



Australian Government

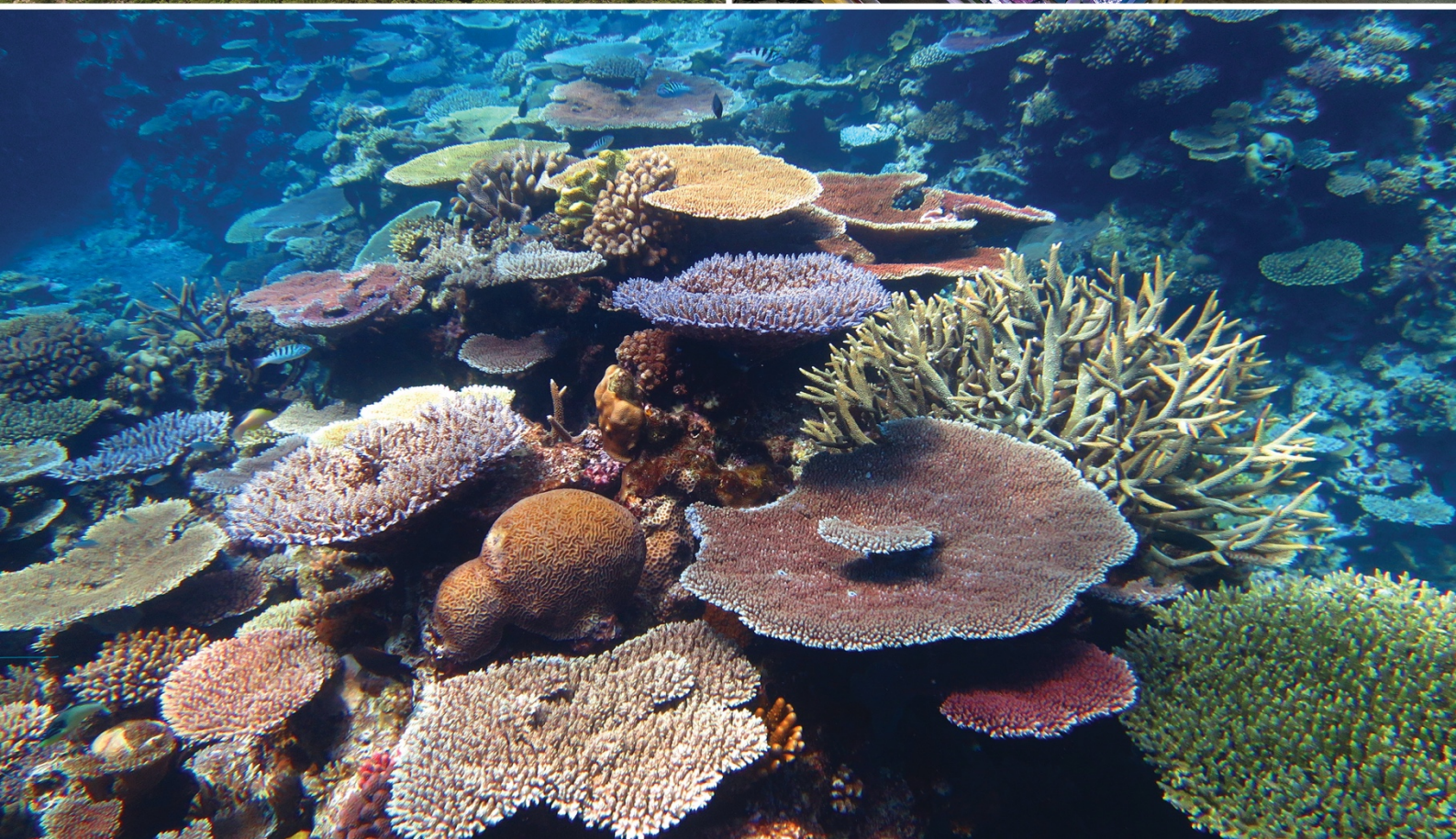
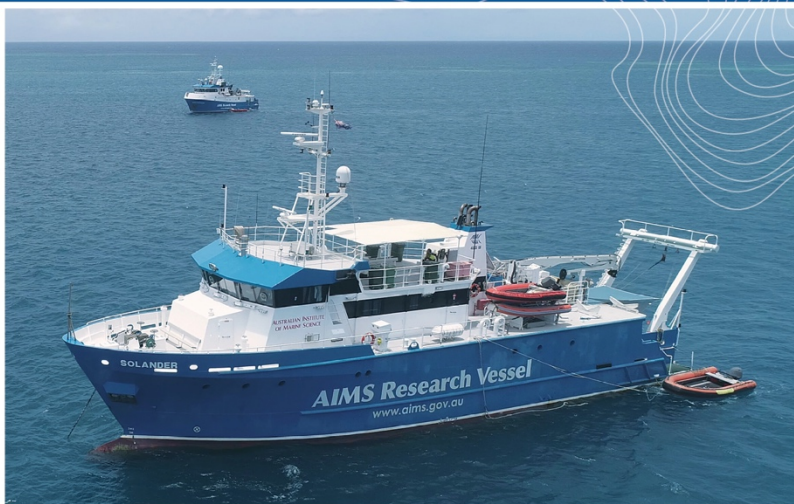


AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

AIMS – BHP Research Partnership

2 Aquaculture Assistants (Indigenous)

CANDIDATE INFORMATION PACK



CONTENTS

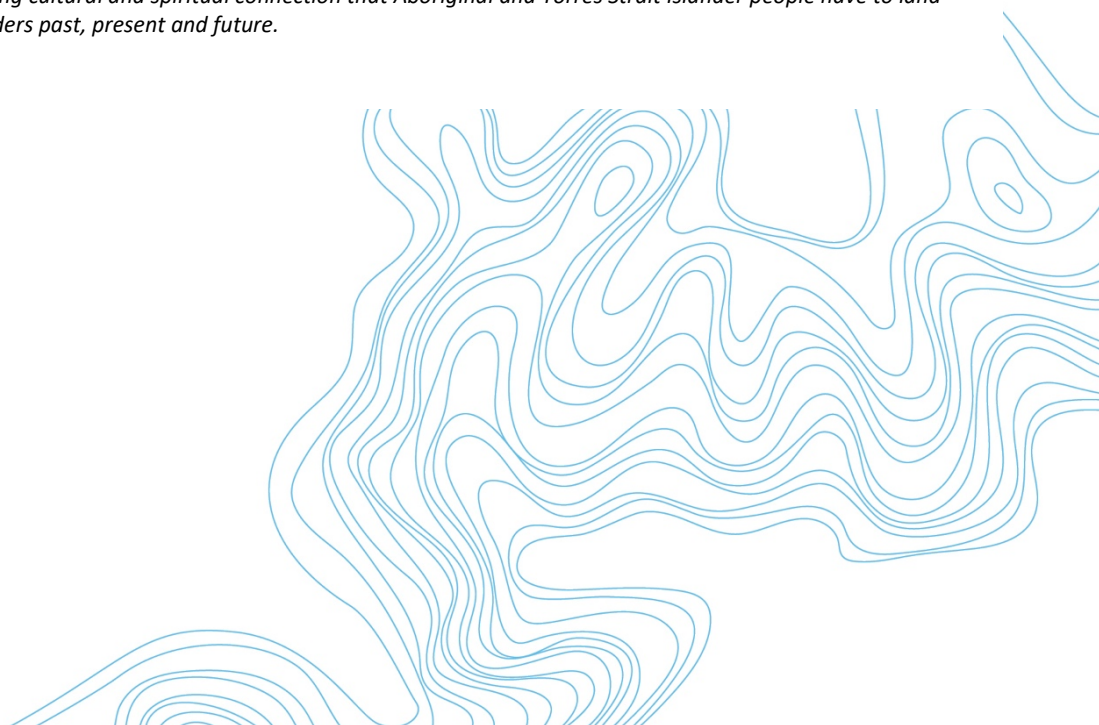
About AIMS	3
About our National Sea Simulator	4
About this Opportunity:	
Indigenous Partnership Program	5
About The Role and You	6
How to Apply	7
Position Description	8-10
About the Location	11



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.

Photographic credits

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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.

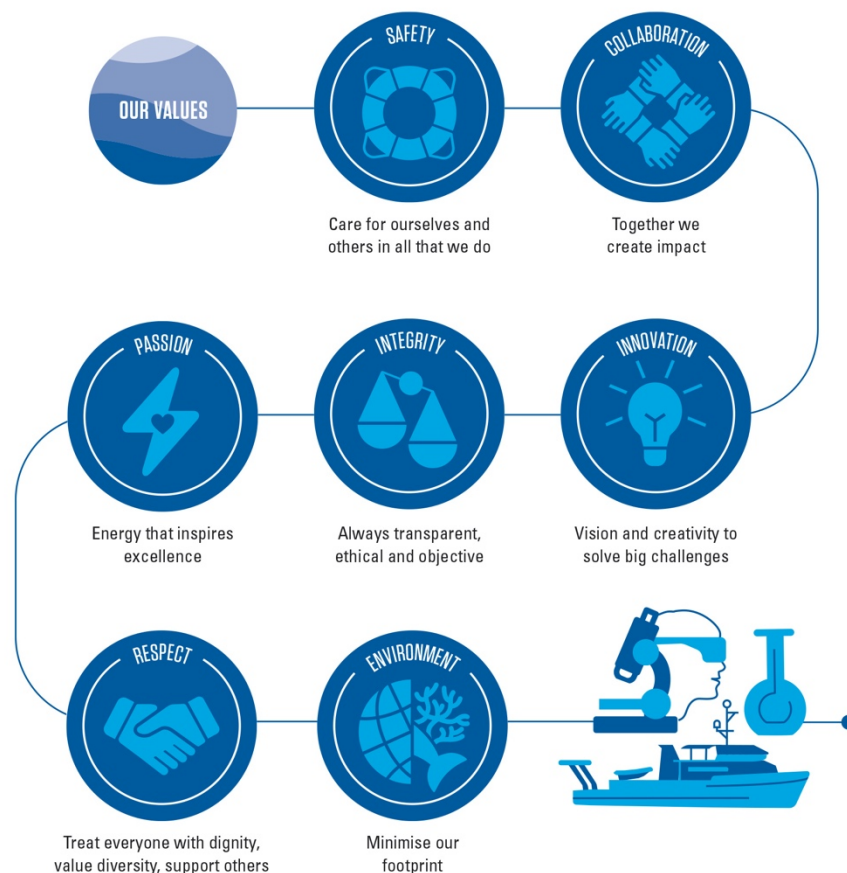
To accomplish our mission, AIMS delivers independent science to help realise three key long-term impacts for the nation:

- 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 National Sea Simulator

The Australian Institute of Marine Science's National Sea Simulator (SeaSim) is a world-class marine research aquarium facility for tropical marine organisms in which scientists can conduct cutting-edge research not previously possible in Australia.

Using SeaSim, Australian and international scientists can research the impact of complex environmental changes with large, long-term, experiments in which they can manipulate key environmental factors.

With a reliable, consistent supply of seawater, SeaSim provides fine control over many environmental variables including light, temperature, acidity/pCO₂, salinity, sedimentation and contaminants.

SeaSim has facilities for the long-term holding and propagation of corals as model organisms for research. This allows multi-generational studies, which are critical in understanding how marine organisms acclimatise and adapt to a changing environment.

Designed to encourage scientific collaboration, the facility is helping Australia realise the potential benefits of a rapidly emerging blue economy.

In 2010 the Australian Government awarded AIMS funding for the development of the National Sea Simulator through the Super Science Marine and Climate Initiative, with support from the Education Investment Fund.

[Take a virtual tour](#)



The National Sea Simulator is situated at AIMS' Cape Ferguson facility near Townsville, Queensland.



About this Opportunity

Our Aboriginal and Torres Strait Islander Partnerships

Aboriginal and Torres Strait Islander people and the Australian Institute of Marine Science are building strong and productive relationships in marine science. Natural synergies exist between AIMS' research and the management and protection of sea country by Traditional Owners on the coasts and continental shelf of northern Australia – from Exmouth to the southern Great Barrier Reef.

We partner with Aboriginal and Torres Strait Islander people, learning from each other through two-way knowledge sharing of the marine environment, to ensure its future for all.

For example, our scientists partnered with the [Anindilyakwa Rangers and elders on Groote Eylandt](#) in the Gulf of Carpentaria to complete the largest mapping and research project of its kind. We have worked with the [Bardi-Jawi Rangers in Cape Leveque, Western Australia](#) to develop resource baselines and setup monitoring programs in designated Indigenous Protected Areas (IPAs).

The two positions advertised here are associated with research for AIMS-BHP co-funded research into reef restoration and adaptation in Woppaburra Sea Country. This research was developed in collaboration with the TUMRA committee and the relevant family elders and members at a workshop on Ko-no-mie in Dec 2019.

AIMS considers that being of Aboriginal or Torres Strait Islander descent is a genuine occupational requirement as outlined in section 25 of the Anti-Discrimination Act (1991) and permitted as a 'special measure' under section 8 of the Racial Discrimination Act 1975 (Cth) and by articles 1(4) and 2(2) of the International Convention on the Elimination of All Forms of Racial Discrimination.



We are committed to build mutually beneficial relationships based on trust and respect.

On-country workshop on Ko-no-mie in Dec 2019

About this Opportunity

About the role

Our **Aquaculture Assistant (Indigenous)** will undertake and complete Certificate III Aquaculture training modules from an individualised learning plan, during first 12 months of employment. While completing their Certificate III, the Aquaculture Assistants will participate in on-the-job skills and knowledge development to achieve the standard required to meet training modules competencies. Within the SeaSim Precinct, the role will develop the capabilities to undertake many interesting tasks including a handling of stock and maintaining water quality and monitoring environmental conditions.

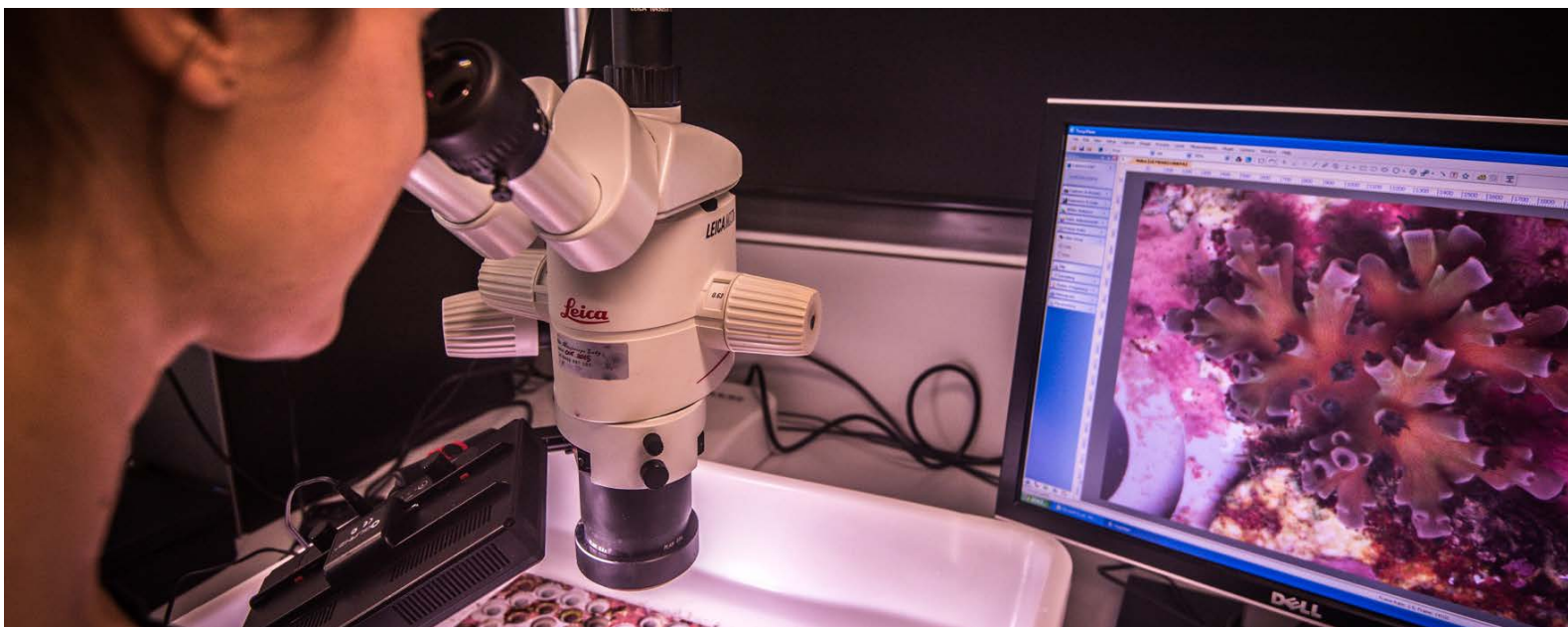
About you

To be successful in this role you must have a keen interest in marine ecosystems and the future of the Great Barrier Reef. You also need to have the ability to work within a team environment and have an understanding of Workplace Health and Safety matters.

If, after reviewing the position description (refer pages 8-10), you believe that your knowledge, skills and experience will enable you to successfully complete the Certificate III qualification and undertake the position responsibilities, we would be very interested in hearing from you.

The successful candidate will be rewarded with:

- AIMS AOF Level 2.1 Salary (\$51,261 per annum)
- 15.4% superannuation
- Generous leave provisions
- 1-year temporary appointment initially. Then after the initial 1-year appointment, and attainment of Certificate III Aquaculture, a further appointment to Aquaculture Technician, for a period up to three (3) years to be negotiated with commencement at AIMS AOF Level 2.2 salary.
- Located in Townsville, Queensland



How to Apply

To find out more about these positions, please read the position description on following pages.

When you send us your application please provide the following information:

- Current Resume a maximum of 5 pages or less preferred. Please include the names and contact details of 2 current referees);
- A maximum 2-page cover letter letting us know:
 - why you are interested in this position and working for AIMS;
 - what you know about marine ecosystems and the future of the Great Barrier Reef;
 - what you might expect to learn when completing your Certificate III Aquaculture; and
 - what you like about working in a team environment.

AIMS considers that being of **Aboriginal or Torres Strait Islander descent** is a genuine occupational requirement as outlined in section 25 of the Anti-Discrimination Act (1991) and permitted as a 'special measure' under section 8 of the Racial Discrimination Act 1975 (Cth) and by articles 1(4) and 2(2) of the International Convention on the Elimination of All Forms of Racial Discrimination.

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 writing your expression of interest are available via our [Recruitment Application Guide](#).



Position Description – Aquaculture Assistants

Team Membership:	National Sea Simulator
Primary Location:	Townsville, Queensland
Direct Supervisor:	Sea Sim Precinct Operations Manager (21039)
Position Classification:	AIMS AOF 2.1
Functional Area:	Technical Services
Position Summary:	<p>As an Aquaculture Assistant, undertake and complete Certificate III Aquaculture training modules as per learning plan, during first 12 months of employment.</p> <p>The position will be eligible for reclassification as an Aquaculture Technician on attainment of the Certificate III qualification, subject to satisfactory performance review.</p> <p>Under established protocols specific to the role and under direction from more senior staff in the Seawater Precinct, will participate in on-the-job training to achieve the standard required to meet training modules competencies. Within the Seawater Precinct this may include assisting with the following:</p> <ul style="list-style-type: none"> • Animal husbandry including general cleaning, feeding and maintenance of aquarium systems. • Diet preparation including maintenance of live feeds cultures. • Operation and maintenance of life support systems. • Operation and maintenance of animal holding systems, including life support and experimental manipulation systems. • At times they may also provide general assistance to Technical Officers in establishing, maintaining, and/or decommissioning experimental systems. • Construction of systems for the holding and experimentation of marine organisms including plumbing, general construction, and setup.
Position Responsibilities:	<ul style="list-style-type: none"> • Follow guidelines or schedules, provided by senior technicians on a regular basis, for the maintenance of aquaria including cleaning windows, tanks, strainers, and filters. • Follow guidelines and/or schedules, provided by senior technicians on a regular basis, for feeding aquarium stock and controlling pests. • Assist in routine production and harvesting of live feeds. • Assist with aquarium based coral propagation and experimental research • Ensure that relevant work areas are kept tidy and are cleaned on a regular basis • Assist Technical Officers with plumbing and fit-out of experimental systems. • Assist Technical Officers with routine maintenance of life support systems.

About this Opportunity

	<ul style="list-style-type: none"> • Assist Technical Officers with routine sampling of material and cleaning of experimental tanks and equipment. • Assist Water Plant Operator in the operation and maintenance of the seawater processing plant including operation and maintenance of all filtration elements, pumps, and associated equipment. • Undertake weekend work if required, under direct supervision of more senior technicians, to assist with cleaning and maintenance operations. • Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace. • Comply with AIMS' Intellectual Property policies and procedures to ensure AIMS intellectual assets are captured, managed and protected. • Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld. • Adhere to, uphold and demonstrate the AIMS values
Key Responsibilities and Performance Standards	
Occupational Health & Safety:	<p>In line with AIMS' Health and Safety Policy policies and procedures, participate in Manual Task (Functional) Assessments and Fit for Work medical assessments as required. In line with</p> <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>
Intellectual Assets:	Ensure team and individual compliance with AIMS Intellectual Property policy and procedures.
Delegations:	Performance Management: Complete Annual Performance Assessments for self and reports.
Teamwork/supervisory:	To work as a member of a multi-disciplinary team that values diversity while ensuring the achievement of AIMS' goals and objectives.
External Customer, Partner, Collaborator and Stakeholder Requirements:	When required, work with external collaborators to achieve mutually beneficial outcomes.
Internal Organisational relationships:	<p>Reports to: Sea Sim Precinct Operations Manager (21039)</p> <p>Supervisor: provide continuous updates and recommendations for effective operation of Seawater Precinct life support systems and animal holding systems.</p> <p>Other AIMS staff, Students, Visitors and Volunteers: when required provide when they are working in the AIMS Seawater Precinct.</p>

About this Opportunity

Financial responsibilities and accountabilities:	<p>Manage AIMS funds in a responsible manner and within delegation.</p> <p>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.</p>
Planning responsibilities:	<p>Contribute positional requirements to operational planning including an annual work plan and report.</p>
Communication responsibilities:	<p>Interact with other team members to facilitate achievement of group goals.</p> <p>Promote considerate team behaviour in individuals.</p>
Skills and Knowledge	
Essential Skills and Knowledge:	<p>Good verbal and written communication skills.</p> <p>Demonstrated ability to work independently, with a high degree of initiative and problem-solving abilities.</p> <p>Demonstrated ability to work effectively with and communicate with other team members.</p> <p>Ability to meet entry level requirements for Certificate III Aquaculture.</p>
Desirable Skills and Knowledge:	<p>Operation of aquarium and/or water plant systems.</p>
Qualifications and Experience	
Essential Qualifications and Experience:	<p>Aboriginal or Torres Strait Islander ancestry</p>
Desirable Qualifications and Experience:	<p>Experience in the husbandry and maintenance of coral reef associated organism and/or aquaculture systems.</p>
Technology and Equipment	
Technology & Equipment Used:	<p>Personal Computer and the Microsoft suite of products.</p>
Special Requirements	
Other Special Requirements:	<p>Current QLD C Class Open Drivers Licence or the willingness to obtain.</p> <p>Successfully participate in Manual Task (Functional) Assessments and Fit for Work medical assessments.</p> <p>AIMS considers that being of Aboriginal or Torres Strait Islander descent is a genuine occupational requirement as outlined in section 25 of the Anti-Discrimination Act (1991) and permitted as a 'special measure' under section 8 of the Racial Discrimination Act 1975 (Cth) and by articles 1(4) and 2(2) of the International Convention on the Elimination of All Forms of Racial Discrimination.</p>

About the Locations

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, health, 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.

