

# Role Description

## Shark Meshing Observer

Cluster	Regional NSW
Agency	Department of Primary Industries
Division/Branch/Unit	DPI Fisheries/Aboriginal Fishing & Marine & Coastal Environments /Shark Programs
Location	Various
Classification/Grade/Band	Fisheries Technician Grade 1-2
Role Family <i>(internal use only)</i>	Bespoke/ Science Technician/ Deliver
ANZSCO Code	311413
PCAT Code	1119192
Date of Approval	June 2017 (updated June 2019, February 2020 and September 2020)
Agency Website	<a href="http://www.dpi.nsw.gov.au">http://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

The role provides support to the Shark Meshing Program through the observation and documentation of information associated with contractor meshing operations and the collection of appropriate biological samples.

### Key accountabilities

- Observe and document the procedures involved in the setting, hauling or running of nets within the SMP region to ensure it is being undertaken in accordance with all departmental terms and conditions.

- Assist in the identification of all species caught in the nets; and take biological samples as required by the Shark Scientist. Deliver all biological samples to the appropriate end point.
- Assist in the transportation and storage of biological samples to and from various locations.
- Ensure all data associated with animals caught in nets is recorded accurately and in full in the Department's record keeping system. This includes the timely transfer of data from electronic reporting applications into departmental databases.
- Ensure all acoustic warning devices are working correctly, and inform the Shark Meshing Supervisor and/or Senior Fisheries Technician of any issues.
- 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

- Biological sampling in a potentially hazardous environment under a variety of hydrological and climatic conditions and interacting with private contractors and deck hands.
- Consistently and accurately identifying marine species, especially sharks
- Adhering to line reporting and confidentiality given the often fast-paced and contentious nature of the Shark Meshing Program.

## Key relationships

Who	Why
<b>Internal</b>	
Shark Manager, Shark Programs	<ul style="list-style-type: none"> <li>• Discuss work plan and liaise with role where resource needs may conflict.</li> </ul>
Shark Scientist	<ul style="list-style-type: none"> <li>• Liaise with the role on biological sampling requirements when required</li> </ul>
Senior Shark Meshing Observer (Snr Fish Tech Grade 2-3)	<ul style="list-style-type: none"> <li>• Liaise with the role on biological sampling requirements when required</li> <li>• Liaise with the role on equipment requirements (pingers etc)</li> <li>• Liaise with the role for catch pickup and transport as required</li> </ul>
<b>External</b>	
Shark Meshing Contractors	<ul style="list-style-type: none"> <li>• SMP Observers will regularly liaise with contractors and the general public when undertaking field work.</li> </ul>
Suppliers and tradespeople	<ul style="list-style-type: none"> <li>• Liaise with suppliers and tradespeople where required.</li> </ul>

## Role dimensions

### Decision making

- Provide assistance to plan and schedule observation activities.
- Assist with making on-ground decisions but liaise and seek approval from the Shark Meshing Supervisor and/or Shark Scientist 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

Senior Manager, Shark Programs

## Direct reports

Nil

## Budget/Expenditure

Nil

## Essential requirements

- Qualifications in accordance with the Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award.
- Experience in the identification of a variety of marine species; especially shark species.
- Experienced in biological sampling in a marine environment, using sampling equipment and techniques.
- Current first aid certificate and NSW Driver Licence.
- Ability and willingness to work at sea for extended periods of time under a variety of hydrological and climatic conditions.





## 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>Foundational</b>
	Manage Self	Foundational
	Value Diversity	Foundational
 <b>Relationships</b>	Communicate Effectively	Foundational
	<b>Commit to Customer Service</b>	<b>Foundational</b>
	Work Collaboratively	Intermediate
	Influence and Negotiate	Foundational
 <b>Results</b>	Deliver Results	Foundational
	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	<b>Demonstrate Accountability</b>	<b>Intermediate</b>
 <b>Business Enablers</b>	Finance	Foundational
	<b>Technology</b>	<b>Intermediate</b>
	Procurement and Contract Management	Foundational
	Project Management	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	Foundational	<ul style="list-style-type: none"> <li>Behave in an honest, ethical and professional way</li> <li>Take opportunities to clarify understanding of ethical behaviour requirements</li> <li>Identify and follow legislation, rules, policies, guidelines and codes of conduct that apply to your role</li> <li>Speak out against misconduct, illegal and inappropriate behaviour</li> <li>Report apparent conflicts of interest</li> </ul>
<b>Relationships</b> Commit to Customer Service	Foundational	<ul style="list-style-type: none"> <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>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
<b>Results</b> Demonstrate Accountability	Intermediate	<ul style="list-style-type: none"> <li>• Show respect, courtesy and fairness when interacting with customers Understand the importance of customer service</li> <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>