



Australian Government

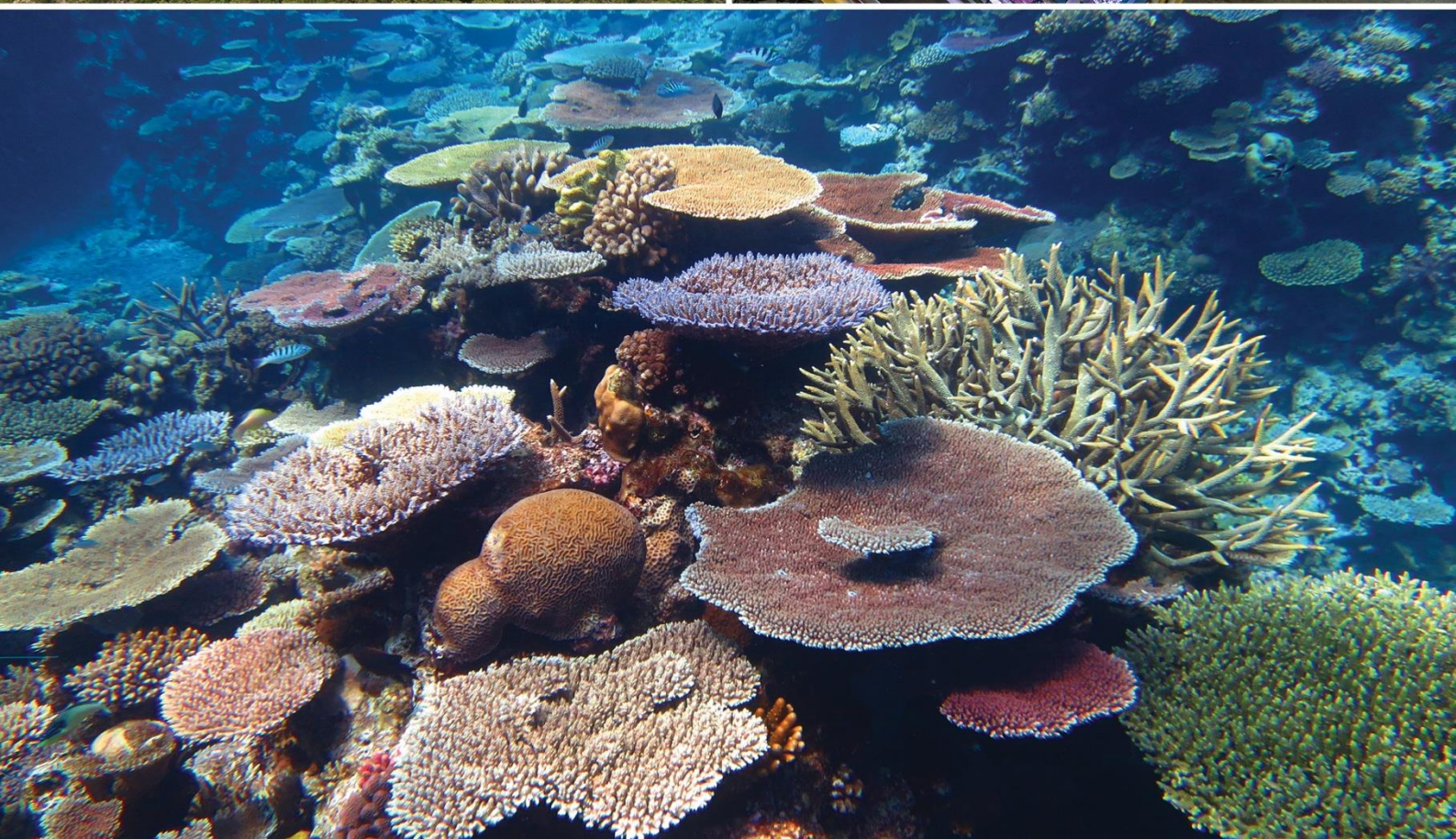


AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

SEASIM AQUARIST

NATIONAL SEA SIMULATOR FACILITY

CANDIDATE INFORMATION PACK



CONTENTS

About AIMS	3
About our Sea Simulator Facility	4
About our SeaSim Aquarist roles	5
How to apply	6
Key Selection Criteria	7
Position Description	8
About Townsville	11



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:

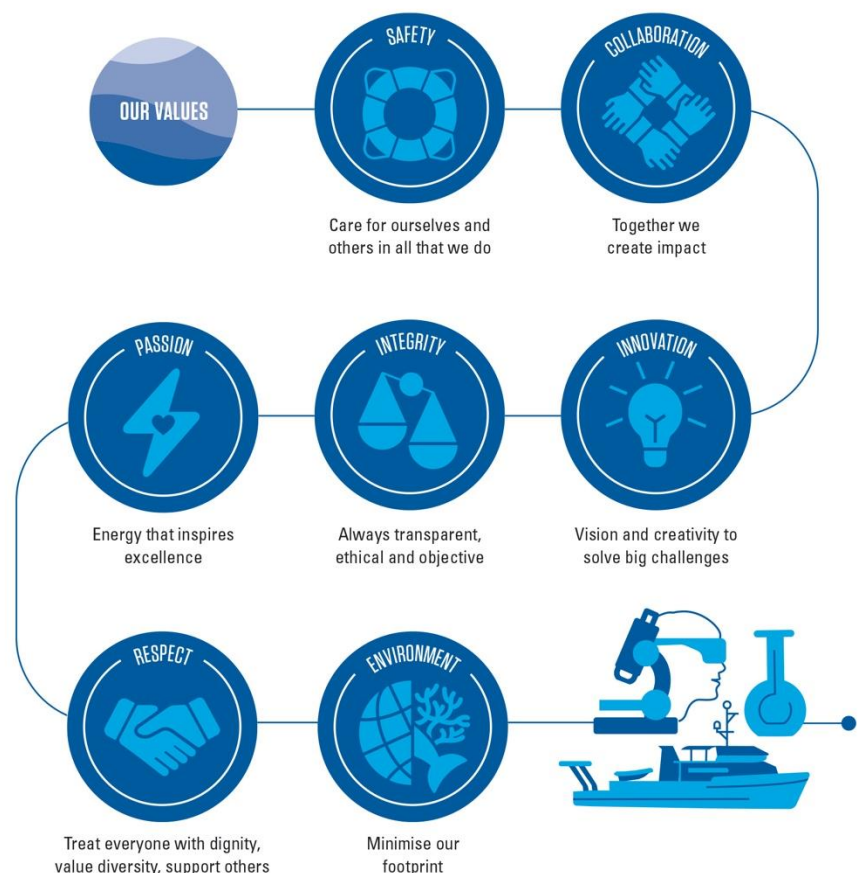
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

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 OUR NATIONAL SEA SIMULATOR FACILITY

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, with 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. Together, these capabilities allow researchers to conduct multi-generational studies, which are critical in understanding how marine organisms acclimatise and adapt to a changing environment.

Designed to encourage scientific collaboration, the SeaSim 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 AQUARIST POSITIONS

About these opportunities

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. Using SeaSim, Australian and international scientists can research the impact of complex environmental changes with large, long-term, experiments in which they can have fine control over key environmental variables such as light, temperature, acidity/pCO₂, salinity, sedimentation and contaminants.

Through the provision of direct operational input and support into the operation and maintenance of the National Sea Simulator you will provide essential services to our scientists. As a collaborative partner you will impact the delivery of our [AIMS Strategy 2025](#) through the provision of industry leading coral husbandry practices. Importantly, you will assist in the operation, optimisation and maintenance of life support systems in the AIMS Seawater Precinct, and the configuration and operation of scientific experiments within this facility.

A key part of this role will involve performing daily monitoring and maintenance tasks on a range of holding and experimental aquaria. Using your passion for sharing knowledge and developing others, you will interact with staff, students, interns, visitors, volunteers and work experience students. Your well-developed communication skills, will enable you to respectfully provide guidance to a diverse range of new users on our innovative best practice husbandry methods, including coral propagation, pest detection and treatment, and reef organism health. Additionally, you may occasionally be responsible for developing and implementing environmentally effective guidelines and/or schedules for feeding aquarium stock and controlling pests, as well as monitoring the condition of aquarium stock and ordering/organising replacements as required.

About you

Underpinning your suitability for this position will be your tertiary qualification in Aquaculture, Marine Biology or equivalent discipline, and your industry experience obtained working in aquarium, aquaculture, or research orientated environments. Your experience will enable you to demonstrate your:

- Knowledge in husbandry and maintenance of coral reef associated organisms;
- Understanding of operating, monitoring and optimising life support systems for the aquaculture/aquarium industry;
- Well-developed communication skills that enable you to interact effectively with a diverse range of facility users including team members and external collaborators.

Experience with process control systems such as temperature, salinity and pH probes, as well as experience recording data 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 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 these exciting opportunities will be rewarded with:

- AIMS AOF Level 3 salary (\$70,822 to \$79,801 per annum) plus 15.4% superannuation
- Full-time, 3-year Fixed Term opportunity (3 positions)
- Located in Townsville (Qld). Commuter car arrangements to site
- 9-day fortnight and Flexible Work Arrangements considered (including tele-working where possible)
- Generous leave provisions
- Relocation assistance available

HOW TO APPLY

Your application submission for these opportunities should include the following documentation:

- Current Resume (including the contact details for two current referees);
- A separate document addressing the **Key Selection Criteria** (refer to page 7) within the scope of the position description (pages 8-11); and
- A short cover letter (optional).

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, 11 JUNE 2023 (midnight, AEST).

Recruitment contact: Position enquiries should be directed to Dr. David Hughes (SeaSim Research Aquarist) 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 these positions. Further information about the purpose of this survey will be provided to you in the invitation.



KEY SELECTION CRITERIA

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

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

Essential

- A bachelor's degree in marine science (or similar), or related experience.
- Experience working with aquarium and/or aquaculture systems.
- Experience in the husbandry and maintenance of coral reef associated organisms.
- A positive, can-do attitude and a track record in being a good team member.
- Sound communication skills with the ability to interact effectively with other team members.
- An appreciation and commitment to Workplace Health and Safety.

Desirable

- Experience in the operation, maintenance, and calibration of instrumentation for water quality analysis such as temperature, salinity, and pH probes.
- Previous reef-keeping experience
- Experience with aquarium management (or similar) control systems.
- Current first Aid Certificate.
- Current C class driving licence



POSITION DESCRIPTION:

SEASIM AQUARIST

Team Membership:	National Sea Simulator Facility (5501)
Program:	Operations and Infrastructure (5001)
Primary Location:	Townsville, Qld
Direct Supervisor:	Senior Aquarist (21289)
Position Classification:	AIMS AOF 3
Functional Area:	Technical Services
Position Summary:	<p>The Aquarist in the AIMS seawater precinct assists in the general cleaning, feeding, and operation and maintenance of experimental aquarium systems. When required, the Aquarist will assist senior staff with plumbing, setup, optimisation and operation and maintenance of life support systems for experimental holding systems. At times they may also provide general assistance in establishing, maintaining and/or decommissioning experimental systems.</p> <p>They will facilitate both long- and short-term holdings of reef organisms by providing industry leading husbandry practices including the production and provision of live feeds.</p>
Position Responsibilities:	<p>Follow guidelines or schedules, provided by senior technicians on a regular basis, for the maintenance of aquaria including cleaning windows, tanks, strainers, circulators and filters.</p> <p>Follow guidelines and/or schedules, provided by senior technicians on a regular basis, for feeding aquarium stock, controlling pests and providing coral husbandry.</p> <p>Assist in the operation, optimisation, and maintenance of life support systems in the AIMS Seawater Precinct and the configuration and operation of scientific experiments within the AIMS Seawater Precinct.</p> <p>Facilitate both long- and short-term holdings of high value experimental reef organisms by providing industry leading husbandry practices including the production and provision of live feeds.</p> <p>Ensure that relevant work areas are kept tidy and are cleaned on a regular basis. This includes regular cleaning of aquarium equipment (acid washing) and storage of all gear.</p> <p>Assist Technical Officers with plumbing and fit-out of experimental systems.</p> <p>Assist Technical Officers with routine maintenance of life support systems.</p> <p>Assist Technical Officers with routine sampling of material and cleaning of experimental tanks and equipment.</p> <p>Assist the Water Quality Coordinator undertake a specified program of sampling seawater for water quality analysis within the AIMS Sea Sim Precinct.</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	
Occupational Health & Safety:	Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.

POSITION DESCRIPTION - CONTINUED

	<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>25kg</td></tr> <tr> <td>% role walking</td><td>40%</td></tr> <tr> <td>% role sitting</td><td>20%</td></tr> <tr> <td>% role standing</td><td>40%</td></tr> <tr> <td>% role diving</td><td>0%</td></tr> <tr> <td>Work in offshore or remote locations 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)	25kg	% role walking	40%	% role sitting	20%	% role standing	40%	% role diving	0%	Work in offshore or remote locations for extended periods of time	No
Maximum lift expected (5kg, 10kg, 25 kg)	25kg												
% role walking	40%												
% role sitting	20%												
% role standing	40%												
% role diving	0%												
Work in offshore or remote locations for extended periods of time	No												
Intellectual Assets:	Ensure compliance with AIMS' Intellectual Property <u>policies</u> <u>procedures</u> and guidelines to ensure AIMS' intellectual assets are appropriately protected and managed.												
Delegations:	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.												
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>												
Internal Organisational relationships:	<p>Reports to:</p> <p>First Level Supervisor: Technician – Senior Aquarist (21289)</p> <p>Next Level Supervisor: Technician – Head Aquarist (21189)</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>												
External Customer, Partner, Collaborator and Stakeholder Requirements:	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' <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>												
Innovation, problem solving and continuous improvement responsibilities:	Assist in the improvement of the day-to-day operations, systems and processes associated with AIMS.												
Planning responsibilities:	<p>Performance Management:</p> <ul style="list-style-type: none"> Plan work activities to ensure the achievement of timelines. 												

POSITION DESCRIPTION - CONTINUED

	<ul style="list-style-type: none"> • 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:	Interact with other team members to facilitate achievement of group goals. Promote considerate team behaviour in individuals.
Skills and Knowledge	
Essential Skills and Knowledge:	<p>A bachelor's degree in marine science, biology, ecology (or similar) or related experience.</p> <p>Demonstrated experience within an aquarium and/or aquaculture setting.</p> <p>Knowledge of the husbandry and maintenance of coral reef associated organisms.</p> <p>Good verbal and written communication skills, and a demonstrated ability to work effectively with and communicate with other team members.</p> <p>Demonstrated ability to work independently, with a high degree of initiative and problem-solving abilities.</p>
Qualifications and Experience	
Essential Qualifications and Experience:	<p>Experience in maintaining aquarium equipment and/or working in an aquaculture or research orientated environment.</p> <p>Experience in the husbandry of aquatic organisms.</p>
Desirable Qualifications and Experience:	<p>Previous reef-keeping experience.</p> <p>Experience in the maintenance and calibration of instrumentation for water quality analysis (e.g., temperature, salinity and pH probes).</p> <p>Experience with aquarium management or control systems.</p> <p>Current first aid certificate</p> <p>Current C Class drivers' licence.</p>
Technology and Equipment	
Technology & Equipment Used:	<p>Networked personal computer and general office equipment.</p> <p>EDMS - TechOne ECM, Procurement, HR, Finance modules</p> <p>Microsoft Project, Microsoft 365 applications</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

