mapping, modelling and spatial data analysis and assessment to meet expected milestones and deliverables.

Key relationships

Who	Why
Internal	
Manager/Supervisor	• Escalate issues, report on progress, prepare briefings and provide technical advice. • Receive guidance and support
Work team/other staff	• Work collaboratively to contribute to achieving business outcomes. • Foster effective working relationships to facilitate opportunities for engagement, consultation, issue resolution and information sharing.
External	
Customer/clients	• Address queries and/or redirect to relevant party for review and resolution
Stakeholders	• Develop and maintain relationships. • Obtain information and feedback on targeted projects and programs • Negotiate and liaise with a variety of stakeholders to enable the timely delivery of business initiatives.

Role dimensions

Decision making

The role operates with a degree of autonomy within the context of their agreed work plan regarding priorities and innovative approaches that improve effectiveness and efficiencies..

The role is accountable for the delivery of assigned work and is supported by the supervisor/manager on work priorities and processes.

Reporting line

The role reports to the delegated Team Leader

Direct reports

Nil.

Budget/Expenditure

Nil.

Essential requirements

- Relevant scientific qualifications
- Demonstrated expertise in computer-based analysis of biodiversity and environmental spatial data.
- Demonstrated knowledge and experience in data management, remote sensing, GIS, biostatistical software programs, scripting in 'python' or 'r'.
- Demonstrated knowledge and experience of native vegetation communities in Australia

Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	**Capability Name**	**Level**
Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	**Intermediate**
	Value Diversity	Foundational
Relationships	**Communicate Effectively**	**Intermediate**
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Foundational
Results	**Deliver Results**	**Intermediate**
	Plan and Prioritise	Intermediate
	Think and Solve Problems	**Adept**
	Demonstrate Accountability	Intermediate
Business Enablers	Finance	Foundational
	Technology	**Adept**
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
Personal Attributes Manage Self	Intermediate	• Adapt existing skills to new situations • Show commitment to achieving work goals • Show awareness of own strengths and areas for growth and develop and apply new skills • Seek feedback from colleagues and stakeholders • Maintain own motivation when tasks become difficult
Relationships Communicate Effectively	Intermediate	• Focus on key points and speak in 'Plain English' • Clearly explain and present ideas and arguments • Listen to others when they are speaking and ask appropriate, respectful questions • Monitor own and others' non-verbal cues and adapt where necessary • Prepare written material that is well structured and easy to follow by the intended audience • Communicate routine technical information clearly
Results Deliver Results	Intermediate	• Complete work tasks to agreed budgets, timeframes and standards • Take the initiative to progress and deliver own and team/unit work • Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals • Seek and apply specialist advice when required
Results Think and Solve Problems	Adept	• Research and analyse information, identify interrelationships and make recommendations based on relevant evidence • Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options • Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness
Business Enablers Technology	Adept	• Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks • Identify opportunities to use a broad range of communications technologies to deliver effective messages • Understand, act on and monitor compliance with information and communications security and use policies • Identify ways to leverage the value of technology to achieve team/unit outcomes, using the existing technology of the business • Support compliance with the records, information and knowledge management requirements of the organisation