The Australian Institute of Marine Science acknowledges the Traditional Owners of the land and sea on which we work. We recognise the unique relationships and enduring cultural and spiritual connection that Aboriginal and Torres Strait Islander people have to land and sea, and pay our respects to Elders past, present and future.

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The Australian Institute of Marine Science is a corporate Commonwealth entity established under the Australian Institute of Marine Science Act 1972 (AIMS Act). As Australia’s tropical marine research agency, it is our mission to provide the research and knowledge of Australia’s tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

To accomplish our mission, AIMS delivers independent science to help realise three key long-term impacts for the nation:

- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

Our research is focused on the priorities of our stakeholders, including Commonwealth, state and territory governments, industry and Traditional Owners. Our research continues to:

- Underpin Australia’s environmental management of the Great Barrier Reef (GBR) to ensure that this World Heritage Area remains healthy and resilient.
- Support the sustainable development of coastal industries and ports across northern Australia.
- Provide the environmental baselines and condition and risk assessments required for current and future resource and industrial developments in Northern Australia.

THE WAY WE WORK

**OUR VALUES**

- Care for ourselves and others in all that we do
- Together we create impact

**PASSION**

- Energy that inspires excellence

**INTEGRITY**

- Always transparent, ethical and objective

**INNOVATION**

- Vision and creativity to solve big challenges

**RESPECT**

- Treat everyone with dignity, value diversity, support others

**ENVIRONMENT**

- Minimise our footprint
Our Sustainable Use of North-West Marine Ecosystems Research Program

AIMS established a presence in Western Australia over twenty-five years ago to address the emerging requirements of the offshore oil and gas industry for tropical marine environmental baseline information, but also in recognition of the unique and poorly understood marine systems in North-West Australia.

The mission of the Sustainable Use of North-West Marine Ecosystems Program is to undertake science and deliver knowledge to provide a comprehensive understanding of Australia’s northern and north-western marine ecosystems and inform sustainable use and management of marine resources in the region.

Our Sustainable Use of North-West Marine Ecosystems Research Program focuses on five key challenges for sustainable resource management: climate change, pressures on marine ecosystems, opportunities in blue carbon, documenting and conserving biodiversity, and monitoring ecosystem change. These challenges shape the strategic objectives of the Research Program that align with AIMS Strategy 2025:

- Design of regional assessment and monitoring plan and gap analysis tool for North-West Australia.
- Develop and test a predictive model of benthic communities on reefs and shoals.
- Region-wide analysis of fauna abundance, distribution, and critical areas with a focus on breeding, nesting, calving grounds and nursery areas of key threatened and endangered marine species.

Our success within each of these challenges is underpinned by science to understand the biology and ecology of key species and ecosystems, efficient and effective data acquisition and interpretation using the latest technology, and right-way research undertaken with acknowledgment and in collaboration with Traditional Owners to benefit from the integration of Traditional Ecological Knowledge with Western science. Outcomes from our science address the specific needs of key stakeholders, resource managers and policy makers, and we aim to deliver positive impacts to people, industry, and ecosystems through facilitating long-term engagement with our stakeholders upon delivery of our research outputs.

Our Perth Research Facility operates out of the Indian Ocean Marine Research Centre at the University of Western Australia and is located at the hub of marine-based industries on the Western Australian coast. Research delivery within Program 3 is via three Research Teams spread across our Perth and Darwin Research Facilities. These teams include Ecological and Biological Monitoring, Marine Megafauna, and Spatial Ecology and Environmental Data Science. Capability within Program 3 is diverse and key strengths include coral and fish ecology, benthic ecology, habitat mapping and predictive modelling, remote sensing, long-term monitoring, Traditional Owner engagement, effects of marine noise, animal tracking, threatened species/marine fauna, and machine learning.
Research Program Director

Reporting directly to our Chief Executive Officer, the Research Program Director will further develop and foster a strong and positive organisational culture and will promote science excellence and the role of AIMS as provider of world-class science knowledge and as trusted advisor to both private and public sector institutions. AIMS research is driven by the needs of end users in the private and public sectors and is most commonly conducted in partnership with users and collaborations with other R&D institutions.

Based at our Perth Research Facility, the Program Director is responsible for developing and implementing a significant marine research portfolio for North West Australia, through effective research planning and management, stakeholder engagement and capability development. Thus, an important requirement of the position will be to enhance existing partnerships and actively seek to develop new business relationships and funding opportunities which support the continued growth and expansion of our Western Australian interests.

The Program Director leads a team of science and support staff, identifies opportunities, and ensures the delivery of relevant AIMS Strategy 2025 outcomes. Primarily, the Research Program Director functionally manages a team of Perth based researchers however to maximise resource and asset capabilities, AIMS deploys staff and its facilities across all of its sites into major projects and thematic areas of research. As a member of the AIMS Leadership Team (ALT), the Program Director will contribute to the development of AIMS’ strategic research directions and the effective management of research and support activities across all locations and thematic areas.

The Research Program Director will assist in shaping and building AIMS’ cultural aspirations through the development of organisational talent and fostering of leadership effectiveness through year-on-year 360 review feedback. This role will also lead transformational change through effective communication and supporting and encouraging staff initiative and innovation.
Key Position Objectives

- Develop and deliver a research portfolio for North-West Australia which combines innovative, high-quality research with the needs of key stakeholders, especially government and industry.
- Develop and implement an engagement model to build and maintain business relationships with corporate and government sectors.
- Enhance the capacity of AIMS to deliver research outcomes to stakeholders through the development and leadership of partnerships and collaborations with other research agencies in Western Australia, nationally and internationally.
- Build meaningful partnerships with Traditional Owners of sea country to deliver impactful research for both Indigenous and non-Indigenous Australians.
- Manage operational aspects of the AIMS Western Australia facility, including financial, human resource and key partnerships.
Position Responsibilities

1. Research Leadership and Business Development
   - In collaboration with senior scientists at AIMS Perth, the position will provide science leadership through the identification of key strategic science opportunities in North-West Australia and the development of targeted plans and activities to realise these opportunities.
   - Commit to continued growth and expansion of AIMS research in WA and across Northern Australia by actively procuring new partnerships and funding opportunities, consistent with AIMS’ Strategic Plan, Corporate Plan, and the Research and Business Plans.

2. Representation, Liaison, and Reporting
   - Promote an awareness of AIMS and its research to potential partners, clients, and the public of WA.
   - Liaise and/or negotiate with industry, government, and non-government sectors at senior levels to identify and resource future business opportunities for AIMS research within an agreed strategic framework.
   - Manage the timeliness and quality of communications with partners and clients (including reports written by junior staff) with a view to maintaining a reputation for delivering quality professional products that directly address partner needs.
   - Manage and commit to continuous improvement of the delivery of quality scientific research and services, consistent with AIMS’ Quality Policy.

3. Financial Management
   - Work with ALT to ensure that AIMS’ financial targets are achieved.
   - Manage Program budget across multiple teams and projects.
   - Ensure appropriate and efficient use of funds and resources by all staff of the WA Facility.

4. Personnel Management
   - Develop and maintain a high-performing team characterised by positive and constructive behaviours consistent with AIMS’ Values.
   - Promote a safe workplace by ensuring that all staff comply with AIMS’ workplace health and safety policies and procedures.
   - Ensure effective supervision and mentoring for all staff that includes personal development through appropriate training and skill development.
   - Set an example for all staff by personal compliance with the AIMS’ Code of Conduct and ensure that others adhere to the same standards.
1. **Science Outputs**
   - Lead the development and implementation of Research and Business Development Plans for North-West Australia that use world-class science that support AIMS’ Strategic Plan.
   - Lead planning and review performance of team-based research outputs on an annual basis.
   - Develop and lead collaborations with other research agencies that enhance the ability of AIMS to maintain its standing as a key research provider and honest broker.
   - Contribute to the overall planning and management of AIMS research, and related support activities, through active participation in the ALT.
   - Promote the publication of quality research outcomes from the Team in peer-reviewed outlets.

2. **Business Development**
   - Consult extensively with industry and government to determine their strategic needs and identify areas where AIMS can meet these needs on its own or through strategic partnerships.
   - Develop a plan to grow the external revenue of AIMS in WA in order to support ongoing growth in its research portfolio.
   - Develop a strong team-based approach to the identification and realisation of business opportunities and foster a culture of innovative solutions to clients and end-user needs.
   - Track the implementation of the business development plan and the development of project concepts into fully costed proposals and then funded projects.

3. **Occupational Health and Safety**
   - Identify workplace hazards and drive a culture that prioritises safety in the workplace.
   - Immediately report any work-related accident, injury or near accident to the CEO and HSE Coordinator.

4. **Intellectual Assets & Property**
   - Ensure compliance by all staff with AIMS’ Intellectual Property policy, procedures and guidelines.

5. **Delegations**
   - Financial: $500,000 as per AIMS Financial and Contract Delegation Policy.
   - Performance Management: Complete annual performance appraisal for self and direct reports.
   - Recruitment: Recruit staff in line with AIMS’ policies and procedures.
   - Leave: Ensure that all Program staff.

6. **Teamwork/supervisory**
   - Direct Reports: Four Team Leaders.
   - The position will promote multi-disciplinary teamwork that values diversity while supporting AIMS’ goals and objectives.

7. **Internal Organisational Relationship**
   - Regular communication with ALT on operational matters of science and support.
   - Active participation in business planning and monitoring of the project pipeline in collaboration with the Business Services Group.
   - Effective communication with Research Team Leaders and Corporate Service Managers about staff and resource matters as required.
8. **Financial responsibilities and accountabilities**
   - Work with the ALT to ensure that AIMS’ financial targets are achieved.
   - Manage AIMS funds within delegation(s).
   - Comply with AIMS’ Fraud Prevention Plan ensuring the standards of conduct and ethical behaviour required of an AIMS staff member are upheld and that suspected fraudulent activity is prevented and/or reported.

9. **Leadership Capability**
   - Creates whole of organisation alignment.
   - Manages Strategy.
   - Shapes and builds AIMS’s cultural aspiration.
   - Builds effective networks and strategic partnerships in the broader external environment.
   - Builds organisational talent.
   - Shows solidarity once decisions are made.
   - Leads Transformational change.
   - Creates a culture that fosters innovation.
   - Turns insights into commercial opportunities.
   - Shows year-on-year development in leadership performance as measured in 360 review feedback.
Essential Skills and Knowledge:

- Proven ability to develop major scientific research programs in partnership with industry and government along with the ability to attract major investment for these programs.
- Demonstrated ability in planning, budgeting, financial and staff management, resource allocation, and reporting.
- Ability to promote science capability and outcomes to stakeholders and potential clients.
- Ability to operate effectively as a valued contributing member of the ALT.
- Highly developed written and oral communication skills extending to persuasive negotiation and personnel management.
- Advocacy and awareness of Workplace Health and Safety issues and a knowledge of, and commitment to, the principles of Equal Employment Opportunity.
- An understanding of the principles of social innovation and how to drive impacts in the community and among stakeholders (desirable).

Qualifications and Experience:

- International or national reputation as a science research leader with a clear vision and record of delivery.
- PhD qualification (or equivalent industry research experience) in a relevant marine science discipline.
- Proven track record of building and leading high performing multi-disciplinary teams.
- High-level experience in leading and managing multiple science projects and/or a significant science program with a demonstrated commitment and ability to deliver quality outputs in a timely manner.
- Experience in developing business plans, capability/capacity and resource planning, and financial analysis.
- Significant experience in leadership at the science-user interface and development of effective business partnerships across this interface.
- Experience managing industry environmental programs (desirable).
- Tertiary qualifications in an appropriate business discipline (desirable).

Special Requirements:

- Ability to use a range of office technology and equipment, including personal computer, audio-visual and communications equipment.
- Driver’s Licence.
- To be eligible for this position you must be willing and able to undertake significant domestic and international travel.

Position Specification:

- Salary Arrangement ($173,780 to $188,354 per annum).
- Motor vehicle.
- 15.4% superannuation.
- Generous leave provisions.
- Full-time, 5-year opportunity.
- Located in Perth, Western Australia.
About the Location

Perth
Perth is a vibrant city and an exciting hub located on the west coast of Australia. Perth sits along the Swan River and is surrounded by unique landscapes, from Australian bushland in the west to rolling coastline 12 km east of the city.

Perth is a fast-developing region, with a population of over 2 million people. Perth’s diverse economic base is supported by key industries including Professional, Scientific and Technical Services (the largest industry employer), Government and Administration, Resources, and Health.

Perth offers an array of opportunities for residents including exploration of diverse outdoor spaces, world-class national and international cultural and sporting events, architectural and historical attractions, and access to high-quality health, entertainment, medical, educational and sporting facilities. Perth is also recognised as the sunniest capital city in Australia.

More information: www.perth.wa.gov.au
Applications

Your application for this opportunity should include a current curriculum vitae and a written brief, outlining your suitability for the position and addressing the selection criteria listed below. You will also need to provide a statement that reflects your vision for the future of our Sustainable use of North-West Marine Ecosystems Research Program.

**Essential**
- PhD qualification (or equivalent industry research experience) in a relevant marine science discipline.
- A proven research science leader with a clear vision and record of delivery.
- Proven track record of building and leading high performing multi-disciplinary teams.
- Proven ability to develop major scientific research programs in partnership with industry and government along with the ability to attract major investment for these programs.
- Evidence of an ability to foster a collaborative research culture with effective working relationships among researchers from different disciplines and agencies.
- Demonstrated ability at planning, budgeting, financial and staff management, resource allocation, and reporting.
- Highly developed written and oral communication skills extending to persuasive negotiation and sensitive personnel management.
- Advocacy and awareness of Workplace Health and Safety issues and a knowledge of, and commitment to, the principles of Equal Employment Opportunity.

**Highly Desirable**
- Tertiary qualifications in an appropriate business discipline.
- Demonstrated experience developing, resourcing and leading industry funded research programs, especially in the offshore oil and gas sector.
- An understanding of the principles of social innovation and how to drive impacts in the community and among stakeholders.

Shortlisted applicants may be asked to complete a Personal Outlook Analysis Questionnaire using the Birkman Method.

**How to Apply:** Please submit your application via our e-recruitment system.

**Closing Date:** Wednesday 01 July 2020.

**Recruitment Contact:** To arrange for a confidential discussion and/or further information about this exciting opportunity please contact Dr Paul Hardisty at p.hardisty@aims.gov.au