



Australian Government

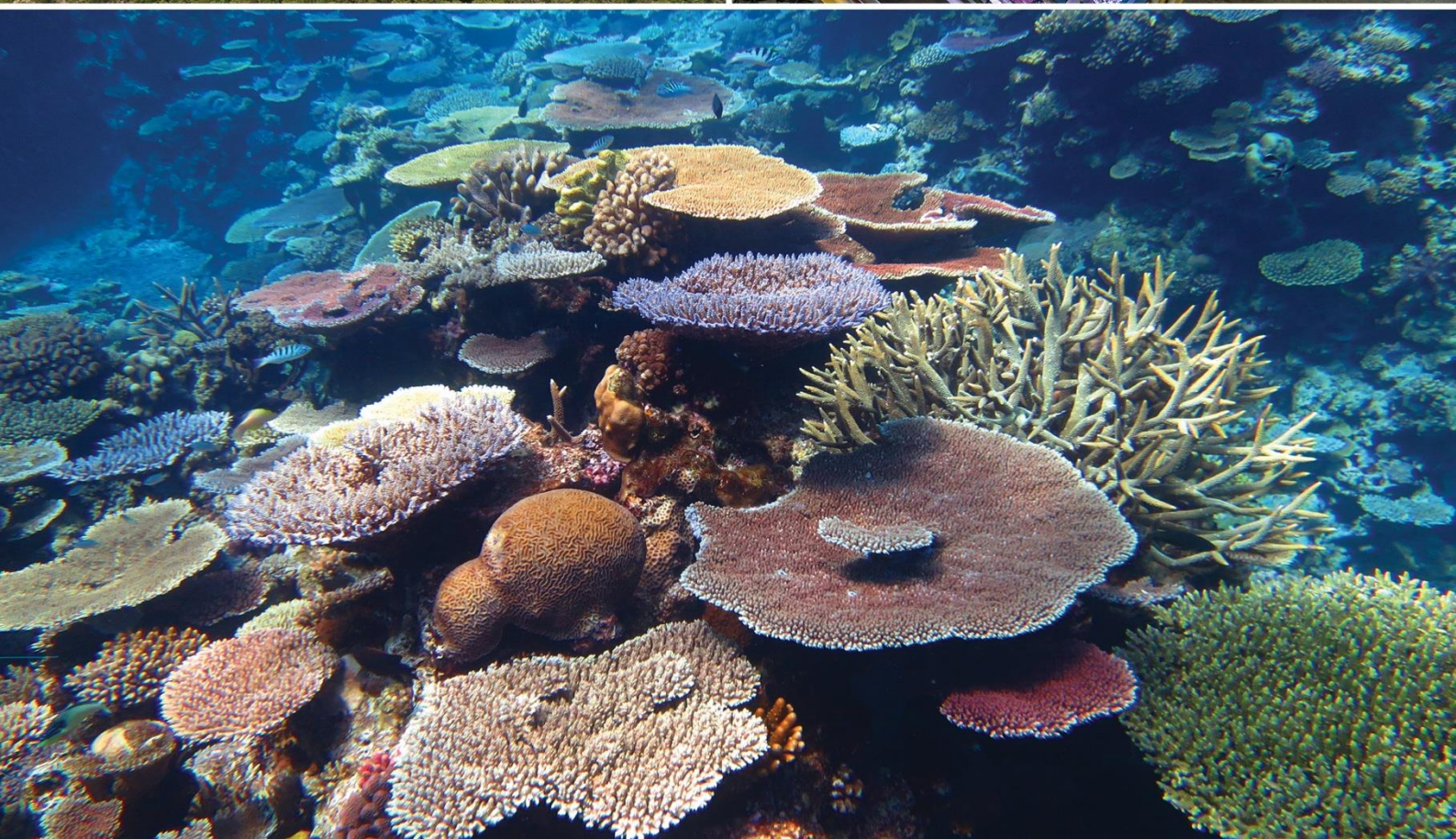


AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

BENTHIC ECOLOGIST

SEASCAPE HEALTH & RESILIENCE TEAM

CANDIDATE INFORMATION PACK



CONTENTS

About AIMS	3
About Seascape Health & Resilience team	4
About our Benthic Ecologist role	5
How to apply	6
Key Selection Criteria	7
Position Description	8
About Perth	12



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:

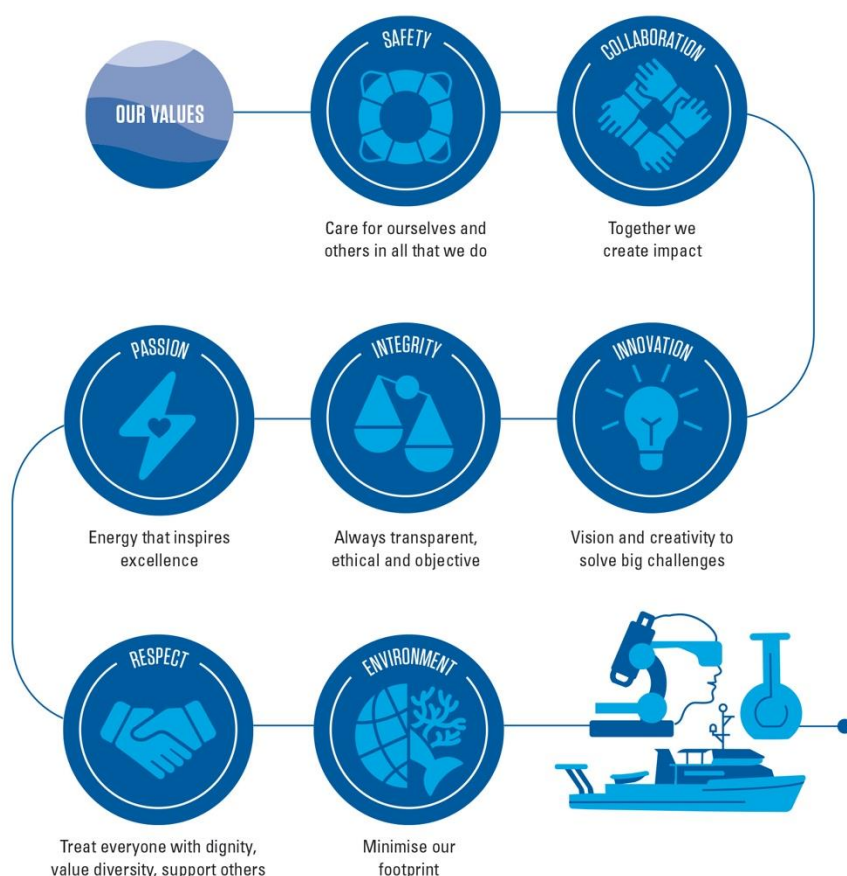
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

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 USE OF NW MARINE ECOSYSTEMS PROGRAM'S SEASCAPE HEALTH & RESILIENCE TEAM

Sustainable Use of North-West Marine Ecosystems Program

AIMS established a presence in Western Australia over twenty-five years ago to address the emerging requirements of the offshore oil and gas industry for tropical marine environmental baseline information, but also in recognition of the unique and poorly understood marine systems in North-West Australia.

The mission of the [Sustainable Use of North-West Marine Ecosystems Program](#) is to undertake science and deliver knowledge to provide a comprehensive understanding of Australia's northern and north-western marine ecosystems and inform sustainable use and management of marine resources in the region.

Our Sustainable Use of North-West Marine Ecosystems Research Program focuses on five key challenges for sustainable resource management: climate change, pressures on marine ecosystems, opportunities in blue carbon, documenting and conserving biodiversity, and monitoring ecosystem change. These challenges shape the strategic objectives of the Research Program that align with [AIMS Strategy 2025](#):

- Design of regional assessment and monitoring plan and gap analysis tool for North-West Australia.
- Develop and test a predictive model of benthic communities on reefs and shoals.
- Region-wide analysis of fauna abundance, distribution and critical areas with a focus on breeding, nesting, calving grounds and nursery areas of key threatened and endangered marine species.

Seascape Health & Resilience team is a multi-disciplinary team of researchers working to solve the complex challenges facing tropical marine ecosystems of the Anthropocene. Natural climate cycles and disturbance events are intersecting with local pressures and the increasingly severe impacts of climate change to drive major changes in our seascapes. These changes are not uniform over space or time, and manifest in different ways within the various benthic communities that underpin tropical marine biodiversity, productivity and other key ecosystem functions.

To meet this challenge, our seascape team have the capacity to survey, measure and model a broad spectrum of habitat types in tropical seascapes from shallow-water communities down to mesophotic and deep-sea environments. Moreover, our team unites a diverse set of skills in marine biology and ecology, multi-scale mapping via in-field and remote-sensing, statistical analysis and spatial modelling, computer engineering and data science. Through this breadth and depth of innovative science capability, we are building a new capacity to measure, model and understand the drivers and connectors that affect the health and resilience of our tropical seascapes.

An overarching team goal is to encourage a broad, spatially explicit seascape perspective to tropical marine conservation, adaptation and restoration. The team are working to directly address the threat of climate change via nature-based solutions for emissions reduction that include blue carbon, and net-zero seascape restoration programs that encompass a portfolio of corals, seagrass, and sea weeds in their measures of success.



ABOUT OUR BENTHIC ECOLOGIST POSITION

About this opportunity

As an experienced Benthic Ecologist, you will work within a team environment to play a significant role in the facilitation of field and lab-based data collection, analysis and reporting activities for a range of tropical benthic ecology projects. Your position will enhance AIMS capacity to conduct research in a range of marine habitats including seaweeds meadows, seagrass beds, mangroves, filter-feeder communities and coral reefs.

You will provide high level support and participate in field data collection on benthic communities using a variety of survey methodologies and undertake post-field work processing including collection and processing of tissue and sediment samples, direct visual surveys, physiological and chemical measurements and analysis of remote water imagery to assess diversity of benthic and intertidal organisms. In addition to supporting statistical analysis, you will prepare reports on benthic monitoring data and will contribute to continuous improvement and innovation in technology and analyses to improve data gathering or dissemination efficiencies.

About you

Underpinning your suitability for this position will be your PhD in Marine Biology or a related field, and track record of scientific achievements in the field of benthic ecology, supported by your well-developed knowledge of tropical seascape ecology and understanding of the roles of key benthic groups. You will also be able to demonstrate your:

- High level knowledge and experience designing and conducting marine field surveys and experiments with a diversity of benthic community types;
- Experience with multivariate data analysis, high-quality figure preparation and scientific report writing;
- Strong competence and knowledge to conduct shore-based and boat-based marine research, including SCUBA-diving based research, resolving challenges as they arise with a safety-first mindset;
- Demonstrated experience processing data, including image analysis, data archiving and management; and
- Willingness and ability to participate in fieldwork activities in remote offshore locations for extended periods of time.

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 this exciting opportunity will be rewarded with:

- AIMS AOF Level 4 salary (\$90,321 to \$102,784 per annum) plus 15.4% superannuation
- Full-time, 5-year Fixed Term opportunity
- Located in Perth (Western Australia).
- 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 detail of two current referees);
- A one-page document identifying your suitability and experience relevant to the role, with consideration of the position selection criteria (refer to page 7)

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 visit our [Recruitment Application Guide](#).

Closing date: SUNDAY, 4 JUNE 2023 (midnight, AEST).

Recruitment contact: Position enquiries can be directed to Dr Shaun Wilson, Principal Research Scientist at sk.wilson@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.



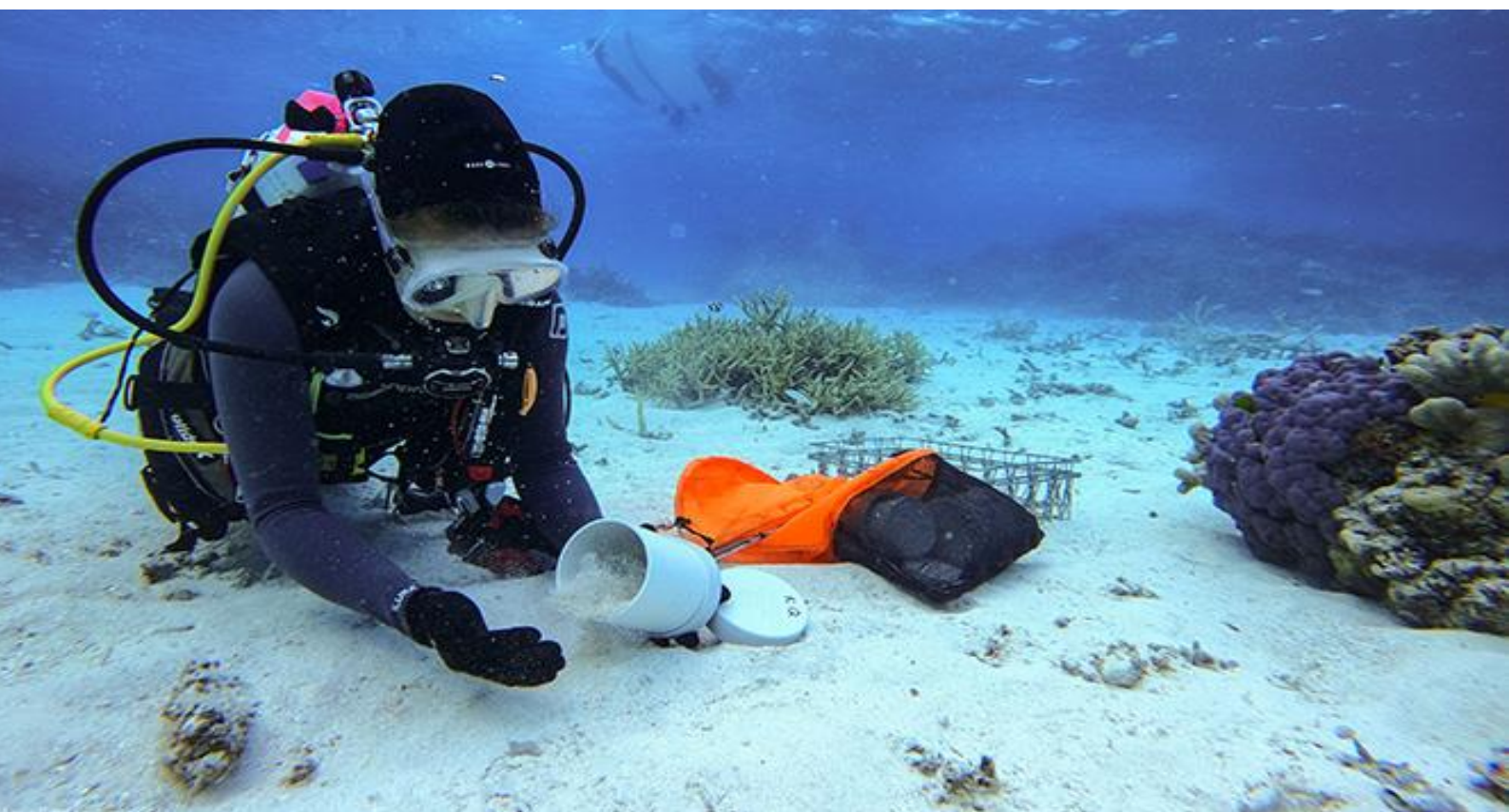
KEY SELECTION CRITERIA

Essential

- PhD in Marine Science or related field, and a demonstrated track record of scientific achievement in the field of benthic ecology (e.g., publications, grants, awards).
- High-level knowledge and experience in the design and conduct of marine field surveys and experiments with a diversity of benthic community types, including the visual identification and sampling of benthic taxa such as macroalgae, seagrass and corals.
- Demonstrated capacity to conduct shore-based and boat-based marine research, including SCUBA-diving based research, and solve problems as they arise with a safety-first mindset.
- Demonstrated experience in multivariate data analysis, high-quality figure preparation and scientific report writing.
- Personal initiative and the ability to work independently to tight deadlines.
- Excellent communication skills, including high levels of computer literacy in networked PC environments, and other mechanisms to effectively collaborate with others to achieve mutually agreeable outcomes.
- Strong commitment to the principles and practices of Occupational Health and Safety and Workplace Diversity and Inclusion

Desirable

- Experience in the design and conduct of field-based sampling, experimental manipulations, and data analysis to understand the physiology and chemistry of marine benthic organisms and their habitats.
- A sound awareness of the concept of blue carbon as it applies to tropical seascapes.
- Demonstrated experience in team work on large, multidisciplinary marine research projects involving a range of stakeholders.
- Qualifications relevant to marine field work (e.g., SCUBA, Senior First Aid, CPR, Oxygen Resuscitation certifications).



POSITION DESCRIPTION:

BENTHIC ECOLOGIST

Team Membership:	Seascape Health & Resilience (7302)
Program:	Sustainable Use of NW Marine Ecosystems (7201)
Primary Location:	Perth, Western Australia
Direct Supervisor:	Principal Research Scientist (21011)
Position Classification:	AIMS AOF Level 4
Functional Area:	Research Projects
Position Summary:	<p>This Benthic Ecologist role will enhance AIMS capacity to conduct research in a range of marine habitats including seaweeds meadows, seagrass beds, mangroves, filter-feeder communities and coral reefs. The candidate will contribute diverse field and lab-based skills in the assessment of these habitats and their contributions to seascape health and resilience in northwest Australia.</p> <p>The role will include assisting with field and lab-based data collection, analysis and reporting for a range of tropical benthic ecology projects. This may include collection and processing of tissue and sediment samples, direct visual surveys, physiological and chemical measurements, and analysis of remote underwater imagery to assess a diversity of benthic and intertidal organisms (e.g., filter feeders, corals, seagrass, macroalgae, mangroves, salt marsh) in a range of tropical seascape settings under the direction of the AIMS Research Scientists and Research Team Leader.</p>
Position Responsibilities:	<p>High-level support of field operations, including pre-trip and experimental planning, data collection, and post-processing to assess the health and condition of a diversity of benthic communities in conjunction with AIMS Research Scientists.</p> <p>Oversee the timely delivery of data, data analysis and reporting within agreed project deadlines.</p> <p>Undertake field work at remote sites nationally including field work planning, and field data collection as required.</p> <p>Undertake lab work, benthic sample processing, and experiments involving the physiology and chemistry of benthic organisms and their habitats.</p> <p>Participate as a member of a team and contribute to team meetings and reports.</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>Milestones: Contribute to the achievement of milestones and Project and Team research plans.</p> <p>Intellectual Assets: Identify emerging intellectual property resulting from AIMS research and initiate appropriate actions to protect AIMS' IP Assets.</p>
Occupational Health & Safety:	<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>

POSITION DESCRIPTION - CONTINUED

	Maximum lift expected (5kg, 10kg, 25 kg)	10 kg
	% role walking	10%
	% role sitting	85%
	% role standing	5%
	% role diving	10%
	Work in offshore or remote locations for extended periods of time	Yes
	<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>Scientific diver qualifications or the willingness to obtain.</p> <p>Ability to pass annual AS2299 Occupational Dive Medical.</p> <p>Current Coxswains (Grade 2 NC or higher) or the willingness to obtain.</p> <p>Willingness and ability to participate in fieldwork activities at remote, offshore locations, for extended periods of time.</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 <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>First Level Supervisor: Principal Research Scientist (21011)</p> <p>Next Level Supervisor: Research Team Leader – Seascope Health & Resilience (211441)</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:	Contribute to building and maintaining positive relationships with all collaborators and end users. Respond to enquiries and resolve issues raised by external stakeholders. Communicate scientific results to external stakeholders.	
External Customer, Partner, Collaborator and Stakeholder Requirements:	<p>Develop positive work relationships with other science and service staff and provide a high level of service to all internal clients.</p> <p>Supervisor: Liaise with supervisor on all aspects of the work area. Provide feedback for development purposes and provide support and direction for improvement.</p>	
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:	<p>Initiate and progress research characterised by innovation, creativity, quality, and timely delivery of research goals.</p> <p>Assist in the improvement of the day-to-day operations, systems and processes associated with AIMS research.</p>	

POSITION DESCRIPTION - CONTINUED

Planning responsibilities:	Plan work activities to ensure the achievement of objectives within timelines and efficient production of visual survey data, data analysis, and reports under the direction of the AIMS Research Scientists and Research Team Leader.
Communication responsibilities:	Apply well developed verbal communication skills to influence, interpret, liaise, advise, and report. Interact with other team members to facilitate the achievement of group goals.
Skills and Knowledge	
Essential Skills and Knowledge:	<p>Demonstrated awareness of the current techniques for surveying a diversity of benthic community types in tropical waters.</p> <p>Demonstrated capacity to conduct shore-based and boat-based marine field research, troubleshoot and solve problems that arise.</p> <p>Demonstrated skills in the visual identification and sampling of benthic taxa commonly found in tropical Australian waters, particularly macroalgae and seagrass.</p> <p>Personal initiative and the ability to work to tight deadlines and to work independently.</p> <p>Ability to communicate effectively with a diversity of people and achieve mutually agreeable outcomes.</p> <p>Sound computer literacy in a networked PC environment including email, MS Word, MS Excel.</p>
Desirable Skills and Knowledge:	<p>Ability to conduct field-based sampling and experimental manipulation to understand the physiology and chemistry of benthic organisms and their habitats.</p> <p>A sound awareness of the concept of blue carbon as it applies to tropical seascapes.</p>
Qualifications and Experience	
Essential Qualifications and Experience:	<p>Previous experience in conducting field surveys, manipulative experiments, and working with DOVs, ROVs, towed video equipment and associated image data.</p> <p>Demonstrated experience in multivariate data analysis, high-quality figure preparation and scientific report writing.</p> <p>Qualifications and/or experience in operation of small boats, deck work on larger vessels, and SCUBA diving operations.</p> <p>PhD in marine science or related field.</p>
Desirable Qualifications and Experience:	<p>Experience in marine field activities involving deployment of instrumentation and manipulative experiments in coastal environments.</p> <p>Demonstrated experience in team work on large, multidisciplinary marine research projects with a range of government, community, and industry partners.</p> <p>Qualifications relevant to marine field work (e.g., Senior First Aid, CPR and Oxygen Resuscitation certifications).</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 Online and Microsoft 365 applications.</p>

POSITION DESCRIPTION - CONTINUED

	EventMeasure Stereo, Benthobox and ReefCloud for the analysis of video imagery for ecological metrics.
Special Requirements	
Other Special Requirements	Current C Class Open Drivers Licence or the willingness to obtain. Strong commitment to and sound knowledge of principles and practices of Occupational Health and Safety and Workplace Diversity and Inclusion 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 relevant <u>Department of Home Affairs</u> policies.



ABOUT OUR LOCATION



Perth

Perth is a vibrant city and an exciting hub located on the west coast of Australia. Perth sits along the Swan River and is surrounded by unique landscapes, from Australian bushland in the west to rolling coastline 12 km east of the city. Perth is a fast-developing region, with a population of over 2 million people. Perth's diverse economic base is supported by key industries including Professional, Scientific and Technical Services (the largest industry employer), Government and Administration, Resources, and Health. Perth offers an array of opportunities for residents including exploration of diverse outdoor spaces, world-class national and international cultural and sporting events, architectural and historical attractions, and access to high-quality health, entertainment, medical, educational and sporting facilities. Perth is also recognised as the sunniest capital city in Australia.

AIMS Perth Site ([see more on our website](#)):

AIMS in Perth is co-located within the Indian Ocean Marine Research Centre (IOMRC) at the University of Western Australia (UWA)'s Crawley campus. You can reach the UWA campus by heading south-west from Perth CBD on Mounts Bay Rd. Our office is on Level 3 of the Indian Ocean Marine Research Centre, on Fairway. There are several bus routes to the campus:

- Bus 97, which leaves from Subiaco train station
- Buses 102 and 107, which leave from the Wellington St train station in the CBD, and
- Bus 950 travelling from Perth City to the UWA campus.

All these routes stop at UWA near the corner of Stirling Hwy and Fairway.

More information: www.perth.wa.gov.au

