

Role Description

Fisheries Technician Grade 1-2



Department of
Primary Industries

Cluster	Regional NSW
Agency	Department of Regional NSW
Division/Branch/Unit	DPI/Fisheries/Fisheries Research
Location	Various
Classification/Grade/Band	Fisheries Technician Grade 1-2
Role Family (<i>internal use only</i>)	Bespoke/Science Technician/ Delivery
ANZSCO Code	311413
PCAT Code	1119192
Date of Approval	16 October 2017 (updated 6 April 2018, February 2020 and September 2020)
Agency Website	http://www.dpi.nsw.gov.au

Agency overview

The Department of Regional NSW was formed in 2020 as a central agency for regional issues. The Department is responsible for building resilient regional economies and communities, strengthening primary industries, managing the use of regional land, overseeing the state's mineral and mining resources and ensuring government investment in regional NSW is fair and delivers positive outcomes for local communities and businesses.

The NSW Department of Primary Industries (NSW DPI) supports the development of profitable primary industries that create a more prosperous NSW and contributes to a better environment through the sustainable use of natural resources.

DPI Fisheries, a Branch of NSW DPI, is responsible for administration of the *Fisheries Management Act 1994* and the *Marine Estate Management Act 2014*. The primary objective of the Fisheries branch is to deliver on expectations relating to both economic growth and careful stewardship of our aquatic resources. The Branch leads NSW fisheries and aquaculture industry management, development and conservation through research, policy and regulatory compliance to foster sustainable and economically viable commercial, recreational and aboriginal fishing and aquaculture sectors. The Branch manages the protection of key fish habitats and marine biodiversity, threatened species, oversees fish stock conservation.

Primary purpose of the role

The primary purpose of the role is to provide technical support for approved research projects within the Fisheries Research unit.

Key accountabilities

- Undertake data collection, laboratory procedures and/or hatchery procedures as directed by the supervising scientist/technician, ensuring adherence to experimental protocols and compliance with

QA/QC practices. Provide assistance with scheduling and coordinating fieldwork or hatchery runs within agreed timeframes where required.

- Undertake purchasing, construction and repair of equipment and aid in ensuring all scientific equipment is maintained in correct working order.
- Ensure that all data is recorded accurately and in full. This includes the timely transfer of data from data sheets into departmental databases/spreadsheets and retrieving information required for data analysis as directed by the supervising scientist/technician.
- Assist in the preparation of scientific outputs such as graphs, figures and data summaries when requested.
- Ensure that all activities undertaken comply with departmental policies, such as Animal Care and Ethics approvals, sampling notifications, Work Health and Safety, biosecurity protocols, and media policies.

Key challenges

- Field sampling in remote locations under a variety of hydrological and climatic conditions and interacting with private land/leaseholders.
- Maintaining an intensive but variable fieldwork and/or hatchery schedule.
- Maintaining a skill set in monitoring freshwater or marine ecosystems or undertaking fisheries resource assessment activities or aquaculture research.

Key relationships

Who	Why
Internal	
Scientist/Technical supervisor	<ul style="list-style-type: none"> • Reports to Fisheries Scientist or Technical supervisor • Discuss work plan and liaise with role where resource needs may conflict.
Research Leader	<ul style="list-style-type: none"> • Liaise with the role on technical activities when directed
Other scientific/technical staff	<ul style="list-style-type: none"> • Undertake work as required by other scientific staff • Liaise where resource needs may conflict.
Fisheries Compliance Officers	<ul style="list-style-type: none"> • Fisheries compliance officers need to be informed of the fieldwork being undertaken by the technicians
IT staff	<ul style="list-style-type: none"> • All computer requirements and difficulties to be undertaken through the IT section of the Department.
External	
Land owners, lease holders and the general public	<ul style="list-style-type: none"> • Technicians regularly liaise with land owners and the general public when undertaking field work.
Suppliers and tradespeople	<ul style="list-style-type: none"> • Liaise with suppliers and tradespeople where required.

Role dimensions

Decision making

- Provide assistance to plan and schedule research activities.
- Assist with making on-ground decisions but liaise and seek approval from the project manager before modifying any sampling protocols or AQ/QC procedures.

- Make effective day to day decisions to complete work in a cost effective way.
- Seek permission from project manager before undertaking any expenditure.

Reporting line

Role reports to the scientist, technical technician or manager.

Direct reports

No direct reports

Budget/Expenditure

Not applicable

Key knowledge and experience

- Demonstrated ability to understand and implement detailed sampling protocols and/or experimental designs.
- Demonstrated knowledge of a suite of Fisheries Research sampling gear types and methods including skills in monitoring freshwater or marine ecosystems, or undertaking fisheries resource assessment or aquaculture research.
- Experience in the use of workshop tools for construction and repair of field sampling and scientific equipment (traps, nets, boats, trailers, etc.).

Essential requirements

- Qualifications in accordance with the Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Fisheries Staff Award.
- Current first aid certificate, drivers licence, boat licence, and 4WD experience. If monitoring marine ecosystems or undertaking fisheries resource assessment activities appropriate SCUBA qualification is required.
- Ability and willingness to work in remote locations for extended periods of time under a variety of hydrological and climatic conditions.

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.





The capabilities are separated into **focus capabilities** and **complementary capabilities**.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.





FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 Personal Attributes	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none"> Behave in an honest, ethical and professional way Build understanding of ethical behaviour Follow legislation, policies, guidelines and codes of conduct that apply to your role and organisation Speak out against misconduct and illegal and inappropriate behaviour Report apparent conflicts of interest 	Foundational
 Relationships	Commit to Customer Service Provide customer-focused services in line with public sector and organisational objectives	<ul style="list-style-type: none"> Recognise the importance of customer service and understanding customer needs Help customers understand the services that are available Take responsibility for delivering services that meet customer requirements Keep customers informed of progress and seek feedback to ensure their needs are met Show respect, courtesy and fairness when interacting with customers Recognise that customer service involves both external and internal customers 	Foundational
 Results	Demonstrate Accountability Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	<ul style="list-style-type: none"> Be proactive in taking responsibility and being accountable for own actions Understand delegations and act within authority levels Identify and follow safe work practices, and be vigilant about own and others' application of these practices Be aware of risks and act on or escalate risks, as appropriate Use financial and other resources responsibly 	Intermediate
 Business Enablers	Technology Understand and use available technologies to maximise efficiencies and effectiveness	<ul style="list-style-type: none"> Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks Use available technology to improve individual performance and effectiveness Make effective use of records, information and knowledge management functions and systems Support the implementation of systems improvement initiatives, and the introduction and roll-out of new technologies 	Intermediate

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

COMPLEMENTARY CAPABILITIES			
Capability group/sets	Capability name	Description	Level
 Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Foundational
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Foundational
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Foundational
 Relationships	Communicate Effectively	Communicate clearly, actively listen to others, and respond with understanding and respect	Foundational
	Work Collaboratively	Collaborate with others and value their contribution	Intermediate
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Foundational
 Results	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Foundational
	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Foundational
	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Foundational
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational
	Project Management	Understand and apply effective planning, coordination and control methods	Foundational