



Australian Government

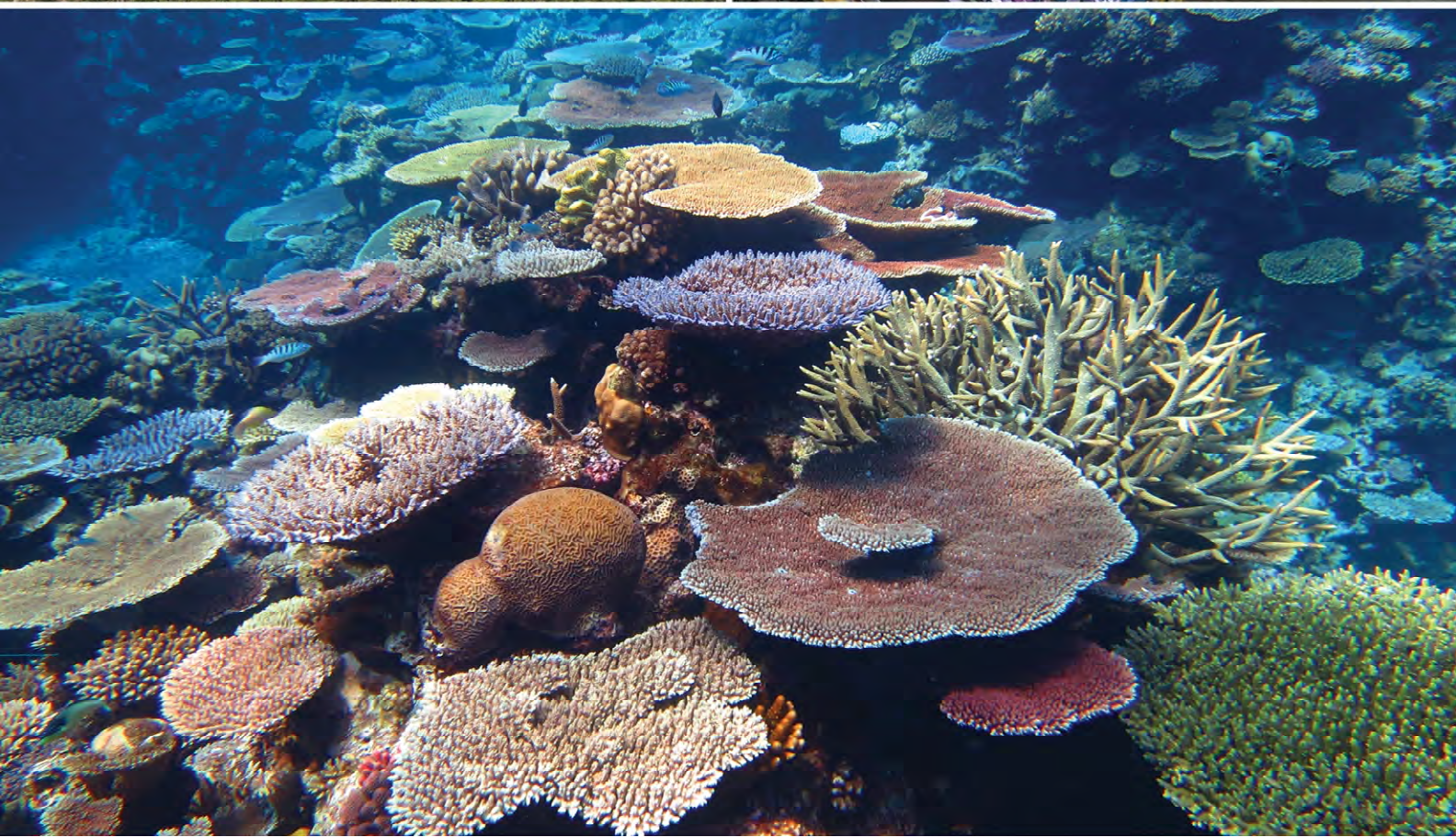


AUSTRALIAN INSTITUTE  
OF MARINE SCIENCE

## Reef Restoration and Adaptation Program Opportunities:

- Experimental Research Technicians
- Field Technicians
- Field and SeaSim Research Assistant

## CANDIDATE INFORMATION PACK





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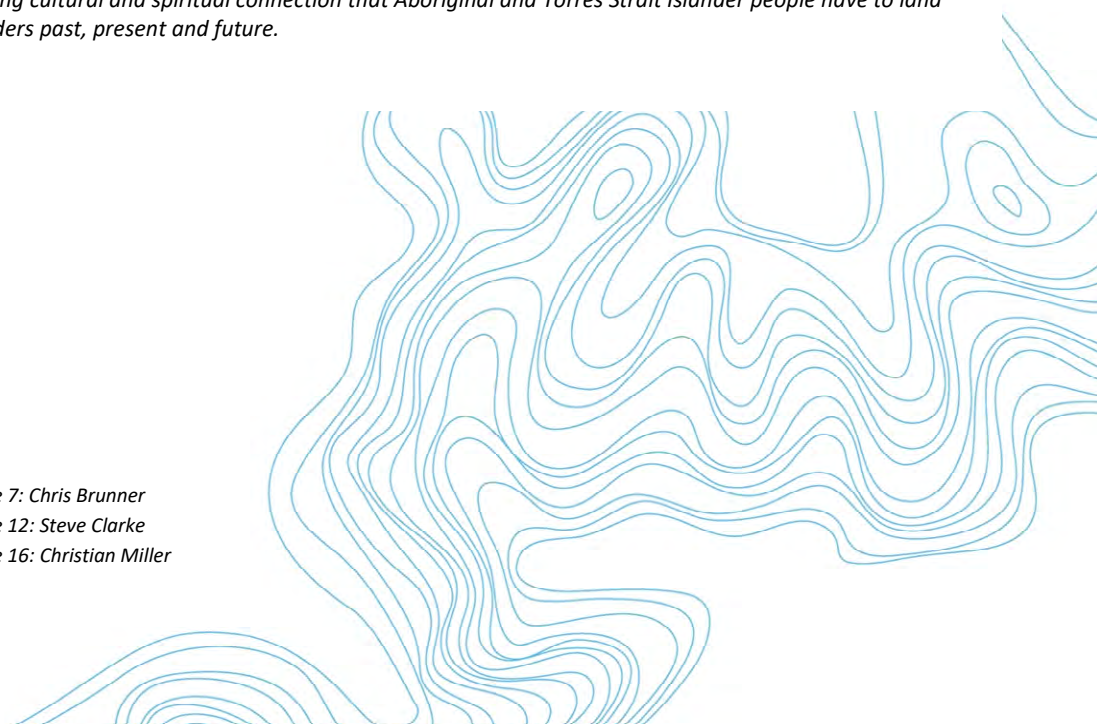


*The Australian Institute of Marine Science acknowledges the Traditional Owners of the land and sea on which we work. We recognise the unique relationships and enduring cultural and spiritual connection that Aboriginal and Torres Strait Islander people have to land and sea, and pay our respects to Elders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

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# About AIMS

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.

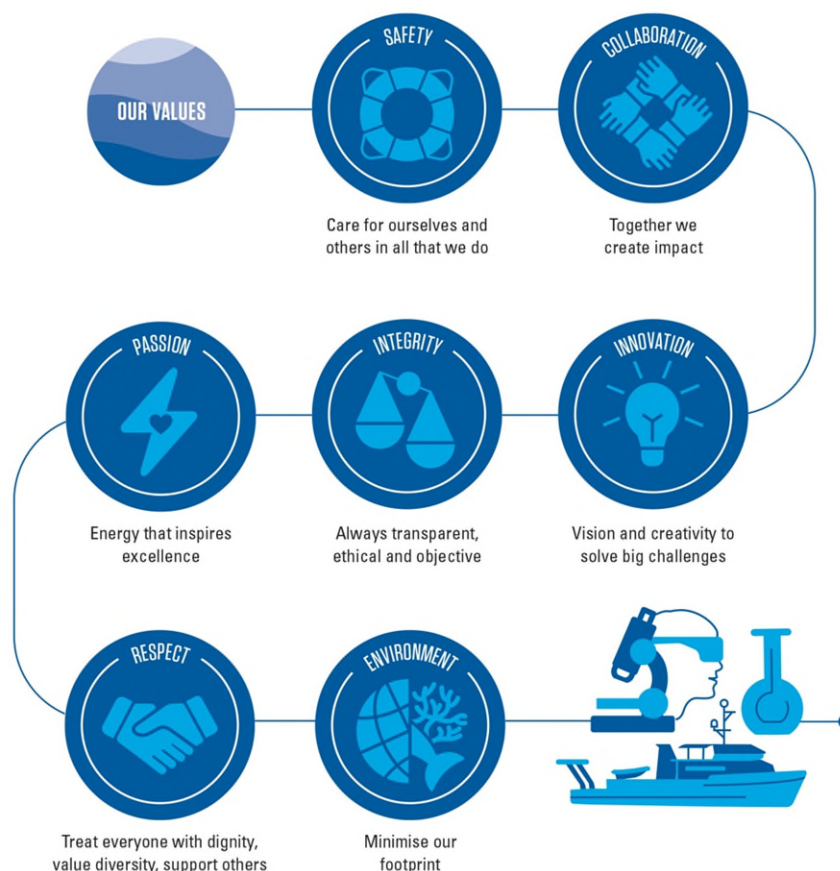
To accomplish our mission, AIMS delivers independent science to help realise three key long-term impacts for the nation:

- 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 Research Program

The Great Barrier Reef program conducts interdisciplinary research to provide managers and policymakers with a better understanding of the Reef's vulnerability to climate change and ocean acidification, and its interactions with local and regional environmental stressors.

## **Reef Restoration and Adaptation Program (RRAP)**

RRAP is the largest, most comprehensive program of its type in the world; a collaboration of leading experts in reef ecology, water and land management, engineering, innovation and social sciences, drawing on the full breadth of Australian expertise and that from around the world. It aims to strike a balance between minimising risk and maximising opportunity to save Reef species and values. Visible from outer space, the Great Barrier Reef is the world's largest living structure and one of the seven wonders of the world.

After completing the world's most rigorous and comprehensive investigation into medium and large-scale reef intervention in 2019, RRAP is now embarking on a long-term R&D program to develop, test and risk-assess novel interventions to help keep the Reef resilient and sustain critical functions and values.

The goal is to provide reef managers and decision-makers with an innovative suite of safe, acceptable and cost-effective interventions to help protect the Reef from the impacts of climate change, in conjunction with best-practice reef management and reducing carbon emissions. RRAP will be in a race against time to produce solutions and will require our best minds to work in partnership across many organisations and fields of expertise. The work is leading-edge, of vital importance to the nation, and will be conducted under intense public scrutiny and significant time pressures.

While RRAP is initially focused on developing technology and solutions to help the Great Barrier Reef, these solutions could also be applied to other reefs in Australia and around the world.

The first five years of the RRAP R&D Program, beginning in 2020, is funded through the \$100M allocated for reef restoration and adaptation science as part of the \$443.3M partnership between the Australian Government's Reef Trust and the Great Barrier Reef Foundation. This is to be supplemented with \$100M each from philanthropy and research providers.

Australia's tropical marine research agency, The Australian Institute of Marine Science (AIMS) is the managing entity for the RRAP R&D Program. Other partners include: CSIRO, Queensland University of Technology, James Cook University, The University of Queensland, Southern Cross University and the Great Barrier Reef Foundation. The R&D proposed within AIMS for which we are currently recruiting falls within three sub-programs: Eco RRAP, Coral Aquaculture and Deployment, and Enhanced Corals and Treatments.



# How to Apply

Your application for an Experimental Research Technician, Field Technician, and/or Field and SeaSim Research Assistant opportunity should include the following documentation:

- Current Resume (including two current references) – up to a maximum of 5 pages preferred;
- Document addressing the key selection criteria and additional essential selection criteria for the position/s you are applying for (please refer to page 6 for the selection criteria to be addressed for these positions); and
- Cover letter addressing your experience, qualifications, and professional capabilities relevant to your preferred position for this application.

**You will only need to submit one application via our website for one, two, or all three of these positions that you are interested in. Please complete your application form via the AIMS website for the position/s you are interested in by order of preference.**

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 [website](#).

Further information on the application process and tips for addressing Selection Criteria are available via our [Recruitment Application Guide](#)

**Closing Date:** Monday 05 October 2020.

**Recruitment Contact:** Position enquiries can be directed to [recruitment@aims.gov.au](mailto:recruitment@aims.gov.au).

# Key Selection Criteria and Additional Essential Criteria

Your application submission should address the following Key Selection Criteria, and the applicable Additional Essential Criteria for the position/s you are interest in applying for. All Key Essential Criteria and the applicable Additional Essential Criteria should be addressed in a single document for the position/s you are applying for. Please refer to our [Recruitment Application Guide](#) for tips on how to address selection criteria for your application.

*For example, if you are applying for an Experimental Research Technician position and the Field and SeaSim Research Assistant position in your application, please address in one document all Key Selection Criteria listed below once, and the Additional Essential Criteria listed below for the Experimental Research Technician and the Field and SeaSim Research Assistant positions.*

## **Key Selection Criteria**

### **Essential:**

- A bachelor's or higher degree with considerable laboratory and field research experience in marine science, coral biology, ecology, evolution, or similar.
- Demonstrated ability to undertake fieldwork research under remote or difficult conditions.
- Demonstrated ability to generate data using one or several approaches including physiological, biochemical, microbial, genetic, histological, and image-based methods.
- Demonstrated experience in the set-up and maintenance of experiments and the collection and curation of samples and data.
- Experience with breeding and/or maintaining corals or related species under aquarium and field conditions.

### **Desirable:**

- Ability to identify key coral species of the Great Barrier Reef.
- Proficiency in data management and analysis programs including Microsoft Excel and R.

## **Additional Essential Criteria**

### **Experimental Research Technician**

- Demonstrated ability to produce written reports, operating procedures, manuscripts or similar.

### **Field Technician**

- Ability to meet AIMS' field work requirements including diving (Dive Coordinator or Scientific Diver minimum) and boating standards to lead and contribute to field experiments on the Great Barrier Reef (see AIMS Fieldwork Requirements as detailed on Page 7).

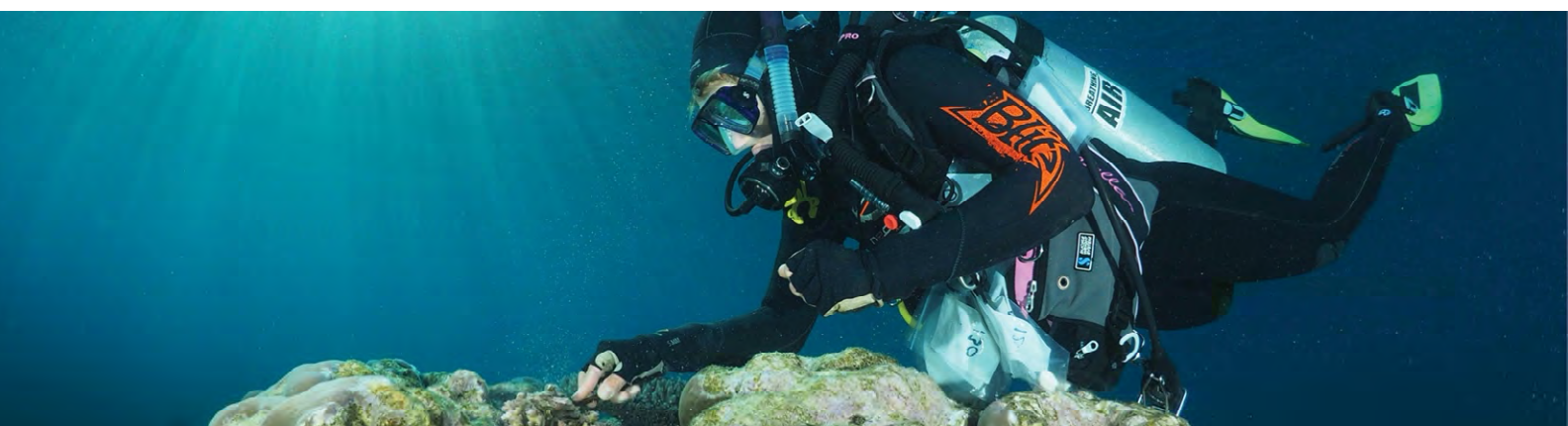
### **Field and SeaSim Research Assistant**

- Demonstrated ability to generate, curate, manipulate and share complex datasets.
- Ability to meet AIMS' field work requirements including diving (Restricted Scientific Diver minimum) and boating standards to organise and conduct fieldwork in remote environments, with a high level of experience with scuba diving, boat operating and underwater surveys (see AIMS Fieldwork Requirements as detailed on Page 7).
- Demonstrated ability to produce written reports, operating procedures, manuscripts or similar.
- Experience in the management of complex research projects including administrative tasks.

# AIMS Fieldwork Requirements\*\*

Diving and boating requirements	Qualification	Dive Hours	First Aid and Medical (can be acquired upon commencement with AIMS support)	Tasks
<b>Restricted Scientific Diver</b>  <i>*Minimum required for Experimental Research Technician and Field and SeaSim Research Assistant positions</i>	Rescue Diver qualification (or equivalent- CMAS 2 star)	30hrs	<ul style="list-style-type: none"> <li>Dive Medical -2299</li> <li>Current First AID (3 yrs.)</li> <li>Current Advanced Resus (1yr)</li> </ul>	<ul style="list-style-type: none"> <li>Act as dive buddy</li> <li>Tasks as approved by ADO</li> <li>15m depth limit</li> </ul>
<b>Scientific Diver</b>  <i>*Minimum required for Field Technician</i>	Min ADAS Restricted- 2815.6	60hrs	<ul style="list-style-type: none"> <li>Dive Medical -2299</li> <li>Current First AID (3 yrs.)</li> <li>Current Advanced Resus (1yr)</li> </ul>	<ul style="list-style-type: none"> <li>Dive Leader, SCUBA operations</li> <li>Scientific SCUBA diving</li> <li>Night diving</li> <li>Low visibility diving</li> </ul>
<b>Dive Coordinator</b>	Min ADAS Restricted- 2815.6	100hrs	<ul style="list-style-type: none"> <li>Dive Medical -2299</li> <li>Current First AID (3 yrs.)</li> <li>Current Advanced Resus (1yr)</li> </ul>	<ul style="list-style-type: none"> <li>Dive supervision, SCUBA operations</li> <li>Dive planning and record keeping</li> <li>Dive Leading</li> <li>Scientific diving</li> <li>Night diving</li> <li>Low visibility diving</li> </ul>
<b>Boat Operator (tender vessels)</b>	<ul style="list-style-type: none"> <li>QLD Recreational Marine Driver's License</li> <li>Short Range Radio Operator certificate (or equivalent)</li> </ul>		<ul style="list-style-type: none"> <li>Current First AID (3 yrs.)</li> <li>Current Advanced Resus (1yr)</li> </ul>	

Table 1: AIMS Fieldwork Requirements for undertaking boating and diving field work.





# Experimental Research Technicians

We are currently seeking Experimental Research Technicians to provide high quality technical assistance for research projects in the Reef Restoration and Adaptation Program. These positions will assist with coral breeding and propagation, data acquisition and analysis, experimental set-up and maintenance, field work (please refer to page 7 of this pack for further details on AIMS' Fieldwork Requirements), and other logistical tasks.

These positions are full-time 2-year opportunities (excluding position number 21419 Microalgal Culturing, which is a part-time 2-year opportunity working 36.75 hours per fortnight) with the potential for extension. These positions will be remunerated at AIMS AOF Level 3 (\$66,089 to \$74,468 per annum).

The research projects that the Experimental Research Technicians will support are as follows:

## ***21417 Aquaculture – Optimising Coral Propagation at Scale***

The key objectives of this project are to:

- Develop and optimise sexual breeding and larval rearing techniques for a core set of coral species.
- Optimise the survival and growth of asexually produced micro-fragments for a core set of coral species.

## ***21418 & 21433 Enhanced Corals and Treatments – Selective Breeding for Assisted Gene Flow (AGF)***

The key objectives of this project are to:

- Determine the feasibility of AGF crossing methods with novel coral species to identify which combinations (intra- and inter-population) are the most advantageous in current and future climates.
- Experimental control of host genetics and symbiont identity to understand which coral holobiont partner(s) are the most important for the trait(s) of interest.

## ***21422 Aquaculture – Deployment Devices***

Key objectives of the project include:

- Develop and test a range of treatments to improve survival rates of corals post-settlement.
- Identify optimal design of coral recruit deployment-devices to maximise the growth and survival of a core set of species.

## ***21432 Aquaculture – Optimal Biotic Conditions***

The key objectives of this project are to:

- Develop feeding strategies, diets, and supplements that promote growth and maintain health and fitness in a core set of coral species through multiple life history stages.

## ***21434 Aquaculture – Biological and Environmental Drivers of Growth and Survival***

The key objectives of this project are to:

- Determine the environmental and biological drivers of survival and growth of juvenile corals across a range of environments.

## ***21419 Microalgal Culturing***

The key objectives of this role are to assist with experiments and culture coral algal symbionts at scale.



# Experimental Research Technicians Position Description

POSITION DESCRIPTION	
<b>Position Title:</b>	<b>Experimental Research Technicians (6.5 positions):</b> <i>Aquaculture – Optimising Coral Propagation at Scale (21417)</i> <i>Enhanced Corals and Treatments – Selective Breeding for Assisted Gene Flow (21418 &amp; 21433)</i> <i>Aquaculture – Deployment Devices (21422)</i> <i>Aquaculture – Optimal Biotic Conditions (21432)</i> <i>Aquaculture – Biological and Environmental Drivers (21434)</i> <i>Microalgal Culturing (21419 – part-time 36.75 hours per fortnight)</i>
<b>Team Membership:</b>	Program 1 – A Healthy and Resilient Great Barrier Reef Team 1.2 – Reef Recovery, Restoration and Adaptation
<b>Primary Location:</b>	Townsville, Queensland
<b>Direct Supervisor:</b>	Research Scientist
<b>Position Classification:</b>	AIMS AOF Level 3
<b>Functional Area:</b>	Research Projects
<b>Position Summary:</b>	<p>The Experimental Research Technicians will provide high quality technical assistance to support research projects in the Reef Restoration and Adaptation Program (RRAP). The Experimental Research Technicians will assist with a range of activities* including coral breeding and propagation, microalgal symbiont culturing, data acquisition and analysis, experimental set-up, maintenance, and break-down, laboratory analysis, data management and analysis, field work, and/or project logistical support.</p> <p>* It is expected that successful candidates would undertake several but not all these activities in their respective roles.</p>
<b>Position Responsibilities:</b>	<p>The Experimental Research Technicians will play a key role in some but not necessarily all research activities including:</p> <ul style="list-style-type: none"> <li>• Assist with coral spawning, propagation, and experiments within SeaSim.</li> <li>• Assist with data collection in the field and laboratory.</li> <li>• Collect and curate samples.</li> <li>• Prepare bulk cultures of Symbiodiniaceae species required across projects.</li> <li>• Maintain lab books and manage data sets.</li> <li>• Undertake data and laboratory analysis.</li> <li>• Contribute to the writing of operating procedures, reports and/or scientific manuscripts.</li> <li>• Provide supervision and guidance to interns and trainees.</li> <li>• Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.</li> <li>• Comply with AIMS' Intellectual Property policies and procedures to ensure AIMS intellectual assets are captured, managed and protected.</li> </ul>

	<ul style="list-style-type: none"> <li>• Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld.</li> <li>• Adhere to, uphold, and demonstrate the AIMS values.</li> <li>• Communicate in line with the AIMS' 'Way We Will Work' Principles and uphold these values when dealing with others.</li> </ul>
<b>Key Responsibilities and Performance Standards</b>	
<b>Science Outputs:</b>	Assist in the delivery of high-quality science for reef restoration and adaptation science projects.
<b>Occupational Health &amp; Safety:</b>	<p>Identify workplace hazards and encourage an atmosphere that values safety in the workplace.</p> <p>Immediately report any work-related accident, injury or near accident to Supervisor.</p>
<b>Intellectual Assets:</b>	Comply with AIMS Intellectual Property policy, procedures, and guidelines.
<b>Delegations:</b>	<p>Financial: \$1,000</p> <p>Performance Management: Complete Annual Performance Assessment and time tracking for self.</p>
<b>Teamwork/supervisory:</b>	<p>Work as a member of a multi-disciplinary and highly collaborative team that values diversity and inclusion while ensuring the achievement of AIMS' goals and objectives.</p> <p>Provide supervision and guidance to interns and/or volunteers.</p> <p>Act as a role model and lead by example.</p>
<b>Internal Organisational relationships:</b>	<p>Supervisor: provide verbal updates on general progress of work undertaken.</p> <p>Other AIMS staff, students, visitors, and volunteers: when required assist and collaborate in the Seawater Precinct, in the field and laboratories.</p>
<b>Financial responsibilities and accountabilities:</b>	Comply with AIMS Fraud Prevention Plan ensuring that 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.
<b>Planning responsibilities:</b>	Contribute positional requirements to operational planning including an annual work plan and report.
<b>Communication responsibilities:</b>	<p>Apply clear written and verbal communication skills when interpreting instructions and reporting on progress of work.</p> <p>Interact with other team members to facilitate the delivery of group goals.</p> <p>Use effective communication styles appropriate to the audience and/or context.</p>
<b>Skills and Knowledge</b>	
<b>Essential Skills and Knowledge:</b>	<p>Demonstrated competence in coral biology, ecology and evolution and an ability to carry out scientific research.</p> <p>An ability to maintain corals, across life-history stages, under aquaculture/husbandry and familiarity with coral reproduction.</p> <p>Experimental experience and a sound understanding of design and analysis.</p> <p>Experience with field data collection.</p>



	<p>Ability to undertake ecological, physiological, microbial, biochemical, genetic, or genomic analyses.</p> <p>Ability to maintain records, curate samples and QA/QC and store data</p> <p>Demonstrated ability to work in a highly collaborative team environment.</p> <p>Sound oral and written communication skills.</p>
<b>Qualifications and Experience</b>	
<b>Essential Qualifications and Experience:</b>	<p>A bachelor's degree in marine science, biology, ecology or similar.</p> <p>Experience with coral reef research.</p> <p>Demonstrated experience in the set-up and maintenance of experiments and data collection.</p> <p>Demonstrated ability to generate data using one or several approaches including physiological, biochemical, microbial, genetic, histological, and image-based methods.</p> <p>Demonstrated ability to conduct field work and collect quality data under remote conditions.</p> <p>Demonstrated ability to produce written reports, operating procedures, manuscripts or similar.</p>
<b>Desirable Qualifications and Experience:</b>	<p>A higher degree in marine science, biology, ecology or similar.</p> <p>Knowledge of and ability to identify key coral species of the Great Barrier Reef.</p> <p>Proficiency in data management and analysis programs including Microsoft Excel and R.</p> <p>Ability to meet AIMS' field work requirements including boating and diving to restricted or scientific diver standards, or willingness to obtain.** (Refer to page 7 of this pack)</p>
<b>Technology and Equipment</b>	
<b>Technology &amp; Equipment Used:</b>	<p>Microsoft Office Suite of applications (Teams, Word, Excel, Outlook), databases, electronic data management systems</p>
<b>Special Requirements</b>	
<b>Other Special Requirements:</b>	<p>Current C Class Drivers Licence or the willingness to obtain.</p> <p>Ability to Pass Annual Dive Medical.</p> <p>Participate in Manual Task (Functional) Assessments and Fit for Work medical assessments.</p> <p>Non-Australian Citizens must hold an appropriate visa with working entitlements that allow paid employment with AIMS for the term of the appointment, or the ability to obtain a suitable Australian visa with Australian working rights which AIMS will sponsor. Contact the Department of Home Affairs for further information.</p>

# Field Technicians

We are currently seeking Field Technicians to provide high quality technical assistance on field-based research experiments in the Reef Restoration and Adaptation Program. The position will spend extensive periods of time in the field with diving, boating, and other field operations (please refer to Page 7 of this pack for further details on AIMS' Fieldwork Requirements). The Field Technicians will also undertake data collection, analysis and management, and other logistical tasks.

These positions are full-time 2-year opportunities with the potential for further extension. These positions will be remunerated at AIMS AOF Level 3 (\$66,089 to \$74,468 per annum).

The Field Technicians will support the following research projects:

## ***Coral Aquaculture and Deployment***

The research and development of the coral propagation and aquaculture subprogram delivers the methods to reliably breed corals within an optimised aquaculture prototype facility to allow production at low cost and large-scale.

## ***Enhanced Corals and Treatments***

The research and development of the Enhanced Corals and Treatments sub-program delivers a comprehensive understanding of the drivers of performance in natural populations and the scope for enhancement.





# Field Technicians Position Description

POSITION DESCRIPTION	
<b>Position Title:</b>	<b>Field Technicians (2 positions):</b> <i>Coral Aquaculture and Deployment and Enhanced Corals and Treatments (21412 &amp; 21431)</i>
<b>Team Membership:</b>	Program 1 – A Healthy and Resilient Great Barrier Reef Team 1.2 – Reef Recovery, Restoration and Adaptation
<b>Primary Location:</b>	Townsville, Queensland
<b>Direct Supervisor:</b>	Research Scientist
<b>Position Classification:</b>	AIMS AOF Level 3
<b>Functional Area:</b>	Research Projects
<b>Position Summary:</b>	The Field Technicians will provide high quality technical assistance to support field-based experiments in the Reef Restoration and Adaptation Program (RRAP). The Field Technicians will report to the field manager and work across projects. They will spend significant time in the field every year. Additional duties will include data management, data collection and analysis and project logistical support.
<b>Position Responsibilities:</b>	<p>Delivery of a field program across projects for the Reef Restoration and Adaptation Program, including extensive boating and diving, and other field operations.</p> <p>Assist with coral spawning, propagation and experiments within Sea Sim.</p> <p>Collect and curate samples.</p> <p>Maintain lab books and manage data.</p> <p>Undertake data and laboratory analysis.</p> <p>Contribute to the writing of operating procedures, reports and/or scientific manuscripts.</p> <p>Provide supervision and guidance to interns and trainees.</p> <p>Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.</p> <p>Comply with AIMS' Intellectual Property policies and procedures to ensure AIMS intellectual assets are captured, managed and protected.</p> <p>Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld.</p> <p>Adhere to, uphold and demonstrate the AIMS' values.</p> <p>Communicate in line with the AIMS' 'Way We Will Work' Principles and uphold these values when dealing with others.</p>
<b>Key Responsibilities and Performance Standards</b>	
<b>Science Outputs:</b>	Assist in the delivery of high-quality science for reef restoration and adaptation science projects.
<b>Occupational Health &amp; Safety:</b>	Identify workplace hazards and encourage an atmosphere that values safety in the workplace.

	Immediately report any work-related accident, injury or near accident to Supervisor.
<b>Intellectual Assets:</b>	Comply with AIMS Intellectual Property policy, procedures, and guidelines.
<b>Delegations:</b>	Financial: \$1,000 Performance Management: Complete Annual Performance Assessments for self.
<b>Teamwork/supervisory:</b>	Work as a member of a multi-disciplinary and highly collaborative team that values diversity and inclusion while ensuring the achievement of AIMS' goals and objectives. Provide supervision and guidance to interns and/or volunteers. Act as a role model and lead by example.
<b>Internal Organisational relationships:</b>	Supervisor: provide verbal updates on general progress of work undertaken. Other AIMS staff, students, visitors and volunteers: when required assist and collaborate in the Seawater Precinct, in the field and laboratories.
<b>Financial responsibilities and accountabilities:</b>	Comply with AIMS Fraud Prevention Plan ensuring that 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.
<b>Planning responsibilities:</b>	Contribute positional requirements to operational planning including an annual work plan and report.
<b>Communication responsibilities:</b>	Apply clear written and verbal communication skills when interpreting instructions and reporting on progress of work. Interact with other team members to facilitate the delivery of group goals. Use effective communication styles appropriate to the audience and/or context.
<b>Skills and Knowledge</b>	
<b>Essential Skills and Knowledge:</b>	Demonstrated competence in coral biology, ecology and evolution and an ability to carry out scientific research. Experience with field data and sample collection. Experimental experience and a sound understanding of design and analysis. Ability to undertake ecological, physiological, biochemical, genetic or genomic analyses. Ability to maintain records, curate samples and QA/QC and store data. Demonstrated ability to work in a highly collaborative team environment. Sound oral and written communication skills.
<b>Qualifications and Experience</b>	
<b>Essential Qualifications and Experience:</b>	A bachelor's degree in marine science, biology, ecology or similar. An ability to plan and undertake field work including diving and boating to AIMS scientific diver or dive coordinator standards.** (Refer to page 7 of this pack) Experience with coral reef field research.

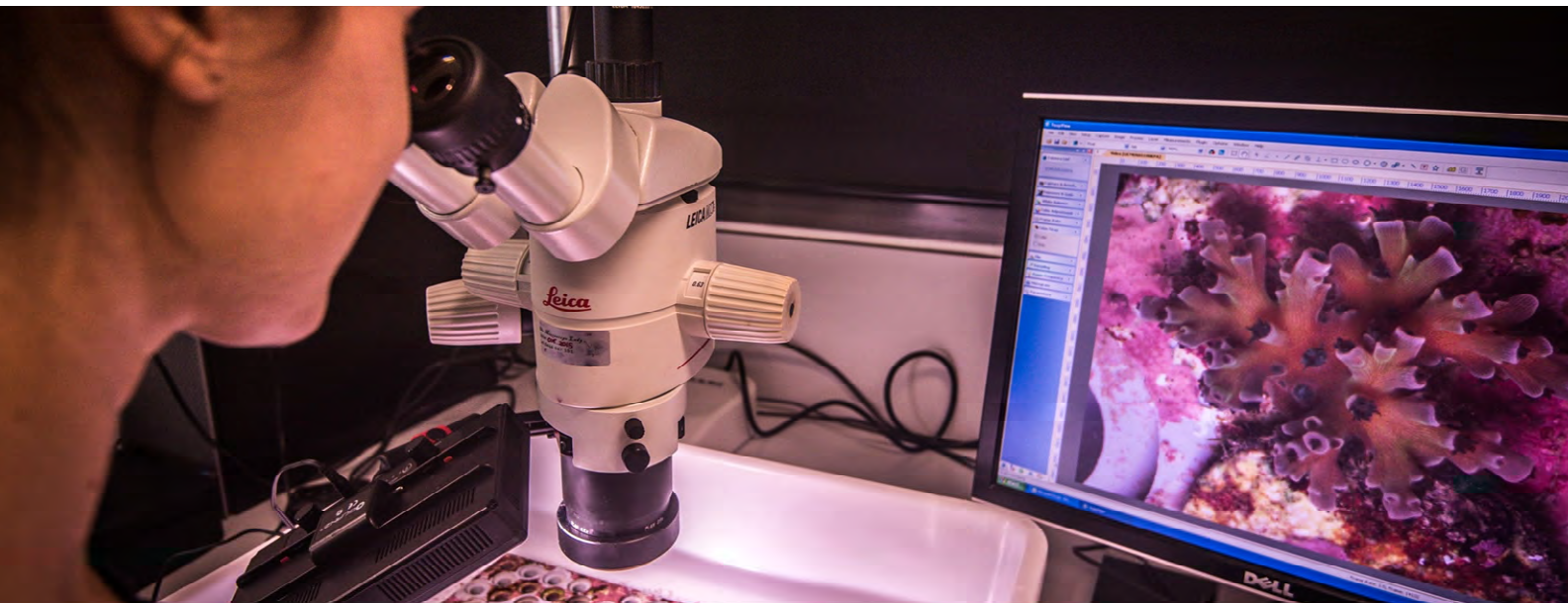


	<p>Demonstrated ability and availability to conduct field and lab work and collect quality data and samples.</p> <p>Demonstrated ability to generate data using one or several approaches including physiological, biochemical, genetic, and image-based methods.</p>
<b>Desirable Qualifications and Experience:</b>	<p>Knowledge of and ability to identify key coral reef species of the Great Barrier Reef.</p> <p>Demonstrated ability to produce written reports, operating procedures, manuscripts or similar.</p> <p>Proficiency in data management and analysis programs including Microsoft Excel and R.</p>
<b>Technology and Equipment</b>	
<b>Technology &amp; Equipment Used:</b>	<p>Microsoft Office Suite of applications (Teams, Word, Excel, Outlook), databases, electronic data management systems.</p> <p>Diving (SCUBA) equipment.</p>
<b>Special Requirements</b>	
<b>Other Special Requirements:</b>	<p>Current C Class Drivers Licence or the willingness to obtain.</p> <p>Ability to Pass Annual Dive Medical.</p> <p>Participate in Manual Task (Functional) Assessments and Fit for Work medical assessments.</p> <p>Non-Australian Citizens must hold an appropriate visa with working entitlements that allow paid employment with AIMS for the term of the appointment, or the ability to obtain a suitable Australian visa with Australian working rights which AIMS will sponsor. Contact the Department of Home Affairs for further information.</p>

# Field and SeaSim Research Assistant

We are currently seeking a Field and SeaSim Research Assistant to provide high quality technical assistance on research projects in the Reef Recovery, Restoration and Adaptation Program. This position will assist with; experimental set-up and maintenance, collection of data from corals in experimental settings, organising and participating in ship-based field work including underwater data collection, supporting the curation and manipulation of complex datasets, and other administrative tasks. This position will include extensive diving, boating, and other field operations (please refer to Page 7 of this pack for further details on AIMS' Fieldwork Requirements).

This position is a full-time 2-year opportunity with the potential for further extension. This position will be remunerated at AIMS AOF Level 3 (\$66,089 to \$74,468 per annum).



# Field and SeaSim Research Assistant Position Description

POSITION DESCRIPTION	
<b>Position Title:</b>	<b>Field and SeaSim Research Assistant (1 position)</b>
<b>Team Membership:</b>	Program 1 – A Healthy and Resilient Great Barrier Reef Team 1.1 – Cumulative Impacts
<b>Primary Location:</b>	Townsville, Queensland
<b>Direct Supervisor:</b>	Research Scientist
<b>Position Classification:</b>	AIMS AOF Level 3
<b>Functional Area:</b>	Research Projects
<b>Position Summary:</b>	<p>The Field and SeaSim Research Assistant will provide high quality technical assistance to support research projects in the Reef Restoration and Adaptation Program (RRAP). The Field and SeaSim Research Assistant will assist with a range of activities under supervision such as: aquarium experiments including set-up, maintenance, laboratory analyses, collection of biophysical and physiological data from the corals in experimental settings; Supporting the organisation and implementation of ship based field work and underwater data collection in remove areas; Supporting the creation, curation and manipulation of complex datasets; Supporting project management and administrative tasks. This position is expected to demonstrate a high degree of initiative in managing tasks and resources to meet field work and laboratory work requirements as part of a complex multidisciplinary team.</p>
<b>Position Responsibilities:</b>	<p>The main responsibilities of the position are to:</p> <ul style="list-style-type: none"> <li>• Assist with the design and maintenance of large aquarium experiments focused on coral thermal performance.</li> <li>• Assist with the design, logistical organization and implementation of a new field program focused on within reef coral population and community dynamics.</li> <li>• Assist with the administration and management of a large multidisciplinary project</li> <li>• Assist with data collection in the field and laboratory.</li> <li>• Collect and curate samples.</li> <li>• Maintain lab books and manage data sets.</li> <li>• Undertake data and laboratory analyses.</li> <li>• Contribute to the writing of operating procedures, reports and/or scientific manuscripts.</li> <li>• Provide supervision and guidance to interns.</li> <li>• Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.</li> <li>• Comply with AIMS' Intellectual Property policies and procedures to ensure AIMS intellectual assets are captured, managed and protected.</li> <li>• Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld.</li> <li>• Adhere to, uphold and demonstrate the AIMS values.</li> </ul>



<b>Key Responsibilities and Performance Standards</b>	
<b>Science Outputs:</b>	Assist in the delivery of high-quality science for reef restoration and adaptation science projects.
<b>Occupational Health &amp; Safety:</b>	Identify workplace hazards and encourage an atmosphere that values safety in the workplace. Immediately report any work-related accident, injury or near accident to Supervisor.
<b>Intellectual Assets:</b>	Comply with AIMS Intellectual Property policy, procedures and guidelines.
<b>Delegations:</b>	Financial: \$500 Performance Management: Complete Annual Performance Assessments for self.
<b>Teamwork/supervisory:</b>	Work as a member of a multi-disciplinary and highly collaborative team that values diversity and inclusion while ensuring the achievement of AIMS' goals and objectives. Provide supervision and guidance to interns and/or volunteers. Act as a role model and lead by example.
<b>Internal Organisational relationships:</b>	Supervisor: provide verbal updates on general progress of work undertaken. Other AIMS staff, students, visitors and volunteers: when required assist and collaborate in the Seawater Precinct, in the field and laboratories.
<b>Financial responsibilities and accountabilities:</b>	Comply with AIMS Fraud Prevention Plan ensuring that 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.
<b>Planning responsibilities:</b>	Contribute positional requirements to operational planning including an annual work plan and report.
<b>Communication responsibilities:</b>	Apply clear written and verbal communication skills when interpreting instructions and reporting on progress of work. Interact with other team members to facilitate the delivery of group goals. Use effective communication styles appropriate to the audience and/or context.
<b>Skills and Knowledge</b>	
<b>Essential Skills and Knowledge:</b>	Demonstrated competence in coral biology, ecology and evolution and an ability to carry out scientific research. An ability to maintain corals under aquaculture/husbandry. Experimental experience and a sound understanding of design and analysis. Experience with field work organisation in remote locations with emphasis on underwater surveys. Ability to undertake ecological, physiological, biochemical and biophysical observations. Ability to maintain records, curate samples and QA/QC and store data. Ability to assist the management of large projects including administrative tasks.

	Demonstrated ability to work in a highly collaborative team environment. Sound oral and written communication skills.
<b>Qualifications and Experience</b>	
<b>Essential Qualifications and Experience:</b>	<p>A Bachelor's or higher degree in Marine Science, or similar.</p> <p>Demonstrated substantial experience in experimental research on corals or similar organisms.</p> <p>Demonstrated experience in the maintenance of experiments and data collection.</p> <p>Demonstrated ability to generate data using one or several approaches including physiological, biochemical, and image-based methods.</p> <p>Ability to meet AIMS' field work requirements including boating and diving standards, or willingness to obtain with experience organising fieldwork in remote locations with emphasis on underwater surveys.** (Refer to page 7 of this pack)</p> <p>Demonstrated ability to conduct field work and collect quality data under difficult conditions.</p> <p>Demonstrated ability to produce written reports, operating procedures, manuscripts or similar</p>
<b>Desirable Qualifications and Experience:</b>	<p>Knowledge of and ability to identify key coral species of the Great Barrier Reef.</p> <p>Proficiency in data management and analysis programs including Microsoft Excel and R.</p> <p>Current First Aid Certificate, CPR, and Advanced resuscitation training.</p> <p>Queensland boat operators license and short-range marine radio license.</p> <p>Current Australian Diver Accreditation or ability to obtain.</p> <p>An Honours or MSc qualification in Marine Science.</p>
<b>Technology and Equipment</b>	
<b>Technology &amp; Equipment Used:</b>	<p>Microsoft Office Suite of applications (Teams, Word, Excel, Outlook), databases, electronic data management systems</p> <p>Diving (SCUBA) equipment.</p>
<b>Special Requirements</b>	
<b>Other Special Requirements:</b>	<p>Current C Class Drivers Licence or the willingness to obtain.</p> <p>Ability to Pass Annual Dive Medical.</p> <p>Participate in Manual Task (Functional) Assessments and Fit for Work medical assessments.</p> <p>Non-Australian Citizens must hold an appropriate visa with working entitlements that allow paid employment with AIMS for the term of the appointment, or the ability to obtain a suitable Australian visa with Australian working rights which AIMS will sponsor. Contact the Department of Home Affairs for further information.</p>

# About the Location

## Townsville

Townsville is a vibrant and rapidly growing city in North Queensland. Surrounded by the Great Barrier Reef, numerous coastal islands, the Wet Tropics rainforest and the outback, and less than two hours by plane from Brisbane, the region experiences a warm tropical climate with more than 300 days of sunshine each year.

A diverse economic base with strengths in government administration, defence, education, marine science, natural resource management, manufacturing and mining, ports and shipping and agriculture supports a current population of over 190,000 people.

Boasting a relaxed lifestyle, residents of Townsville enjoy access to world class educational, medical, sporting and recreational facilities. Townsville attracts high quality national and international festivals, cultural and sporting events.

For further information visit [www.townsville.qld.gov.au](http://www.townsville.qld.gov.au)

