



Australian Government

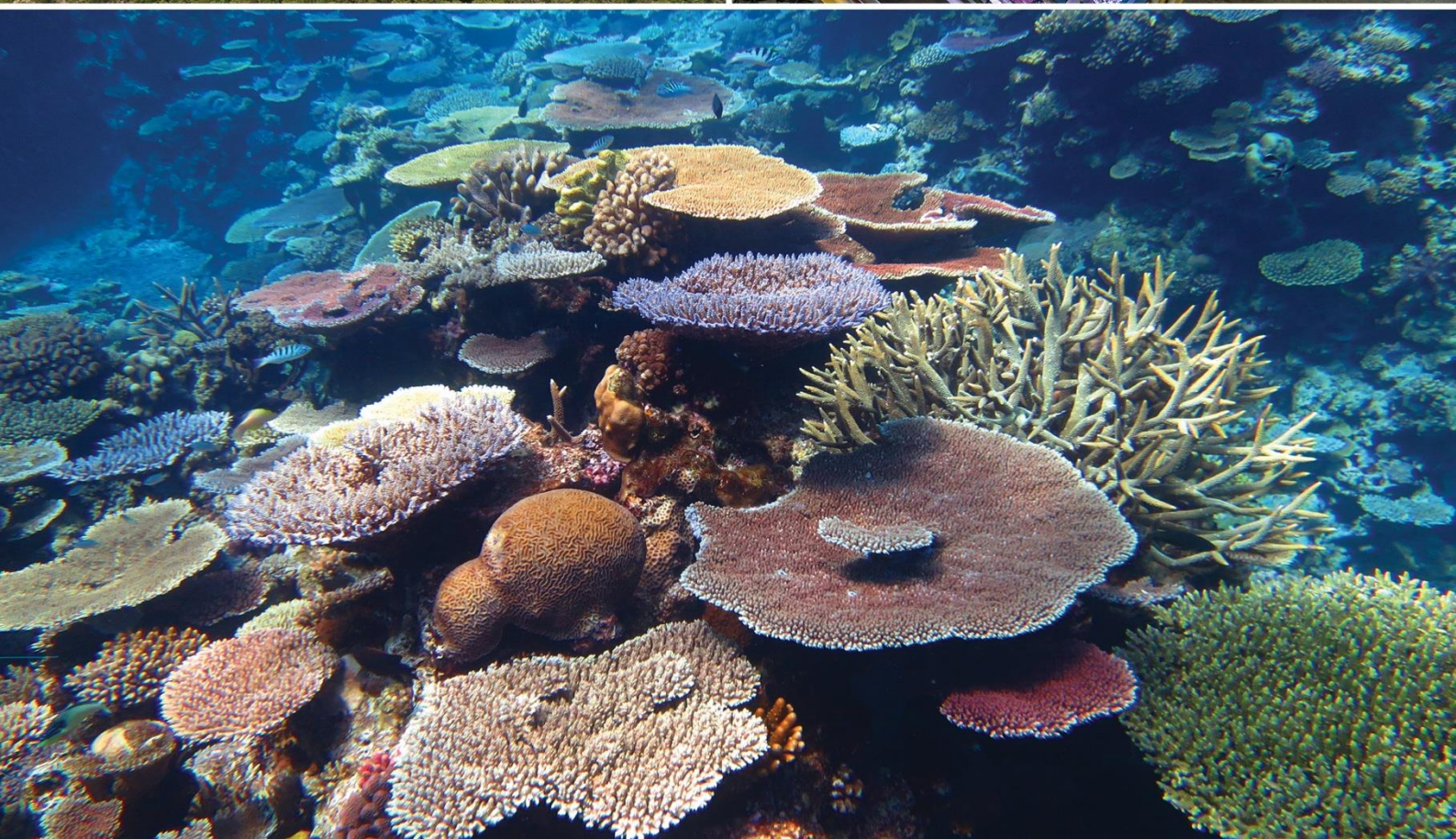


AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

SEASIM EXPERIMENTAL RESEARCH
TECHNICIAN

NATIONAL SEA SIMULATOR

CANDIDATE INFORMATION PACK



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AIMS was awarded Athena Swan Bronze status in 2020 by the Science in Australia Gender Equity (SAGE) program. This award recognises AIMS' commitment to improving gender equity, diversity and inclusion in STEMM disciplines.

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.

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:

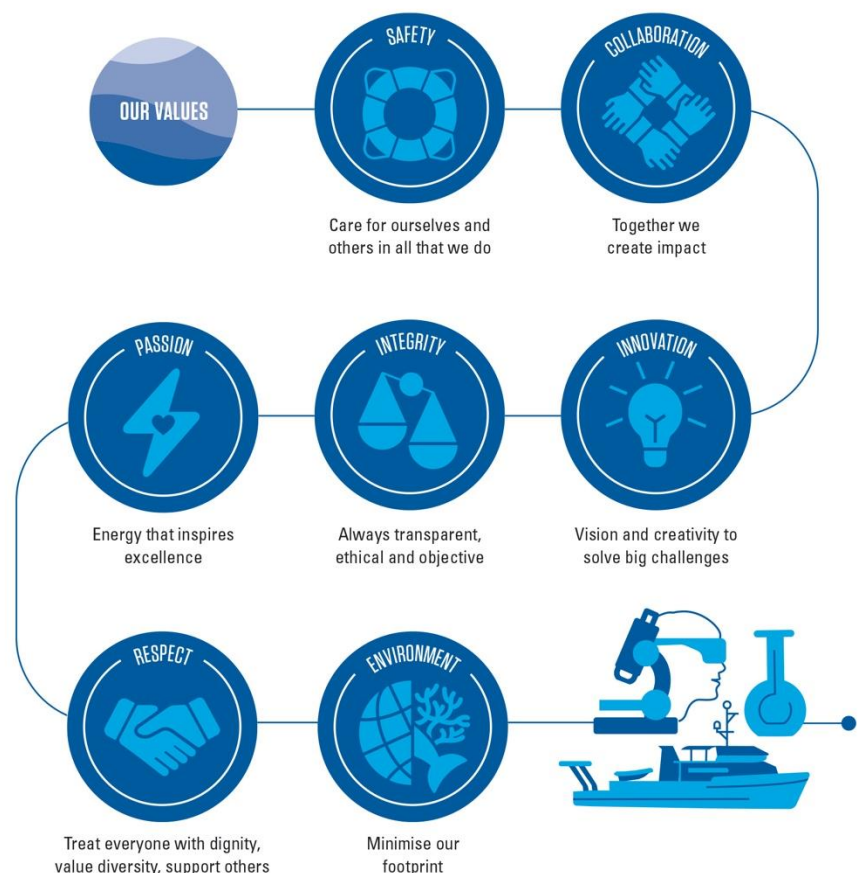
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

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.

At AIMS, [the way we work](#) guides our team members' on their collective journey towards the successful delivery of our [AIMS Strategy 2025](#) targets.

THE WAY WE WORK



ABOUT OUR NATIONAL SEA SIMULATOR

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

The National Sea Simulator, also known as the SeaSim, is the world's most advanced experimental research aquarium facility for tropical marine organisms in which scientists can conduct cutting-edge research not previously possible in Australia or internationally. SeaSim provides fine control over many environmental variables including light, temperature, acidity/pCO₂, salinity, sedimentation and contaminants, including the ability to replicate seasonal, monthly and diurnal cycles.

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. 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 recognition of its importance to marine research the Australian Government is funding the expansion of the [National Sea Simulator](#) at the Australian Institute of Marine Science as part of the [2020 Research Infrastructure Investment Plan](#). The timing of the funding, \$36.3 million over the next three years, will bring forward vital research including projects for the collaborative [Reef Restoration and Adaptation Program](#).

[“AIMS is a leader in coral reef science and has been developing new ground-breaking approaches to increase the resilience of coral reefs against growing pressures including climate change.” Dr Hardisty said. “The National Sea Simulator, also known as SeaSim, is the world's most advanced research aquarium facility. This investment supports its expansion and operation as a merit-based National Facility, maintaining Australia's global expertise in coral reef research and enabling AIMS to continue to provide unique, irreplaceable and world-leading science.”](#)

Find out more about [the world's most advanced research aquarium facility](#) and [Take a virtual tour](#).



ABOUT OUR SEASIM EXPERIMENTAL RESEARCH TECHNICIAN POSITION

About this Opportunity

Working in the world's most advanced experimental research aquarium facility for tropical marine organisms, you will be involved in cutting-edge research as you provide technical assistance to support the delivery of high-quality science for research projects conducted in the SeaSim.

Taking a hands-on approach to daily operations, you will play a key role in experimental support for research activities within the SeaSim which includes coral husbandry and propagation, rearing of larvae for a range of invertebrate species, experimental setup, data acquisition and management, laboratory analysis, and experimental support by applying your knowledge of SeaSim experimental systems, methods, and instrumentation.

About you

Your experience with breeding and/or maintaining corals (or related species) under aquarium and field conditions, will be supported by your tertiary qualifications in Aquaculture, Marine Biology, or equivalent/relevant industry experience. You will be experienced in the set-up and maintenance of aquarium experiments and the collection and curation of experimental samples and data, and capable of generating data using various approaches.

You will be capable of working effectively as part of a multi-disciplinary team in a highly collaborative team environment and have great attention to detail. Experience in data analysis and visualisation and in identifying key coral species of the Great Barrier Reef would be highly desirable.

NB: Non-Australian Citizens must hold an appropriate Visa with working entitlements that allows paid employment with AIMS for the term of the appointment, depending on the [Department of Home Affairs](#) current policies.

If, after reviewing the position description (refer to pages 8 - 10), you believe that your qualifications, experience, and professional capabilities will enable you to successfully deliver the position responsibilities, we would be very interested in hearing from you.

Apply now and join a world leading organisation with attractive working conditions which are detailed in our [Enterprise Agreement](#). The successful candidate for this exciting opportunity will be rewarded with:

- AIMS AOF Level 3 Enhanced salary (\$68,759 to \$86,200 per annum) plus 15.4% superannuation
- Full-time, Permanent opportunity
- Located in Townsville (Qld). Commuter car arrangements to site
- 9-day fortnight
- Generous leave provisions
- Free Onsite Gym and Optional Fitness passport
- Relocation Assistance available



HOW TO APPLY

Your application submission for this opportunity should include the following documentation:

- Current Resume (including the contact details for two current referees);
- Document addressing the Key Selection Criteria (refer to page 7) within the scope of the position description (refer to pages 8-10); and
- A short cover letter.

NB: Our preference is that you include a list of your qualifications, publications, certificates and/or licences in your resume. Do not attach these documents to your application as these will not be provided to the selection panel.

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](https://aims.gov.au) (aims.gov.au).

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

Closing Date: SUNDAY, 26 FEBRUARY 2023 (midnight, AEST).

Recruitment Contact: Position enquiries can be directed to David Hughes at d.hughes@aims.gov.au

NB: Applicant survey: All applicants will be invited to complete a voluntary survey after the vacancy closing date. Your responses to this survey do not form part of your application for this position. Further information about the purpose of this survey will be provided to you in the invitation.



KEY SELECTION CRITERIA

Your application submission should address the following Selection Criteria. Please address each Selection Criteria in a separate paragraph (maximum 250 words per criteria) and in a single document. The selection criteria and your CV are the documents against which we assess your suitability for the position.

Your responses to the following Key Selection Criteria must evidence your suitability for this exciting opportunity within the scope of the position description (pages 8-11).

Essential

- Tertiary qualifications in Aquaculture, Marine Biology or equivalent, or relevant industry experience.
- 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 aquarium 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.
- Sound communication skills with the ability to interact effectively with other team members.

Desirable:

- Ability to identify key coral species of the Great Barrier Reef.
- Experience in data analysis and visualisation.
- Current First Aid Certificate



POSITION DESCRIPTION:

SEA-SIM EXPERIMENTAL RESEARCH TECHNICIAN

Team Membership:	National Sea Simulator (5502)								
Program:	Operations and Infrastructure (5001)								
Primary Location:	Townsville, Queensland								
Direct Supervisor:	SeaSim Research Aquarist (21530)								
Position Classification:	AOF Level 3 Enhanced								
Functional Area:	Technical Services								
Position Summary:	<p>The Experimental Research Technician will provide high quality technical assistance to support research projects in the SeaSim, primarily as a function of the National Facility. The Experimental Research Technician will assist with a range of activities including coral husbandry and propagation, experimental set-up, data acquisition, laboratory analysis, data management and experimental support through the application of knowledge of SeaSim experimental systems, methods and instrumentation.</p>								
Position Responsibilities:	<p>The Experimental Research Technician will play a key role in providing experimental support to research activities within the SeaSim.</p> <ul style="list-style-type: none"> • Assist with coral spawning, propagation, and experiments within SeaSim. • Assist with rearing of larvae for a range of invertebrate species. • Assist with the setup, maintenance, and operation of experimental aquarium systems. • Assist researchers through application of knowledge of SeaSim experimental systems, methods and instrumentation. • Assist with data collection. • Collect and curate samples as required. • Assist the SeaSim team in the development of novel experimental capability. • Assist researchers through the provision of expert knowledge in coral husbandry and propagation. • Provide supervision and guidance to interns and trainees. <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>								
Key Responsibilities and Performance Standards									
Science Outputs:	Assist in the delivery of high-quality science for projects conducted in the National Sea Simulator projects.								
Occupational Health & Safety:	<p>Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.</p> <p>In line with AIMS' Health and Safety Policy policies and procedures, successfully participate in Manual Task (Functional) Assessments and Fit for Work medical assessments as required.</p> <p>Minimum functional requirements:</p> <table border="1"> <tr> <td>Maximum lift expected (5kg, 10kg, 25 kg)</td><td>25kg</td></tr> <tr> <td>% role walking</td><td>40%</td></tr> <tr> <td>% role sitting</td><td>30%</td></tr> <tr> <td>% role standing</td><td>30%</td></tr> </table>	Maximum lift expected (5kg, 10kg, 25 kg)	25kg	% role walking	40%	% role sitting	30%	% role standing	30%
Maximum lift expected (5kg, 10kg, 25 kg)	25kg								
% role walking	40%								
% role sitting	30%								
% role standing	30%								

POSITION DESCRIPTION - CONTINUED

	% role diving	0%
	Work in offshore or remote locations for extended periods of time	No
	<p>It is a requirement of this role that you are and remain fully vaccinated against COVID-19. Please note the sighting of proof of vaccination will be required as a pre commencement requirement.</p> <p>Identify workplace hazards and take corrective action with your supervisor's guidance.</p> <p>Ensure visitors and staff for which you are responsible have completed the necessary OH&S inductions.</p>	
Intellectual Assets:	Ensure compliance with AIMS' Intellectual Property policies procedures and guidelines to ensure AIMS' intellectual assets are appropriately protected and managed.	
Delegations:	In line with Financial and Contract Delegation Policy , which includes authorisation levels for Financial, Enterprise Agreement (supervisory), HS&E and General Administrative activities.	
Teamwork/supervisory:	<p>Direct Reports: 0</p> <p>To work as a member of a multi-disciplinary team that values diversity 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>	
Internal Organisational relationships:	<p>Reports to:</p> <p>First Level Supervisor: SeaSim Research Aquarist (21530)</p> <p>Next Level Supervisor: National Sea Simulator Director (21465)</p> <p>Supervisor: provide continuous updates and recommendations for effective operation, and ongoing development, of SeaSim instrumentation, experimental aquarium systems and Seawater Precinct life support systems.</p> <p>Other AIMS staff, Students, Visitors and Volunteers: when required provide when they are working in the AIMS Seawater Precinct.</p>	
External Customer, Partner, Collaborator and Stakeholder Requirements:	Respond to client/stakeholder needs in a timely and consistent manner to ensure achievement of goals, milestones and deadlines are met. When required, work with external collaborators to achieve mutually beneficial outcomes.	
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>	
Innovation, problem solving and continuous improvement responsibilities:	Assist researchers in the operation and use of novel experimental aquarium systems and observational techniques to enhance the research capability and capacity of the SeaSim.	
Planning responsibilities:	<p>Performance Management:</p> <ul style="list-style-type: none"> Plan work activities to ensure the achievement of timelines. Ensure timely and accurate completion of required tasks. Actively participate in own personal performance planning and evaluation. <p>Successfully participate in the AIMS annual Performance and Development program.</p>	
Communication responsibilities:	Apply clear written and verbal communication skills when interpreting instructions and reporting on progress of work.	

POSITION DESCRIPTION - CONTINUED

	<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>
Skills and Knowledge	
Essential Skills and Knowledge:	<p>Tertiary qualifications in Aquaculture, Marine Biology or equivalent, or relevant industry experience.</p> <p>Demonstrated experience working in an aquarium, aquaculture, or research orientated environment.</p> <p>Experimental experience and a sound understanding of instrumentation and methods for measuring marine organism physiology.</p> <p>Experience in the husbandry and maintenance of coral reef associated organism.</p> <p>Demonstrated ability to work in a highly collaborative team environment.</p> <p>Sound communication skills with the ability to interact effectively with other team members.</p>
Qualifications and Experience	
Essential Qualifications and Experience:	<p>A minimum of a Bachelor's degree in marine science, biology, ecology, aquaculture or similar.</p> <p>Experience with coral reef-related research.</p> <p>Demonstrated experience in the set-up and maintenance of research experiments and the collection and curation of experimental samples and data.</p> <p>Demonstrated experience working in a team environment and effective communication skills with team members and external collaborators.</p> <p>Demonstrated ability to collect data using one or several approaches including: physiological, biochemical, microbial, genetic, histological, and image-based methods.</p> <p>Demonstrated ability to produce written reports, operating procedures, manuscripts or similar.</p>
Desirable Qualifications and Experience:	<p>Knowledge of and ability to identify key coral species of the Great Barrier Reef.</p> <p>Prior experience in data analysis and visualisation.</p> <p>First Aid Certificate.</p>
Technology and Equipment	
Technology & Equipment Used:	<p>Microsoft Office suite of applications (Teams, Word, Excel, Outlook), databases, electronic data management systems.</p> <p>Networked personal computer and general office equipment.</p> <p>PLC, SCADA control systems.</p> <p>Microscopy, Chl-a fluorometers (e.g., PAM), incubation-based approaches (e.g., closed-system respirometry), PAR sensors, dissolved oxygen sensors, water quality instrumentation (pH, temperature, salinity).</p> <p>AIMS Fleet Vehicles (including Commuter Car Arrangements).</p>
Special Requirements	
Other Special Requirements	<p>Current QLD C Class Open Drivers Licence (or equivalent) or the willingness to obtain.</p> <p>Strong commitment to and sound knowledge of principles and practices of Occupational Health and Safety and Workplace Diversity and Inclusion</p> <p>Non-Australian Citizens must hold an appropriate Visa with working entitlements that allows paid employment with AIMS for the term of the appointment, depending on the Department of Home Affairs current policies.</p>

ABOUT OUR LOCATION



Townsville (QLD) Facility

AIMS headquarters is south of Townsville, Queensland at Cape Ferguson. We are about 50 km from Townsville's CBD, is an international landmark in tropical marine science and home to the [National Sea Simulator \(SeaSim\)](#). We are adjacent to the centre of the Great Barrier Reef and surrounded by a 207-hectare national park and marine reserve. The area is free from development, is biosecure and has access to clean seawater and a protected harbour.

Finding us (see more on our website):

Head south from Townsville on the Bruce Highway (A1). Approximately 37 km from the city centre, turn left at the signposted turn-off to AIMS, onto Cape Cleveland Rd. Follow this road for a further 16 km until you arrive at the Institute. Please note there is **no public transport** to the Institute however employee commuter car arrangements are detailed in our [Enterprise Agreement \(Part I – Commuting Arrangements – Cape Ferguson\)](#).

Townsville Traditional Owner Groups (visit the [Townsville City Council website](#))

Our Traditional owners and custodians, the Bindal and Wulgurukaba People are the first people to have lived in the Townsville region.

- **The Bindal People**

The Bindal people call the country “Thul Garrie Waja”. An important symbol for the Bindal people is the shooting star. They believe that wherever the star fell, or the direction the star fell meant there was either danger coming or someone from that direction was in need of help or in danger.

- **The Wulgurukaba People**

The Wulgurukaba people call their country “Gurrumbilbarra”. Wulgurukaba means “canoe people”. An important symbol of the Wulgurukaba people is the carpet snake. Wulgurukaba's creation story tells the story of the creation snake that comes down from the Herbert River, went out to sea, creating the Hinchinbrook Channel, and down to Palm and Magnetic Islands. His body broke up, leaving parts along the coast. The tail of the snake is at Halifax Bay, his body is at Palm Island, while his head rests at Arcadia, Magnetic Island.

Living in 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

