

Role Description

Research Leader Aquaculture Research



Cluster	Regional NSW
Agency	Department of Primary Industries
Division/Branch/Unit	DPI Fisheries / Fisheries Research
Location	Port Stephens
Classification/Grade/Band	Clerk 11/12
Role Family (<i>internal use only</i>)	Adapted/Science and Engineering/Lead
ANZSCO Code	132511
PCAT Code	111 91 92
Date of Approval	6 June 2018 (updated 7 March 2019 and February and October 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

Provides leadership in aquaculture research; coordinates and manages high quality research; provides expert guidance and scientific advice on aquaculture issues and related issues to the Director Fisheries Research and other Fisheries Directors; supports the delivery of world's best practice research and scientific advice about the sustainable management and economic growth of aquaculture..

Key accountabilities

- Direct the operations of the sub-unit including the physical, financial and human resources, operational priorities and policies ensuring agreed outcomes are achieved, are relevant and well aligned with the needs of key stakeholders.
- Establish processes and an operating environment to ensure all research and scientific activities occur at the highest quality, at world's best-practice standards, including the regular publication of work in peer-reviewed journals and at national or international conferences.
- Lead and manage reporting staff including implementing performance management processes, analysing training needs and providing relevant training and professional development program, preparing and implementing work plans that are quality assured and risk based.
- Contribute to the overall performance of DPI Fisheries through active participation in the Fisheries Research Unit Management Team and by monitoring and reporting on performance against key deliverables.
- Mentor research scientists and facilitate their ongoing professional development and provide leadership, direction and support to ensure Research and Development (R&D) targets are met.
- Provide timely, expert advice to the Director of Fisheries Research and other relevant Fisheries Directors on the research needed to ensure policies and regulation in NSW aquaculture are based on sound evidence and analysis.
- Build and maintain effective relationships with key internal and external stakeholders including industry groups, tertiary education establishments and other research providers to advise on relevant scientific policy, provide information about the sub-unit operations and to increase investment in aquaculture research to support economic growth in aquaculture and NSW DPI science and research generally.
- Promote the activities of the sub-unit to appropriate media outlets to ensure the public are informed of the research and scientific activities achieved; regularly interact with the media, particularly on issues related to aquaculture and represent DPI Fisheries at relevant forums to ensure intra-state and national research is targeting priority R&D activities in aquaculture research.

Key challenges

- Contributing to the development of research priorities for the sub-unit given that there may be conflicting priorities across DPI Fisheries and DPI and that decisions require input from various sources such as the Community, Government, Executive, Industry and Funding bodies.
- Ensuring all research and other scientific activities within the sub-unit are of the highest quality and to world's best-practice standards.
- Pursuing a high level of external income consistent with priorities for DPI Fisheries.

Key relationships

Who	Why
Internal	
Director Fisheries Research	<ul style="list-style-type: none">• Receive broad guidance, support the development and implementation of research priorities for DPI Fisheries,• Provide expert advice and exchanges information
Direct and Indirect Reports	<ul style="list-style-type: none">• Provide general guidance, manage employees effectively and encourage a positive culture of strong performance
Senior Executives	<ul style="list-style-type: none">• Advise and support the Deputy Director General DPI Fisheries and

Who	Why
	other members of the senior executive management team as required
Fisheries Managers	<ul style="list-style-type: none"> Advise on aquaculture and related science as required
External	
Key Stakeholders	<ul style="list-style-type: none"> Communicate to relevant agencies about sub-unit outcomes to help contribute to the objectives of the Fisheries Research unit
Funding Providers	<ul style="list-style-type: none"> Liaise with and contribute to decision making for external alliances with the sub-unit and Branch and deal with budgetary issues that may arise
Media	<ul style="list-style-type: none"> Explain and deliver scientific information
Committees	<ul style="list-style-type: none"> Provide advice to committees

Role dimensions

Decision making

The Research Leader Aquaculture Research has authority to make the following decisions, within the Department's financial and non-financial delegations, without referral to its manager: prioritising the sub-unit's activities; allocating human, financial and physical resources within the sub-unit; assisting with development of strategic alliances between the sub-unit and other units or organisations; approving staff work-plans; developing operational structures, projects and budgets and all Board and Committee responses.

Reporting line

The Research Leader reports to the Director Fisheries Research

Direct reports

Four direct reports and at least 13 indirect reports

Budget/Expenditure

Approximate overall Budget of \$3m

Essential requirements






- PhD level qualification in a relevant field or equivalent relevant skills and experience
- Experience in leading, mentoring and managing senior science professionals and in leading fisheries research
- Extensive knowledge and experience in collaborative research projects
- Well developed financial management and sound knowledge and experience of industry funding operations and government department operations to deal effectively and efficiently with these bodies

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	Adept
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Advanced
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Adept
	Project Management	Advanced
 People Management	Manage and Develop People	Advanced
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Adept

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	Adept	<ul style="list-style-type: none"> Represent the organisation in an honest, ethical and

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Act with Integrity		<ul style="list-style-type: none"> professional way and encourage others to do so Demonstrate professionalism to support a culture of integrity within the team/unit Set an example for others to follow and identify and explain ethical issues Ensure that others understand the legislation and policy framework within which they operate Act to prevent and report misconduct, illegal and inappropriate behaviour
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none"> Tailor communication to the audience Clearly explain complex concepts and arguments to individuals and groups Monitor own and others' non-verbal cues and adapt where necessary Create opportunities for others to be heard Actively listen to others and clarify own understanding Write fluently in a range of styles and formats
Relationships Commit to Customer Service	Adept	<ul style="list-style-type: none"> Take responsibility for delivering high quality customer-focused services Understand customer perspectives and ensure responsiveness to their needs Identify customer service needs and implement solutions Find opportunities to co-operate with internal and external parties to improve outcomes for customers Maintain relationships with key customers in area of expertise Connect and collaborate with relevant stakeholders within the community
Relationships Influence and Negotiate	Adept	<ul style="list-style-type: none"> Negotiate from an informed and credible position Lead and facilitate productive discussions with staff and stakeholders Encourage others to talk, share and debate ideas to achieve a consensus Recognise and explain the need for compromise Influence others with a fair and considered approach and sound arguments Show sensitivity and understanding in resolving conflicts and differences Manage challenging relations with internal and external stakeholders Pre-empt and minimise conflict
Results Deliver Results	Advanced	<ul style="list-style-type: none"> Drive a culture of achievement and acknowledge input of others Investigate and create opportunities to enhance the achievement of organisational objectives Make sure others understand that on-time and on-budget results are required and how overall success is defined Control output of business unit to ensure government

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<p>outcomes are achieved within budget</p> <ul style="list-style-type: none"> Progress organisational priorities and ensure effective acquisition and use of resources Seek and apply the expertise of key individuals to achieve organisational outcomes
Results Plan and Prioritise	Adept	<ul style="list-style-type: none"> Take into account future aims and goals of the team/unit and organisation when prioritising own and others' work Initiate, prioritise, consult on and develop team/unit goals, strategies and plans Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses Ensure current work plans and activities support and are consistent with organisational change initiatives Evaluate achievements and adjust future plans accordingly
Results Demonstrate Accountability	Adept	<ul style="list-style-type: none"> Assess work outcomes and identify and share learnings to inform future actions Ensure that actions of self and others are focused on achieving organisational outcomes Exercise delegations responsibly Understand and apply high standards of financial probity with public monies and other resources Identify and implement safe work practices, taking a systematic risk management approach to ensure health and safety of self and others Conduct and report on quality control audits Identify risks to successful achievement of goals, and take appropriate steps to mitigate those risks
Business Enablers Project Management	Advanced	<ul style="list-style-type: none"> Prepare scope and business cases for more ambiguous or complex projects including cost and resource impacts Access key subject-matter experts' knowledge to inform project plans and directions Implement effective stakeholder engagement and communications strategy for all stages of projects Monitor the completion of projects and implement effective and rigorous project evaluation methodologies to inform future planning Develop effective strategies to remedy variances from project plans, and minimise impacts Manage transitions between project stages and ensure that changes are consistent with organisational goals
People Management Manage and Develop People	Advanced	<ul style="list-style-type: none"> Refine roles and responsibilities over time to achieve better business outcomes Recognise talent, develop team capability and undertake succession planning Coach and mentor staff and encourage professional development and continuous learning

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none">• Provide timely, constructive and objective feedback to staff• Address and resolve team and individual performance issues, including serious unsatisfactory performance, in a timely and effective way• Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives