



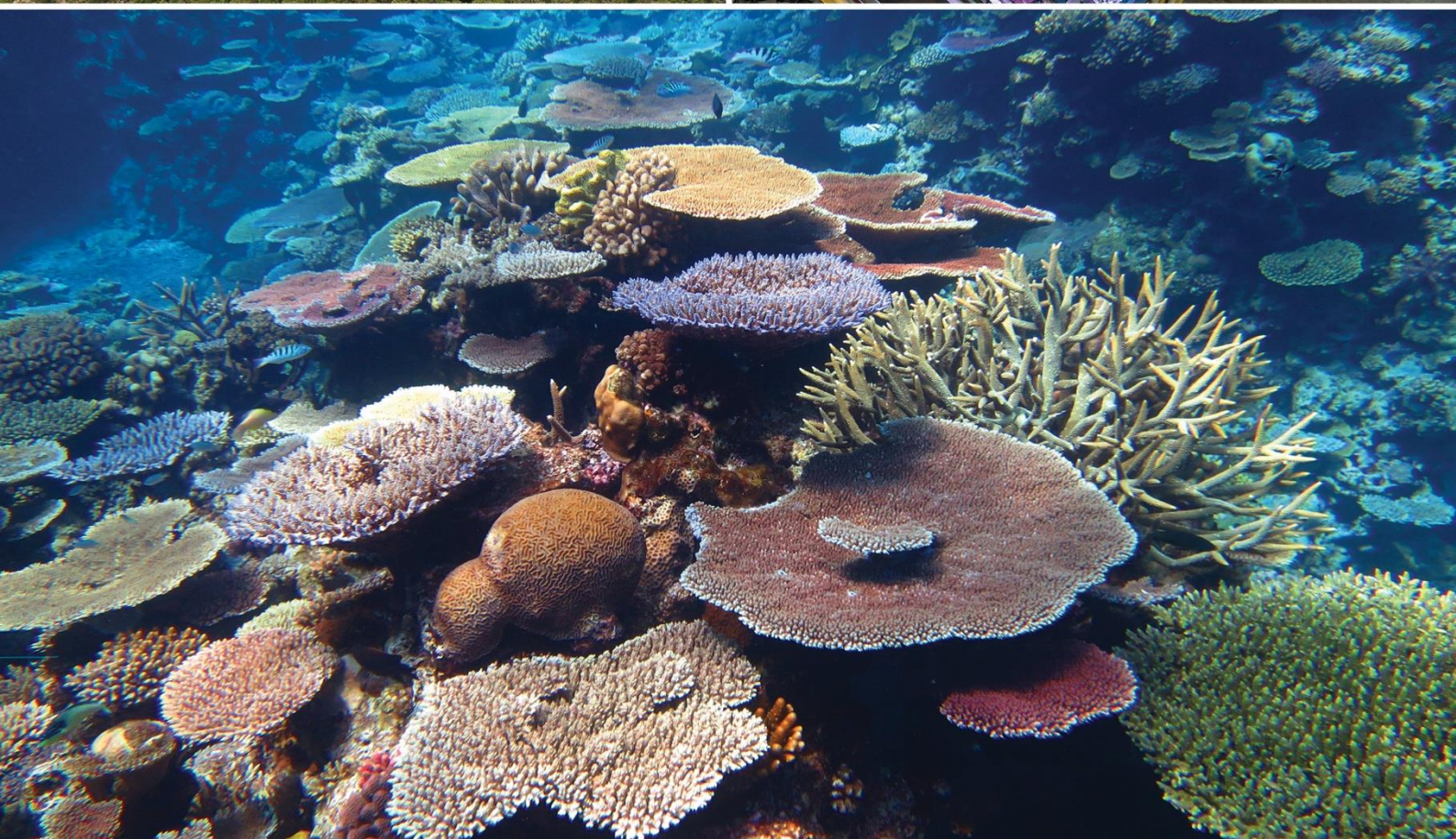
Australian Government



AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

RESEARCH TEAM LEADER NT COASTAL
AND MARINE ECOSYSTEMS

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.

Photographic credit: Shaun Hahn, Joe Gioffre, Christian Miller, Steve Clarke, Christian Miller, Chris Brunner, Nick Thake, David Deeley

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:

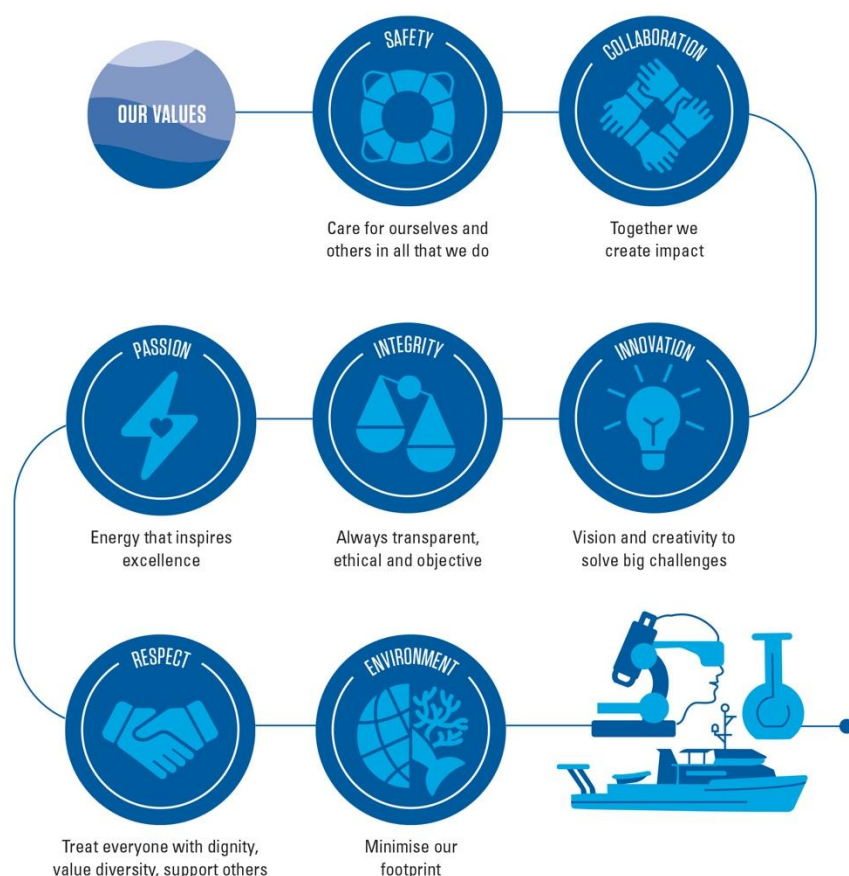
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

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 SUSTAINABLE COASTAL ECOSYSTEMS & INDUSTRIES PROGRAM'S NT COASTAL AND MARINE ECOSYSTEM TEAM

Sustainable Coastal Ecosystems and Industries program

The [Sustainable Coastal Ecosystems and Industries program](#) delivers science relating to the critical issue of cumulative stressors in a broad range of tropical marine habitats arising from coastal and catchment development, in the context of shelf-scale ecosystem drivers.

With a geographic focus on the tropical coasts of Northern Australia, spanning estuaries to continental shelves and marginal seas, this research portfolio will touch many issues associated with conservation of the region and the sustainable development of industries that operate within, or influence the marine environment. A key area of focus is observing, understanding and predicting marine environmental change associated with coastal developments, including ports and industries that impact coastal systems, agricultural activities, a changing climate, and cumulative impacts of associated pressures. In parallel with the understanding marine environmental impacts, we work with industries that interact with coastal systems to provide solutions and expertise to improve marine environmental sustainability of their operations.

The Coastal Program has capability and expertise to deliver end-to-end science in support of environmental risk assessments, coupling observational studies and biological response information with predictive hydrodynamic and biogeochemical models of contaminant distribution, concentration and trajectory and fate, and within regulatory frameworks provide assessment of the consequences and risk of actions and options for impact minimization.

Strategic objectives of this program are:

- Continue to accumulate long-term data on ocean physico-chemical parameters across Australia's tropical marine estate.
- Assess the impacts of coastal water quality on the [resilience](#) of GBR inshore ecosystems.
- Pursue strategic research and develop effective solutions for the management and control of [crown-of-thorns \(COTS\) starfish](#).
- Develop regional models of coastal environmental condition and function as an underpinning capability to inform improved management of coastal ecosystems.
- Partner with stakeholders to determine the impacts of known and emerging contaminants, including those associated with decommissioning of marine infrastructure.
- Build collaborations with Aboriginal and Torres Strait Islander people, forming strong and productive relationships in marine science.
- Improve baseline knowledge of the marine estate in Northern Territory through partnership with stakeholders.

The **NT Coastal and marine ecosystem team** delivers coastal marine research in benthic and fish ecology, oceanography, molecular biology and toxicology. Our research is providing scientific knowledge of the marine and coastal communities in Northern Territory to underpin the development of monitoring and adaptive management plans. We assess the risk of development activities to these tropical marine communities through our ecotoxicology research. Our priority areas for assessment are identified in collaboration with stakeholders to ensure a clear pathway for uptake of our science.



ABOUT OUR RESEARCH TEAM LEADER NT COASTAL AND MARINE ECOSYSTEMS POSITION

About this opportunity

We are searching for an experienced senior scientist to provide strategic direction and leadership to the Northern Territory (NT) coastal and marine ecosystems team. Supporting the Research Program director in the delivery of Program 2 and AIMS-wide research objectives, you will be an effective leader who is able to foster an atmosphere of innovation, collaboration, creativity and excellence.

With a key organisational role in the delivery of science outcomes you will provide science leadership to a small multidisciplinary team, while also:

- Managing the project portfolio for the NT team
- Facilitating multidisciplinary projects and delivery of impactful outcomes
- Initiating, coordinating and undertaking innovative scientific research as a research leader
- Identifying new lines of research, and leading and supporting team members to deliver original, creative and innovative paths to research outcomes, uptake and impact
- Driving growth of the AIMS research in the Northern Territory by building business relationships with industry, government, research and Indigenous sectors

About you

A highly experienced senior scientist, you will have achieved your PhD in a relevant environmental science discipline and have substantial post-doctoral research and leadership experience. You will be well known for your expertise in marine sciences, with success in business development to attract external research funding.

You will have excellent communication and team-building skills, fostering a collaborative and innovative team, as well as capability for building and fostering partnerships across a diverse range of stakeholders. Your experience managing project portfolios will ensure you are adapt at planning, budgeting, resource allocation and reporting needs.

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. AIMS may be able to consider sponsorship for international applicants for this position, however, please note that visa processing times can impact the ability for AIMS to consider sponsorship for vacancies.

If, after reviewing the position description (refer pages 8 - 11), 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 7 salary (\$149,883 to \$167,524 per annum) plus 15.4% superannuation
- Full-time, 4-year Fixed Term opportunity
- Located in Darwin (Northern Territory)
- 9-day fortnight
- Flexible Work Arrangements considered (including tele-working where possible)
- Generous leave provisions
- 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 page 8-11); 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: THURSDAY, 29 JUNE 2023 (midnight, AEST).

Recruitment contact: Position enquiries can be directed to Dr Claire Streten, Research Program Director at C.Streten@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

- PhD or equivalent in a relevant discipline, and extensive postdoctoral experience.
- Demonstrated ability for effective leadership, including but not limited to clear communication, a consensual approach to decision making, the ability to delegate appropriately and a commitment to providing individualised and timely feedback to staff.
- Personal attributes of a team player with strong self-awareness, and interpersonal skills and the ability to foster an atmosphere of innovation, collaboration, creativity and excellence among others.
- Demonstrated ability and motivation to engage, communicate, build relationships and foster partnerships with a diverse range of stakeholders from government, industry, academia and the public.
- Demonstrated success in attracting external research funding.
- Demonstrated experience in planning, budgeting, financial and staff control, resource allocation and reporting.
- Strong commitment to, and sound knowledge of, the principles and practices of Occupational Health and Safety and a knowledge of, and commitment to, the principles of Equal Employment Opportunity.
- Experience in managing complex multi-disciplinary projects and teams with the ability to deliver to external stakeholders and clients in a timely and professional manner.



POSITION DESCRIPTION:

RESEARCH TEAM LEADER NT COASTAL AND MARINE ECOSYSTEMS

Team Membership:	NT Coastal and marine ecosystem (7205)
Program:	Sustainable Coastal Ecosystems & Industries (7201)
Primary Location:	Darwin, Northern Territory
Direct Supervisor:	Research Program Director – Program 2 (21005)
Position Classification:	AOF Level 7
Functional Area:	Research Scientist
Position Summary:	<p>Providing strategic direction and leadership to the NT coastal and marine ecosystems team and the members.</p> <p>Manage the project portfolio for the NT team.</p> <p>Drive growth of AIMS research in the Northern Territory by building business relationships with industry, government, research and Indigenous sectors.</p> <p>Oversee and manage operational aspects of AIMS science in NT including human and financial resources, research infrastructure and services.</p>
Position Responsibilities:	<p>Working under limited direction, this position will:</p> <p>Team Leadership</p> <p>Support the Research Program Director in the delivery of Program and AIMS-wide research objectives.</p> <p>Provide a positive role model and scientific leadership for the AIMS NT team members and students to identify and promote opportunities for synergistic research planning and ensure that resources are coordinated and allocated effectively.</p> <p>Be responsible for research Team plan and team input to the Program Research and Business Plan, planning and delivery including Team project portfolio management and project risk management.</p> <p>Foster collaboration within and across Teams to facilitate multidisciplinary projects and deliver impactful outcomes aligned with AIMS Strategy 2025 by communicating and engaging with, mentoring, and coaching Team staff.</p> <p>Research Leadership</p> <p>In a leadership role, initiate, coordinate and undertake innovative scientific research and build collaborative and consultative partnerships that foster sharing of ideas, concepts and technology.</p> <p>Identify new lines of research, and lead and support team members to deliver original, creative and innovative paths to research outcomes, uptake and impact.</p> <p>Undertake science quality review of publication submissions and industry reports.</p> <p>Business Partnership Development and Relationship Management Actively support the Research Program Director in developing business opportunities and stakeholder relationships.</p> <p>Actively engage with the Business Development team to identify and pursue new funding opportunities to achieve growth and research output targets with a clear pathway to impact.</p> <p>Demonstrate strong commitment to maintaining the independent trusted advisor role of AIMS by delivering on commitments to customers on a professional and low risk basis.</p> <p>Engage in the representation and promotion of AIMS, your and your Team's research when required (e.g. conferences, workshops, public presentations, media activities, committees and face-to-face meetings).</p> <p>Engage professionally with key end-users, stakeholders/clients to build relationships and</p>

POSITION DESCRIPTION - CONTINUED

	<p>to identify and develop opportunities that contribute to delivering AIMS strategic research and build its brand and reputation.</p> <p>In the course of pursuing fundraising activities, follow AIMS business practices including championing systems use and reporting on engagement and activities with stakeholders.</p> <p>Oversee and manage operational aspects of the Arafura Timor Research Facility including human and financial resources, research infrastructure and services.</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>												
Key Responsibilities and Performance Standards													
Science Outputs:	<p>Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.</p> <p>In line with AIMS' <u>Health and Safety Policy</u> policies and procedures, successfully participate in Manual Task (Functional) Assessments and <u>Fit for Work</u> medical assessments as required.</p> <p>Minimum functional requirements:</p> <table border="1"> <tr> <td>Maximum lift expected (5kg, 10kg, 25 kg)</td><td>15kg</td></tr> <tr> <td>% role walking</td><td>20%</td></tr> <tr> <td>% role sitting</td><td>60%</td></tr> <tr> <td>% role standing</td><td>20%</td></tr> <tr> <td>% role diving</td><td>0%</td></tr> <tr> <td>Off-shore, remote location diving for extended periods of time.</td><td>No</td></tr> </table> <p>AIMS strongly encourages all employees to be fully vaccinated against COVID-19. Whilst it is not currently a mandatory requirement for this role, AIMS reserves the right to review its position and policy on mandatory vaccinations. It may therefore become a mandatory requirement for this role in the future.</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>	Maximum lift expected (5kg, 10kg, 25 kg)	15kg	% role walking	20%	% role sitting	60%	% role standing	20%	% role diving	0%	Off-shore, remote location diving for extended periods of time.	No
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Off-shore, remote location diving for extended periods of time.	No												
Occupational Health & Safety:	<p>Ensure compliance with AIMS' Intellectual Property <u>policies</u> <u>procedures</u> and guidelines to ensure AIMS' intellectual assets are appropriately protected and managed.</p>												
Intellectual Assets:	<p>Financial: in accordance with the approved Delegations Manual.</p> <p>Performance Management: Ensure timely and accurate completion annual performance agreement and evaluation for staff. Actively participate in own annual performance agreement.</p> <p>Leave: Monitor, manage and approve Direct Report's annual leave in accordance with the AIMS Agreement. Manage leave across team members.</p> <p>In line with <u>Financial and Contract Delegation Policy</u>, which includes authorisation levels for Financial, Enterprise Agreement (supervisory), HS&E and General Administrative activities.</p>												
Delegations:	<p>Direct Reports: To be determined with supervisor and AIMS leadership team</p> <p>To work as a member of a multi-disciplinary team that values diversity while ensuring the achievement of AIMS' goals and objectives and participation in the AIMS Leadership and Culture program including having a personal action plan in place.</p>												
Teamwork/supervisory:	<p>Reports to:</p> <p>First Level Supervisor: Research Program Director – Program 2 (21005)</p> <p>Next Level Supervisor: CEO (21213)</p>												

POSITION DESCRIPTION - CONTINUED

Internal Organisational relationships:	Nurture existing relationships and initiate new opportunities in consultation with the AIMS Leadership and Business Development team.
External Customer, Partner, Collaborator and Stakeholder Requirements:	<p>Contribute to financial planning and management as required for the role.</p> <p>Manage AIMS funds in a responsible manner and within delegation.</p> <p>Comply with AIMS' <u>Fraud Prevention Plan</u> 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>
Financial responsibilities and accountabilities:	<p>Initiate and progress research characterised by innovation, creativity, quality, and timely delivery of research priorities.</p> <p>Assist in the improvement of the day-to-day operations, systems and processes associated with AIMS.</p>
Innovation, problem solving and continuous improvement 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. • Successfully participate in the AIMS annual Performance and Development program. • Ensure timely and accurate completion annual performance agreement and evaluation for staff. <p>Contribute positional requirements to operational planning.</p> <p>Recruitment: Identify needs and recommend to supervisor.</p>
Planning responsibilities:	<p>Apply excellent communication skills to promote the reputation of AIMS as a leading science provider.</p> <p>Apply excellent verbal communication skills to influence, interpret, liaise, advise, report and counsel.</p> <p>Interact with other team members to facilitate the achievement of team goals and objectives.</p>
Communication responsibilities:	<ul style="list-style-type: none"> • Communication – continual clarity and reinforcement on what is expected and priority focus • Strategic – analytical yet broad treatment of future challenges whilst dealing with what is pressing now • Consensual – actively seeking diverse inputs to problem-solving and decision making • Production – achievement excellence in delivering results • Control – tracking and monitoring to support quality, timeliness and learning • Persuasion – presence, influence and impact with key internal and external audiences • Innovation – displaying comfort in the ambiguity of fast-moving environments • Delegation – providing meaningful “growth” assignments to aspiring leaders whilst achieving results through others • Feedback – specific, individualised and frequent feedback related to performance and development.

POSITION DESCRIPTION - CONTINUED

Skills and Knowledge	
Essential Skills and Knowledge:	<p>Extensive postdoctoral experience in marine sciences as evidenced by publication history, other academic contributions and/or recognition in the research community.</p> <p>Personal attributes of a team player with strong self-awareness, and interpersonal skills and the ability to foster an atmosphere of innovation, collaboration, creativity and excellence among others.</p> <p>Demonstrated success in attracting external research funding.</p> <p>Demonstrated ability and motivation to engage, communicate, build relationships and foster partnerships with a diverse range of stakeholders from government, industry, academia and the public.</p> <p>Strong commitment to, and sound knowledge of, the principles and practices of Occupational Health and Safety and a knowledge of, and commitment to, the principles of Equal Employment Opportunity</p>
Qualifications and Experience	
Essential Qualifications and Experience:	<p>PhD or equivalent in a relevant discipline, and extensive postdoctoral experience.</p> <p>Demonstrated ability for effective leadership, including but not limited to clear communication, a consensual approach to decision making, the ability to delegate appropriately and a commitment to providing individualised and timely feedback to staff.</p> <p>Demonstrated ability and motivation to engage, communicate, build relationships and foster partnerships with a diverse range of stakeholders from government, industry, academia and the public.</p> <p>Demonstrated success in attracting external research funding.</p> <p>Demonstrated experience in planning, budgeting, financial and staff control, resource allocation and reporting.</p> <p>Strong commitment to, and sound knowledge of, the principles and practices of Occupational Health and Safety and a knowledge of, and commitment to, the principles of Equal Employment Opportunity.</p> <p>Experience in managing complex multi-disciplinary projects and teams with the ability to deliver to external stakeholders and clients in a timely and professional manner.</p>
Technology and Equipment	
Technology & Equipment Used:	<p>Networked personal computer and general office equipment.</p> <p>Microsoft 365 applications</p>
Special Requirements	
Other Special Requirements	<p>Current NT Open 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 <u>Department of Home Affairs</u> current policies.</p>

ABOUT OUR LOCATION



Darwin (NT) Facility

Our research in Darwin takes place at the Arafura Timor Research Facility (ATRF), only 15 minutes' drive from the city centre, within the boundaries of the North Australia campus of the Australian National University and adjacent to the Charles Darwin University.

The Arafura–Timor region, in which Darwin is a scientific and commercial hub, is linguistically, culturally and biologically diverse, which provides valuable links between the biophysical and social sciences..

Finding us ([view more on our website](#)):

From the Darwin CBD, follow the Stuart Highway for several kilometres, then turn left onto Bagot Road and head towards Casuarina. Stay on Bagot Road until it becomes Trower Road, turn left onto Dripstone Road, and then right into Ellengowan Road at the roundabout in front of Charles Darwin University.

The sign at the front of the complex reads: 'North Australia Research Unit and Arafura Timor Research Facility'. There is reserved car parking within. There is no direct public transport to the office.

Darwin Traditional Owner Group

Darwin is treasured country to its traditional owners, the [Larrakia](#) people, who are prominent and active members of the local community.

The traditional owners of Darwin are the Larrakia (saltwater) people. Larrakia country runs far beyond the municipal boundaries of Darwin, covering the area from the Cox Peninsula in the west to Adelaide River in the east. The Larrakia people established the first trade routes in the region, trading with the Tiwi, Wagait and Wulna people as well as with Indonesian fishermen. Their stories, songs and ceremonies echo the strong connection and understanding they have with the saltwater country.

Living in Darwin

Darwin is a modern capital city highly valued by its diverse and highly multicultural population, with a strong position in business and industry. Darwin has evolved from its days as a laid-back frontier town and while it still retains its relaxed charm, it has become a sophisticated city. Many visitors are surprised to find that it has accommodation, eateries, clubs, pubs, museums and other amenities that are equal to what you'll find in the southern cities.

Our city is both modern and multicultural, boasting a population made up of people from more than 60 nationalities and 70 different ethnic backgrounds. The city is characterised by its many exciting cultural festivals and weekly food and craft markets.

For further information visit [City of Darwin Website](#).

