

# Role Description

## Senior Fisheries Scientist

Cluster	Regional NSW
Agency	Department of Primary Industries
Division/Branch/Unit	DPI Fisheries/Fisheries Research
Location	Various
Classification/Grade/Band	Scientific Officer Grade 3/4
Role Family	Adapted/Science and Engineering/Lead
ANZSCO Code	234399
PCAT Code	1119192
Date of Approval	April 2018 (updated November, 2019, February and October 2020)
Agency Website	<a href="http://www.dpi.nsw.gov.au/">www.dpi.nsw.gov.au/</a>

### 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

Develop and manage fisheries scientific research programs and projects in collaboration with the Research Leader; conduct research, prepare scientific reports for peer review and publication; identify and leverage potential funding sources and lead a team of multi-disciplined specialists to deliver high levels of professional services.

## Key accountabilities

- Develop and manage a portfolio of scientific research projects and program plans in consultation with Fisheries managers, stakeholders and funding bodies.
- Prepare and review high quality scientific information for publication in journals, books or other resources; present findings at a range of forums to disseminate scientific data and information to fisheries management, industry and community groups and ensure scientific rigour is maintained.
- Collaborate and consult with the Research Leader to identify and define Fisheries research priorities, programs and projects, emerging issues and staff-related matters and contribute to the development, implementation and evaluation of fisheries policy.
- Identify potential external funding sources and grants, and develop strategies to supplement the DPI Fisheries core funding for Fisheries scientific research and related programs.
- Provide timely, expert advice and recommendations to the Director of Fisheries Research, Research Leader and Senior Scientists and provide accurate and timely advice to key stakeholder groups, including fisheries managers.
- Build and maintain effective stakeholder relationships to maximise the efficient and effective completion of surveys or experiments and delivery of projects.
- Manage a team of multi discipline specialists, assign work and oversee work performance and facilitate their ongoing professional development.
- Represent DPI Fisheries in a professional manner at research conferences, stakeholder meetings etc and promote the research activities of DPI Fisheries at external events to ensure the integration of science in industry and government planning.

## Key challenges

- Conducting, analysing and validating results of research projects within a given timeframe to ensure that information is available as rapidly as possible to enable appropriate policies to be developed. This requires forward planning and consultation to develop research projects that will meet anticipated information needs into the future.
- Achieving and maintaining scientific excellence with research results recognised as being objective and without bias; ensuring that rigorous science is done to provide the strongest support possible for the management activities of DPI Fisheries and includes delivering scientific manuscripts to international journal publication standards, and high-quality internal reports.
- Contributing to the development and maintenance of existing collaborative links with appropriate external research institutions as well as other NSW agency researchers to ensure maximum efficiency in the use of research resources and accessing an appropriate share of research funds by producing relevant, high quality and cost effective research proposals and grant applications.

## Key relationships

Who	Why
<b>Internal</b>	
Research Leaders, Senior Research Scientists, Fisheries Compliance Officers, Fisheries Managers ,	<ul style="list-style-type: none"><li>• Exchange information, provide advice and collaborate on cross division and agency projects.</li></ul>

Who	Why
Department of Industry corporate	
<b>External</b>	
Universities and other tertiary institutions	<ul style="list-style-type: none"> <li>• Liaise on joint research projects and exchange information.</li> </ul>
The Fisheries Scientific Committee, Commercial and recreational fishers, key stakeholders and members of the public	<ul style="list-style-type: none"> <li>• Represent DPI Fisheries, advocate relevant policies, provide information, receive feedback and promote the work of DPI Fisheries.</li> </ul>
Funding Bodies	<ul style="list-style-type: none"> <li>• Liaise with funding bodies to secure funding opportunities.</li> </ul>

## Role dimensions

### Decision making

- The role operates independently and determines priorities within agreed work plans and is fully accountable for the quality, integrity and the accuracy of specialist advice provided.
- The role balances the demands and priorities of the diverse research programs within the section and ensures they are aligned with the broader goals of the Branch and DPI Fisheries.

### Reporting line

Research Leader

### Direct reports

Scientific Officers; Fisheries Technicians; External Contractors; and Project Officers

### Budget/Expenditure

Up to \$0.5m

### Essential requirements

- Qualifications in accordance with the Scientific Officers, Various Departments Agreement No. 2433 of 1982, along with relevant qualifications and experience in the areas of experimental design and aquatic science.
- Detailed knowledge and experience of issues relating to the sustainable management of fisheries resources in NSW.






### 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](http://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
 <b>Personal Attributes</b>	Display Resilience and Courage	Intermediate
	<b>Act with Integrity</b>	<b>Adept</b>
	Manage Self	Adept
	Value Diversity	Intermediate
 <b>Relationships</b>	<b>Communicate Effectively</b>	<b>Adept</b>
	<b>Commit to Customer Service</b>	<b>Intermediate</b>
	<b>Work Collaboratively</b>	<b>Adept</b>
	Influence and Negotiate	Adept
 <b>Results</b>	<b>Deliver Results</b>	<b>Adept</b>
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	<b>Demonstrate Accountability</b>	<b>Intermediate</b>
 <b>Business Enablers</b>	Finance	Intermediate
	<b>Technology</b>	<b>Intermediate</b>
	Procurement and Contract Management	Intermediate
	<b>Project Management</b>	<b>Advanced</b>
 <b>People Management</b>	<b>Manage and Develop People</b>	<b>Adept</b>
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Adept
	Manage Reform and Change	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
<b>Personal Attributes</b> Act with Integrity	Adept	<ul style="list-style-type: none"> <li>Represent the organisation in an honest, ethical and professional way and encourage others to do so</li> <li>Demonstrate professionalism to support a culture of integrity within the team/unit</li> <li>Set an example for others to follow and identify and explain ethical issues</li> <li>Ensure that others understand the legislation and policy framework within which they operate</li> <li>Act to prevent and report misconduct, illegal and</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		inappropriate behaviour
<b>Relationships</b> Communicate Effectively	Adept	<ul style="list-style-type: none"> <li>• Tailor communication to the audience</li> <li>• Clearly explain complex concepts and arguments to individuals and groups</li> <li>• Monitor own and others' non-verbal cues and adapt where necessary</li> <li>• Create opportunities for others to be heard</li> <li>• Actively listen to others and clarify own understanding</li> <li>• Write fluently in a range of styles and formats</li> </ul>
<b>Relationships</b> Commit to Customer Service	Intermediate	<ul style="list-style-type: none"> <li>• Support a culture of quality customer service in the organisation</li> <li>• Demonstrate a thorough knowledge of the services provided and relay to customers</li> <li>• Identify and respond quickly to customer needs</li> <li>• Consider customer service requirements and develop solutions to meet needs</li> <li>• Resolve complex customer issues and needs</li> <li>• Co-operate across work areas to improve outcomes for customers</li> </ul>
<b>Relationships</b> Work Collaboratively	Adept	<ul style="list-style-type: none"> <li>• Encourage a culture of recognising the value of collaboration</li> <li>• Build co-operation and overcome barriers to information sharing and communication across teams/units</li> <li>• Share lessons learned across teams/units</li> <li>• Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work</li> </ul>
<b>Results</b> Deliver Results	Adept	<ul style="list-style-type: none"> <li>• Take responsibility for delivering on intended outcomes</li> <li>• Make sure team/unit staff understand expected goals and acknowledge success</li> <li>• Identify resource needs and ensure goals are achieved within budget and deadlines</li> <li>• Identify changed priorities and ensure allocation of resources meets new business needs</li> <li>• Ensure financial implications of changed priorities are explicit and budgeted for</li> <li>• Use own expertise and seek others' expertise to achieve work outcomes</li> </ul>
<b>Results</b> Demonstrate Accountability	Intermediate	<ul style="list-style-type: none"> <li>• Take responsibility and be accountable for own actions</li> <li>• Understand delegations and act within authority levels</li> <li>• Identify and follow safe work practices, and be vigilant about their application by self and others</li> <li>• Be alert to risks that might impact the completion of an activity and escalate these when identified</li> <li>• Use financial and other resources responsibly</li> </ul>
<b>Business Enablers</b> Technology	Intermediate	<ul style="list-style-type: none"> <li>• Apply computer applications that enable performance of more complex tasks</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> <li>• Apply practical skills in the use of relevant technology</li> <li>• Make effective use of records, information and knowledge management functions and systems</li> <li>• Understand and comply with information and communications security and acceptable use policies</li> <li>• Support the implementation of systems improvement initiatives and the introduction and roll-out of new technologies</li> </ul>
<b>Business Enablers</b> Project Management	Advanced	<ul style="list-style-type: none"> <li>• Prepare scope and business cases for more ambiguous or complex projects including cost and resource impacts</li> <li>• Access key subject-matter experts' knowledge to inform project plans and directions</li> <li>• Implement effective stakeholder engagement and communications strategy for all stages of projects</li> <li>• Monitor the completion of projects and implement effective and rigorous project evaluation methodologies to inform future planning</li> <li>• Develop effective strategies to remedy variances from project plans, and minimise impacts</li> <li>• Manage transitions between project stages and ensure that changes are consistent with organisational goals</li> </ul>
<b>People Management</b> Manage and Develop People	Adept	<ul style="list-style-type: none"> <li>• Define and clearly communicate roles and responsibilities to achieve team/unit outcomes</li> <li>• Negotiate clear performance standards and monitor progress</li> <li>• Develop team/unit plans that take into account team capability, strengths and opportunities for development</li> <li>• Provide regular constructive feedback to build on strengths and achieve results</li> <li>• Address and resolve team and individual performance issues, including unsatisfactory performance in a timely and effective way</li> <li>• Monitor and report on performance of team in line with established performance development frameworks</li> </ul>