



Australian Government

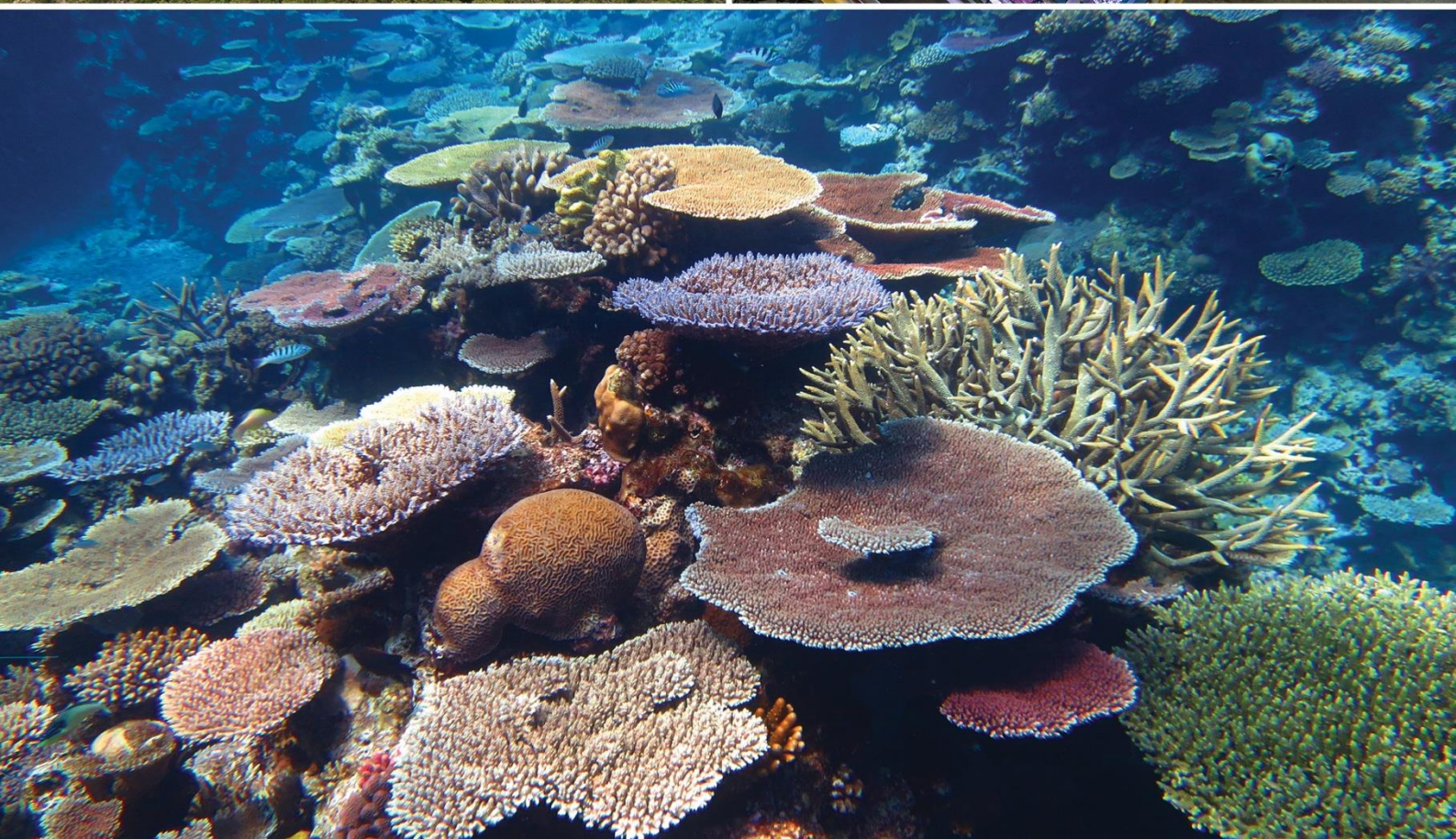


AUSTRALIAN INSTITUTE
OF MARINE SCIENCE

FISH ECOLOGIST

REEF MONITORING TEAM

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:

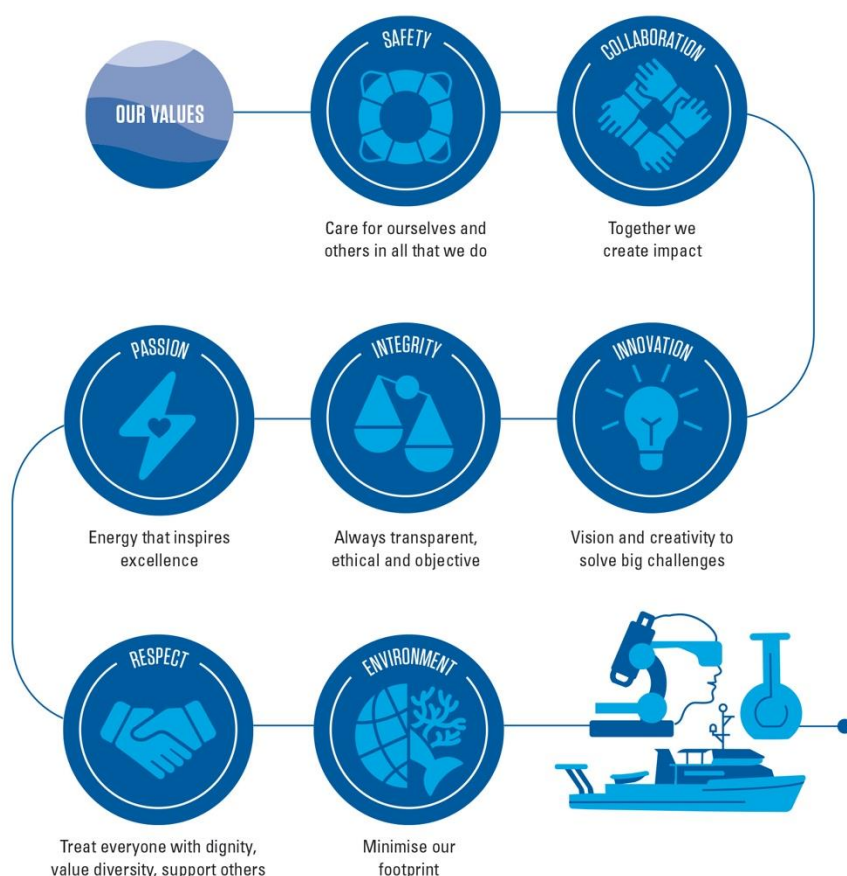
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

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 2030](#) targets.

THE WAY WE WORK



ABOUT REEF ECOLOGY AND MONITORING PROGRAM'S REEF MONITORING TEAM

The **Reef Ecology and Monitoring Research Program** brings together diverse lines of research to deliver essential components of the *science for solutions* that are core to [AIMS Strategy 2030](#).

Globally, marine ecosystems are rapidly changing due to increasing pressures from climate change and local disturbances. There is an increasing need for reliable information about the status and trends of tropical marine ecosystems such as coral reefs. The Program's research focuses on understanding the trajectory of coral reef ecosystems and how they might perform in the future. This is pivotal to inform sustainable and adaptive management and policy development.

However, such understanding is complex, and the Research Teams in this Program apply diverse research approaches— including long-term monitoring, population and community ecology to applied conservation technologies, advanced ecological modelling, and foundational ecological research. The speed, scale and heterogenous nature of current changes pose additional logistical and innovation challenges to assess and inform of the consequences of such changes more rapidly.

The Program is currently focused on six priority research areas:

- Delivery of AIMS' long-term monitoring programs on coral reefs.
- Innovation in marine observation technologies and methodologies.
- Process understanding of reef recovery under future climate scenarios.
- Expanded knowledge on key species of conservation and commercial interest.
- Advanced understanding of long-term climate impacts on marine ecosystems.
- Indigenous partnerships and community partnerships to support the co-management of marine resources.

The Program's geographic focus is the Great Barrier Reef. It is responsive to the needs of its key stakeholders, resource managers and policymakers. It is guided by the [Reef 2050 Long-term Sustainability Plan](#), Australia's overarching strategy to improve the Reef's health and resilience by delivering coordinated local, national and global action in key areas.

The program has a growing international reach, especially with our nearest Pacific neighbours. This growth area relies on building successful partnerships to secure research funding, develop pathways to research impact and a direct line of sight between problem formulation, information needs, and research planning and delivery.

The **Reef Monitoring team** focuses on delivering key information on the status and trends of indicators of coral reef health for the Great Barrier Reef.



ABOUT OUR FISH ECOLOGIST POSITION

AIMS' Long-term Monitoring Program (LTMP) represents the longest continuous record of change in reef communities over such a large geographic area. As an integral element of the Reef Ecology and Monitoring program, the LTMP is responsible for surveying the health of inshore, mid-shelf and offshore reefs across the Great Barrier Reef region. The team of trained scientists survey reef fishes on SCUBA using underwater visual census along 50m transects, and also record corals and other benthic organisms along the same sections of reef each visit. As well as capturing the natural variability of coral and fish populations, the data documents effects of disturbances such as crown-of-thorns starfish outbreaks, cyclones, and bleaching events. The data also provides awareness of other threats to the reef (such as outbreaks of coral disease) and other issues of concern to reef managers.

About this opportunity

As an experienced Fish Ecologist, you will contribute to AIMS LTMP by conducting field surveys, data management and QA/QC, data analysis and reporting on reef fish and manta tow monitoring data. You will have a significant role in contributing to monitoring campaigns through planning, coordinating and undertaking field work and collection activities, that includes working at remote locations and live-aboard on large vessels for extended periods. You will contribute to the success of these trips through your oversight of required research equipment and being part of tight knit field teams, requiring strong engagement, negotiation and collaboration skills to partner with internal and external researchers.

In a hands-on-research role, you will be involved in sampling primarily via SCUBA and manta tow, but also baited remote underwater video, remotely operated vehicles and other technology as required. Undertaking thorough analysis of reef fish monitoring data, you will use these findings to contribute to technical reports and scientific journal publications.

About you

Underpinning your suitability for this position will be your tertiary qualification/s in marine biology or relevant field, extensive knowledge in the ecology of reef fishes, and ability to identify key coral reef taxa in the field. Knowledgeable in the advantages and disadvantages of a variety of sampling and survey techniques, you will also be able to demonstrate your:

- Experience conducting visual count surveys of coral reef fishes using standard protocols, particularly on belt transects and identification of coral reef fishes to species, and experience estimating fish length,
- Competence in assessing broad coral reef metrics (e.g. coral cover) using manta tow,
- Competence in field data collection, management, analysis, and use of statistical software (e.g., R, Microsoft Access),
- Willingness, ability and availability to participate in fieldwork activities in remote offshore locations for extended periods of time,
- Ability to meet AIMS' field work requirements for boating and diving, extensive experience SCUBA diving and small boat handling in offshore waters, and
- Excellent interpersonal communication skills, with the ability to foster innovation and collaborative relationships, you will be a strong team player.

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 3 Enhanced salary (\$70,822 to \$88,786 per annum) plus 15.4% superannuation
- Full-time, 2-year Fixed Term opportunity
- Located in Townsville, Queensland. Commuter car arrangements to site available
- 9-day fortnight
- Flexible Work Arrangements considered (including tele-working where possible)
- Generous leave provisions

HOW TO APPLY

Your application submission for this opportunity **must** 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.

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.

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](#).

Recruitment contact: Position enquiries can be directed to Daniela Ceccarelli, Reef Fish Ecologist at d.ceccarelli@aims.gov.au. *Applications must be made through our website per above.*

Closing date: MONDAY, 2 OCTOBER 2023 (midnight, AEST).

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.

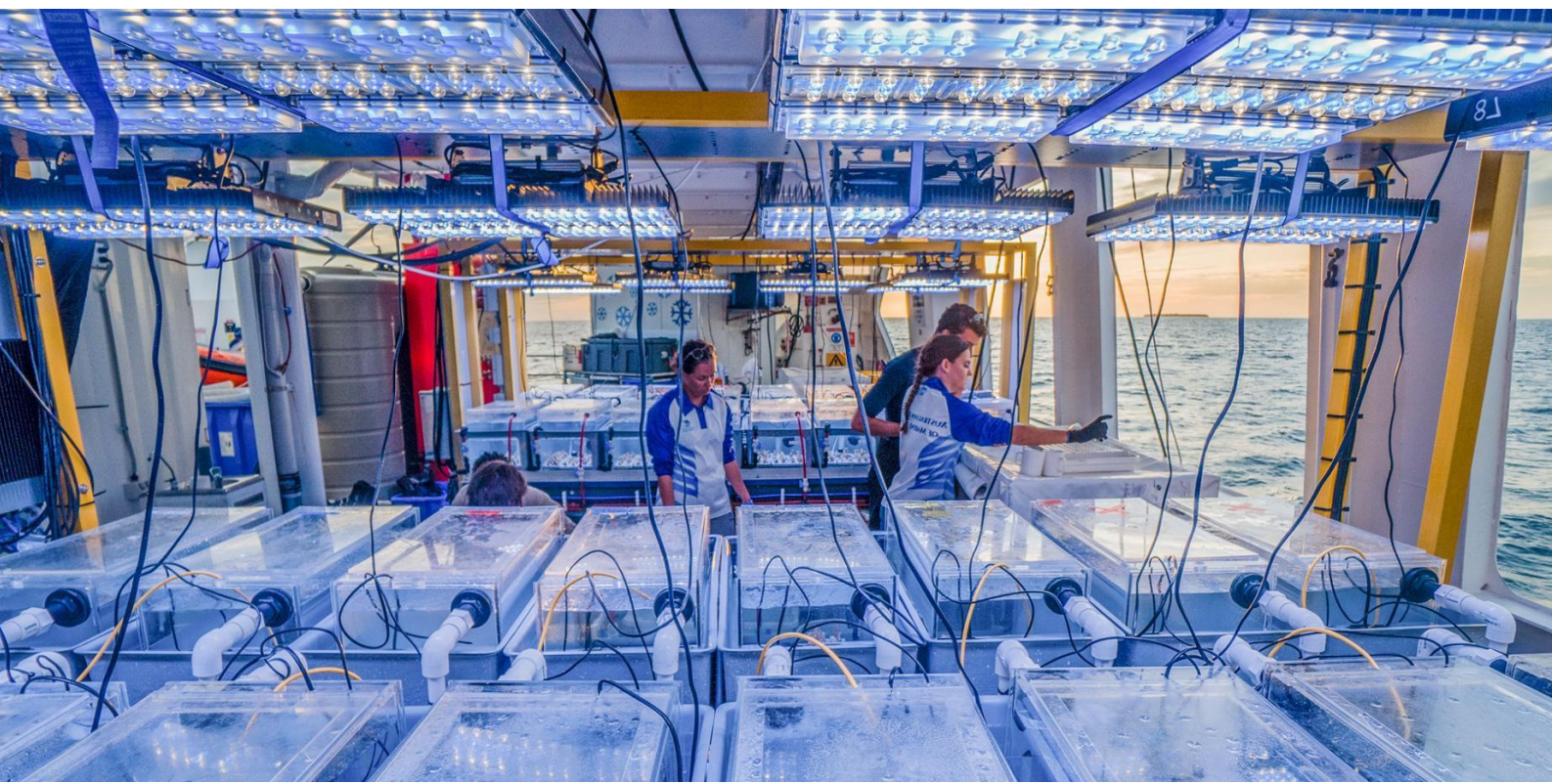
Your responses to the following Key Selection Criteria must evidence your suitability for this exciting opportunity within the scope of the position description (pages 8-11).

Essential

- Tertiary qualifications in marine biology or another relevant field and evidence of well-developed knowledge of the ecology of coral reef ecosystems including an understanding of and ability to identify key coral reef taxa.
- Knowledge of the advantages and disadvantages of a variety of sampling and survey techniques, including underwater visual surveys, and automated and remote technologies.
- Demonstrated experience conducting visual count surveys of coral reef fishes using standard protocols, in particular belt transects, and a demonstrated ability to identify coral reef fishes to species.
- Demonstrated experience of field data collection, data management, data entry and knowledge of common statistical techniques and ability to use databases and statistical software (e.g., R, Microsoft Access).
- Ability to work in remote locations for extended periods of time. Demonstrated experience in team-work, ability to communicate effectively with a diversity of people to achieve mutually agreeable outcomes and to be adaptable to support a variety of projects.
- Ability to meet AIMS' field work requirements for boating and diving (Dive Coordinator/Scientific Diver**), including extensive demonstrated experience of SCUBA diving and small boat handling in offshore waters and in the vicinity of coral reefs.

Desirable

- Experience organising and leading field trips at sea or at remote field stations for extended periods of time; including pre-trip planning and documentation, field data acquisition, and trip reporting.
- Occupational dive qualifications (ADAS 2815.1) or Scientific dive qualifications (ADAS 2815.6).
- Ability to obtain Coxswain's.



POSITION DESCRIPTION: FISH ECOLOGIST

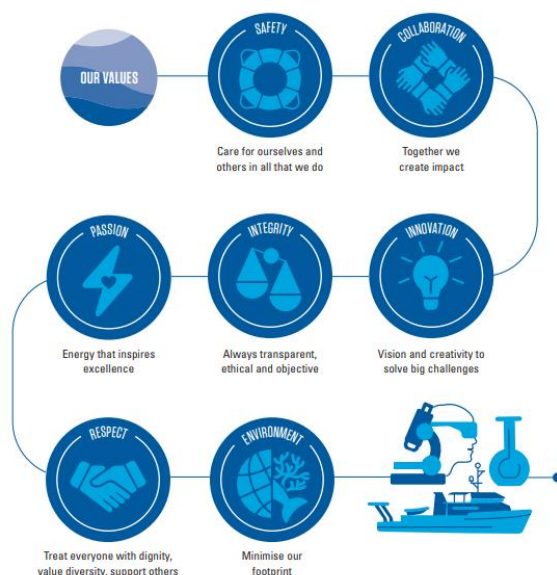
Position Description			
Position Title:	Fish Ecologist – Long-term Ecological Monitoring		
Position Number:	21769		
Organisational Unit Name and Number:	Reef Monitoring (7102)	Program:	Reef Ecology and Monitoring (Program 1)
Salary cost centre:	7102		
Primary Location:	Townsville		
Agreement:	AIMS Enterprise Agreement 2020 – 2023 (and any subsequent agreement)		
Position Classification:	AOF Level 3 Enhanced	FTE Status:	Full-time (1.0 FTE)
First Level Supervisor:	Senior Research Scientist – Long-term Ecological (21350)		
Positions under Direct Supervision:	Nil		
Functional Area:	Research Projects		

AIMS Strategy 2030

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.

The Way We Work



Position Summary:	This position is responsible for conducting field surveys, data management and QA/QC, data analysis and reporting as part of the AIMS Long-term Monitoring Program.
Position Responsibilities:	<ul style="list-style-type: none"> Plan, coordinate and undertake field work at remote locations including live-aboard on large vessels and responsibility for research equipment (storage, transport, etc) and management of field teams. Play a significant role in the planning of field work, collection, databasing, QA/QC, analysis and reporting of reef fish monitoring data. Participate in sampling via SCUBA, baited remote underwater video, manta tow, remotely operated vehicles and other technology, as required. Contribute to the production of technical reports and scientific journal publications. Work with other members of the research team to ensure efficient use of resources and timely delivery of milestones. Engage and liaise with clients and internal collaborators to constructively identify solutions whilst promoting a continuous improvement philosophy.

POSITION DESCRIPTION - CONTINUED

	<ul style="list-style-type: none"> Contribute to maintaining collaborative relationships with internal and external researchers, nationally and internationally. <p>AIMS Core:</p> <ul style="list-style-type: none"> Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld. Be an active and contributing employee dedicated to upholding and promoting AIMS' Strategy 2025 and acting accordance with our Values. 												
Key Responsibilities and Performance Standards													
Science Outputs:	<p>Milestones: Contribute to achievement of project milestones and Project and Team research plans.</p> <p>Publications: Contribute to reports for timely submission to funding bodies as required. Contribute to peer-reviewed publications as required.</p> <p>Presentations: in seminars and conferences as appropriate.</p>												
Work Health and Safety (For All Staff)	<ul style="list-style-type: none"> Comply with AIMS' WHS policies and procedures to ensure a safe workplace. Identify workplace hazards and take corrective action with your supervisor's guidance. Take reasonable care to ensure your own safety and health at work. Avoid adversely affecting the safety and physical or psychological health of any other person. Identify and report health and safety hazards, incidents, injuries or property damage at the workplace. Comply with health and safety instructions as indicated. Ensure correct Personal Protective Equipment (PPE) is used for the task or activity as applicable. Take care to follow signage and direction as indicated. Complete WHS Inductions as directed. Strong commitment to and sound knowledge of principles and practices of Work Health and Safety and Workplace Diversity and Inclusion. Ensure early reporting of physical or psychological factors that may impact on the completion of your daily position responsibilities so that reasonable adjustments may be considered. Comply with Visitor Registration procedures and ensure visitors that you sponsor complete the relevant WHS inductions prior to attendance at the applicable AIMS site. 												
Work Health & Safety – Minimum Functional Requirements	<p>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 mobilising</td><td>10%</td></tr> <tr> <td>% role sitting</td><td>30%</td></tr> <tr> <td>% role standing/static positions</td><td>20%</td></tr> <tr> <td>% role diving</td><td>40%</td></tr> <tr> <td>Work in offshore or remote locations for extended periods of time</td><td>Yes</td></tr> </table> <p><i>AIMS is an inclusive employer and will assess if modifications to the above work requirements can be made if provided with Reasonable Adjustment criteria from your Treating Doctor or other suitably qualified medical professional. Please consider the inherent physical requirements of the Position when making your request for Reasonable Adjustment.</i></p> <ul style="list-style-type: none"> Ability to Pass Annual AS2299 Dive Medical. Willingness and ability to participate in fieldwork activities at remote, off-shore locations, for extended periods of time. 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. 	Maximum lift expected (5kg, 10kg, 25 kg)	25kg	% role mobilising	10%	% role sitting	30%	% role standing/static positions	20%	% role diving	40%	Work in offshore or remote locations for extended periods of time	Yes
Maximum lift expected (5kg, 10kg, 25 kg)	25kg												
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% role standing/static positions	20%												
% role diving	40%												
Work in offshore or remote locations for extended periods of time	Yes												
Intellectual Assets:	<ul style="list-style-type: none"> Ensure compliance with AIMS' Intellectual Property policies, procedures and guidelines to ensure AIMS' intellectual assets are appropriately protected and managed. 												

POSITION DESCRIPTION - CONTINUED

Financial responsibilities and accountabilities and delegations:	<ul style="list-style-type: none"> • Delegations are in line with Financial and Contract Delegation Policy, which includes authorisation levels for Financial, Enterprise Agreement (supervisory), HS&E and General Administrative activities. • Contribute to positional budget requirements. • Manage AIMS funds and resources in a responsible manner and within delegation. • 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.
Working as a team:	<ul style="list-style-type: none"> • To work constructively as a member of a multi-disciplinary team that values diversity while ensuring the achievement of AIMS' goals and objectives. • Well-developed interpersonal and communication skills including the capabilities to effectively consult, collaborate and liaise with other team members on science/technical and non-science/technical issues for the purpose of achieving team objectives and maintaining a positive team environment. • Maintain a close working relationship with, and provide a high level of service to, all internal clients. • Supervisor: Liaise with supervisor on all aspects of the work area. Provide feedback for development purposes and provide support and direction for improvement.
External Customer, Partner, Collaborator and Stakeholder Requirements:	<ul style="list-style-type: none"> • Nurture existing relationships and initiate new ones in consultation with the CEO and other ALT members. • Contribute to building and maintaining positive relationships with collaborators and end users. • Respond to enquiries and resolve issues raised by external stakeholders.
Innovation, problem solving and continuous improvement responsibilities:	<ul style="list-style-type: none"> • Assist in the improvement of the day-to-day operations, systems and processes associated with AIMS. • Support team members to review and analyse processes to identify improvements and celebrate efforts towards continuous improvement. • Approach all tasks and activities from a risk management prospective. • Contribute to delivery of research characterised by innovation, creativity, quality, and timely delivery of research goals.
Performance management and planning responsibilities:	<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.
Communication responsibilities:	<ul style="list-style-type: none"> • Comply with AIMS' Social Media policy. • Ensure use of private Social Media accounts and other e-communication platforms are in compliance with AIMS policies and procedures, as amended from time to time. • Refer to Corporate Style Guide for the production of documents, procedures, presentations and other communication material. • Engage in the representation and promotion of AIMS, your and your Team's research.
Technology and Equipment:	<p>Utilise AIMS Technology and Equipment as required and directed such as:</p> <ul style="list-style-type: none"> • Networked personal computer and general office equipment. • EDMS – TechOne ECM, Procurement, P&C, Finance modules • Microsoft Project, Microsoft 365 applications • AIMS Fleet Vehicles (including Commuter Car Arrangements)
Selection Criteria	
Qualifications, Skills and Experience	
Essential Qualifications and Experience:	<ul style="list-style-type: none"> • Tertiary qualifications in marine biology or another relevant field and evidence of well-developed knowledge of the ecology of coral reef ecosystems including an understanding of and ability to identify key coral reef taxa. • Knowledge of the advantages and disadvantages of a variety of sampling and survey techniques, including automated and remote technologies. • Demonstrated experience conducting visual count surveys of coral reef fishes using standard protocols, in particular on belt transects, and a demonstrated ability to identify coral reef fishes to species.

POSITION DESCRIPTION - CONTINUED

	<ul style="list-style-type: none"> • Demonstrated experience of field data collection, data management, data entry and knowledge of common statistical techniques and ability to use databases and statistical software (e.g., R, Microsoft Access). • Ability to work in remote locations for extended periods of time. Demonstrated experience in team-work, ability to communicate effectively with a diversity of people to achieve mutually agreeable outcomes and to be adaptable to support a variety of projects. • Ability to meet AIMS' field work requirements for boating and diving (Dive Coordinator/Scientific Diver**), including extensive demonstrated experience of SCUBA diving and small boat handling in offshore waters and in the vicinity of coral reefs.
Desirable Qualifications and Experience:	<ul style="list-style-type: none"> • Experience organising and leading field trips at sea or at remote field stations for extended periods of time; including pre-trip planning and documentation, field data acquisition, and trip reporting. • Occupational dive qualifications (ADAS 2815.1) or Scientific dive qualifications (ADAS 2815.6). • Ability to obtain Coxswain's.

**AIMS field work requirements

Diving and boating requirements	Qualification	Dive Hours	First Aid and Medical	Tasks
Restricted Scientific Diver	Rescue Diver qualification (or equivalent- CMAS 2 star)	30hrs	<ul style="list-style-type: none"> • Dive Medical -2299 • Current First AID (3 yrs.) • Current Advanced Resus (1yr) 	<ul style="list-style-type: none"> • Act as dive buddy • Tasks as approved by ADO • 15m depth limit
Scientific Diver	Min ADAS Restricted-2815.6	60hrs	<ul style="list-style-type: none"> • Dive Medical -2299 • Current First AID (3 yrs.) • Current Advanced Resus (1yr) 	<ul style="list-style-type: none"> • Dive Leader, SCUBA operations • Scientific SCUBA diving • Night diving • Low visibility diving
Dive Coordinator	Min ADAS Restricted-2815.6	100hrs	<ul style="list-style-type: none"> • Dive Medical -2299 • Current First AID (3 yrs.) • Current Advanced Resus (1yr) 	<ul style="list-style-type: none"> • Dive supervision, SCUBA operations • Dive planning and record keeping • Dive Leading • Scientific diving • Night diving • Low visibility diving
Boat Operator (tender vessels)	<ul style="list-style-type: none"> • QLD Recreational Marine Driver's License • Short Range Radio Operator certificate (or equivalent) 		<ul style="list-style-type: none"> • Current First AID (3 yrs.) • Current Advanced Resus (1yr) 	

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 and [Live North Queensland](#)

