

# Role Description

## 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 1/2
Role Family	Bespoke/Science & Engineering/Delivery
ANZSCO Code	234399
PCAT Code	1119192
Date of Approval	July 2017 (Updated November 2019 and 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

Contribute to the design, implementation, field and laboratory work, required under fisheries scientific research programs and contribute to the development and coordination of research projects that are part of the Fisheries NSW Strategic Research Plan 2014-2018.

## Key accountabilities

- Supervise and undertake fisheries scientific research programs including training and directing staff in experimental protocols and ensuring relevant experiments and activities are completed within budget and within appropriate time and quality standards.
- Maintain databases, manipulate data and undertake comprehensive statistical analyses ensuring optimal accuracy and integrity of data.
- Provide information, advice and recommendations to the Director of Fisheries Research, Research Leader and Senior Scientists as requested or anticipated; provide accurate and timely advice to key stakeholder groups, including fisheries managers.
- Publish scientific findings; present research findings to fisheries management, industry and community groups; produce and publish written reports and scientific papers in international journals.
- Manage reporting staff and external contractors to assist with field and laboratory work; develop and manage individual technician work-plans and facilitate their ongoing professional development.
- Manage the Fisheries Research Unit's operations including preparing, reviewing and reporting on budgets, staff allocation, work schedules and staff outcomes.
- Represent NSW DPI Fisheries at research conferences, stakeholder meetings, etc and promote the research activities of NSW 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 and developing new research projects by undertaking forward planning and consultation that will meet anticipated information needs into the future.
- Achieving and maintaining scientific excellence and scientific papers with research results recognised as being objective and without bias; ensuring that rigorous science is done within the ambit of DPI Fisheries.
- 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>	
Senior Research Scientists	<ul style="list-style-type: none"><li>• Receive broad guidance, exchange information and provide scientific advice</li></ul>
Research Leaders, Fisheries Compliance and Biosecurity Officers, Fisheries Managers ,Corporate Services staff	<ul style="list-style-type: none"><li>• Exchange information, provide advice and collaborate on cross division and agency projects</li></ul>
<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>

Who	Why
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.</li> </ul>

## Role dimensions

### Decision making

- The role operates with some level of autonomy within the parameters of agreed work plans and delegations, and is accountable for the delivery of work assignment and projects within designated timeframes.
- Makes effective day to day decisions to complete research program and/or project tasks in a cost effective way and to consult with the Senior Fisheries Scientist/Manager where required.
- Exercises initiative, but liaise and seek approval from Senior Fisheries Scientists/Managers before modifying changes to research programs and/or projects.

### Reporting line

Senior Research Scientist/Manager

### Direct reports

Up to five direct reports

### Budget/Expenditure

The officer will only be responsible for funding they have externally sourced. This could be up to the value of \$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.
- Experience in seeking and securing competitive research grants.
- Demonstrated ability in maintaining databases, manipulate data and undertake comprehensive statistical analyses.

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

## 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	Intermediate	<ul style="list-style-type: none"> <li>• Represent the organisation in an honest, ethical and professional way</li> <li>• Support a culture of integrity and professionalism</li> <li>• Understand and follow legislation, rules, policies, guidelines and codes of conduct</li> <li>• Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct</li> <li>• Recognise and report misconduct, illegal or inappropriate behaviour</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
<b>Relationships</b> Commit to Customer Service	Foundational	<ul style="list-style-type: none"> <li>Report and manage apparent conflicts of interest</li> <li>Show respect, courtesy and fairness when interacting with customers</li> <li>Understand the importance of customer service</li> <li>Help customers understand the services that are available</li> <li>Take responsibility for delivering services which meet customer requirements</li> <li>Keep customers informed of progress and seek feedback to ensure their needs are met</li> </ul>
<b>Relationships</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> <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	Adept	<ul style="list-style-type: none"> <li>Prepare clear project proposals and define scope and goals in measurable terms</li> <li>Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements</li> <li>Prepare accurate estimates of costs and resources required for more complex projects</li> <li>Communicate the project strategy and its expected benefits to others</li> <li>Monitor the completion of project milestones against goals and initiate amendments where necessary</li> <li>Evaluate progress and identify improvements to inform future projects</li> </ul>
<b>People Management</b> Manage and Develop People	Intermediate	<ul style="list-style-type: none"> <li>Ensure that roles and responsibilities are clearly communicated</li> <li>Collaborate on the establishment of clear performance standards and deadlines in line with established performance development frameworks</li> <li>Develop team capability and recognise and develop potential in people</li> <li>Be constructive and build on strengths when giving feedback</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"><li>• Identify and act on opportunities to provide coaching and mentoring</li><li>• Recognise performance issues that need to be addressed and work towards resolution of issues</li></ul>