



Australian Government

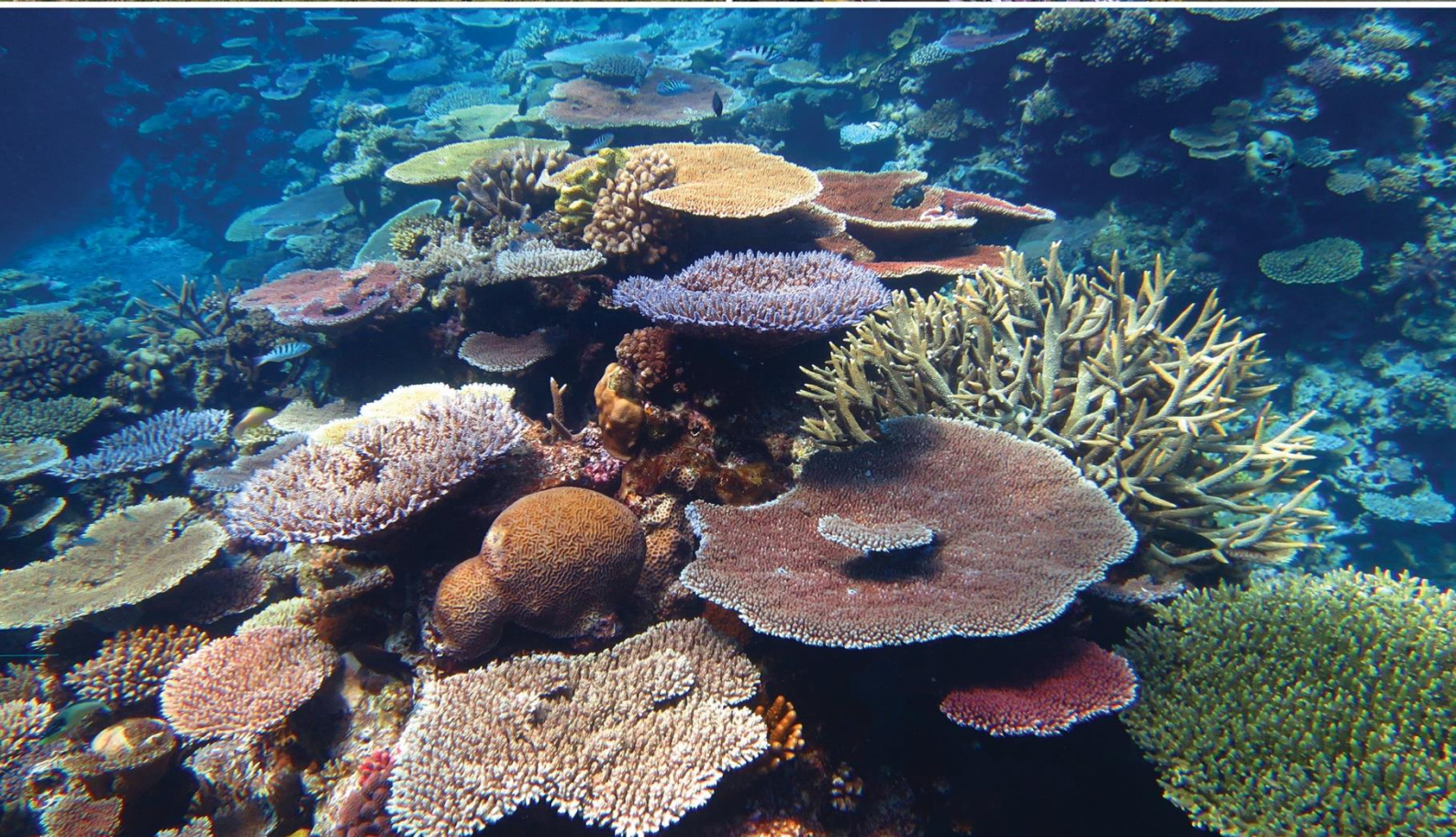


AUSTRALIAN INSTITUTE  
OF MARINE SCIENCE

EXPERIMENTAL SCIENTIST – SEASCAPE  
ECOLOGY

SEASCAPE HEALTH & RESILIENCE

CANDIDATE INFORMATION PACK



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

*The Australian Institute of Marine Science acknowledges the Traditional Owners of the land and sea on which we work. We recognise the unique relationships and enduring cultural and spiritual connection that Aboriginal and Torres Strait Islander people have to land and sea, and pay our respects to Elders past, present and future.*

# ABOUT AIMS

The Australian Institute of Marine Science is a corporate Commonwealth entity established under the [Australian Institute of Marine Science Act 1972](#) (AIMS Act). As Australia's tropical marine research agency, it is [our mission](#) to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

To accomplish [our mission](#), AIMS delivers independent science to help realise three key long-term impacts for the nation:

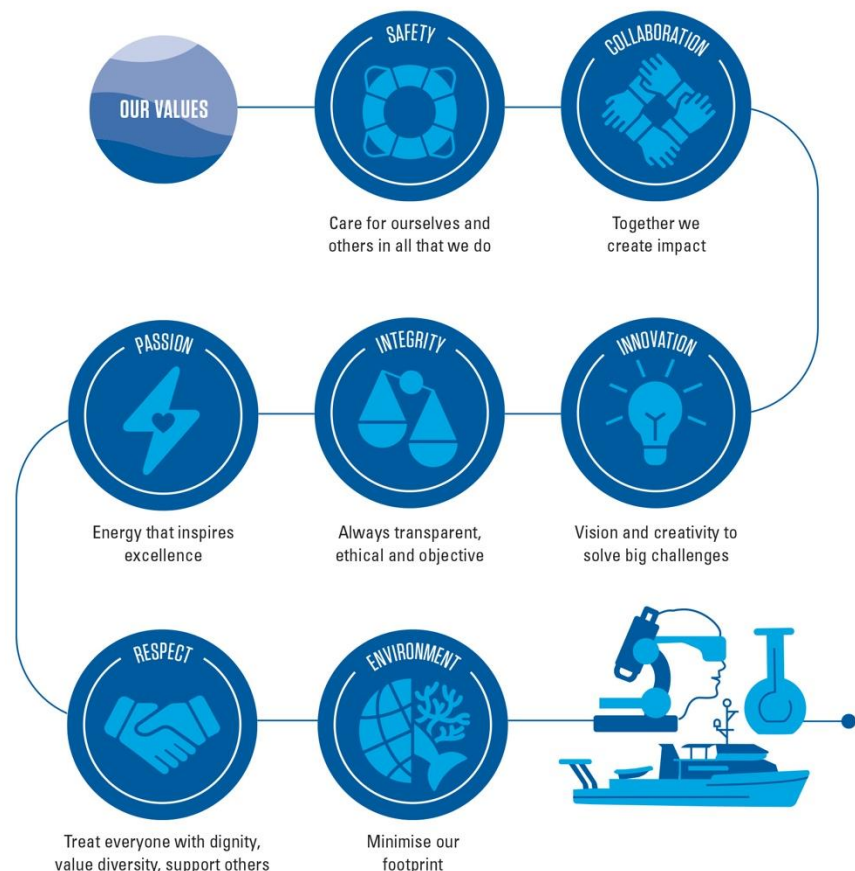
- Improve the health and resilience of marine and coastal ecosystems across northern Australia.
- Create economic, social and environmental net benefits for marine industries and coastal communities.
- Protect coral reefs and other tropical marine environments from the effects of climate change.

Our research is focused on the priorities of Traditional Owners and our stakeholders, including Commonwealth, state and territory governments, and industry. 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 SUSTAINABLE USE OF NW MARINE ECOSYSTEMS PROGRAM'S SEASCAPE HEALTH AND RESILIENCE TEAM

**Seascape Health & Resilience** are 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 seaweeds in their measures of success.



# ABOUT OUR EXPERIMENTAL SCIENTIST – SEASCAPE ECOLOGY POSITION

## About this opportunity

Embedded in the Seascape Health and Resilience Team, you will participate in research projects to assess the health and status of marine ecosystems. Drawing on your knowledge, you will assist with spatial design, analysis of data, simple data reporting, and communication of results. As an experimental scientist you will collect data and undertake sample collections in remote locations in the NW region of Western Australia.

Key responsibilities will also include:

- Supporting project activities including data storage, data description, data access, data security and data delivery,
- Maintenance of AIMS institutional repositories, i.e. Metadata Record System or Publication database,
- Coordination of data management, including identifying, selecting, evaluating, securing and documenting electronic resources,
- Working with project leaders to assist with day-to-day data management workflow and priorities to achieve project milestones.

## About you

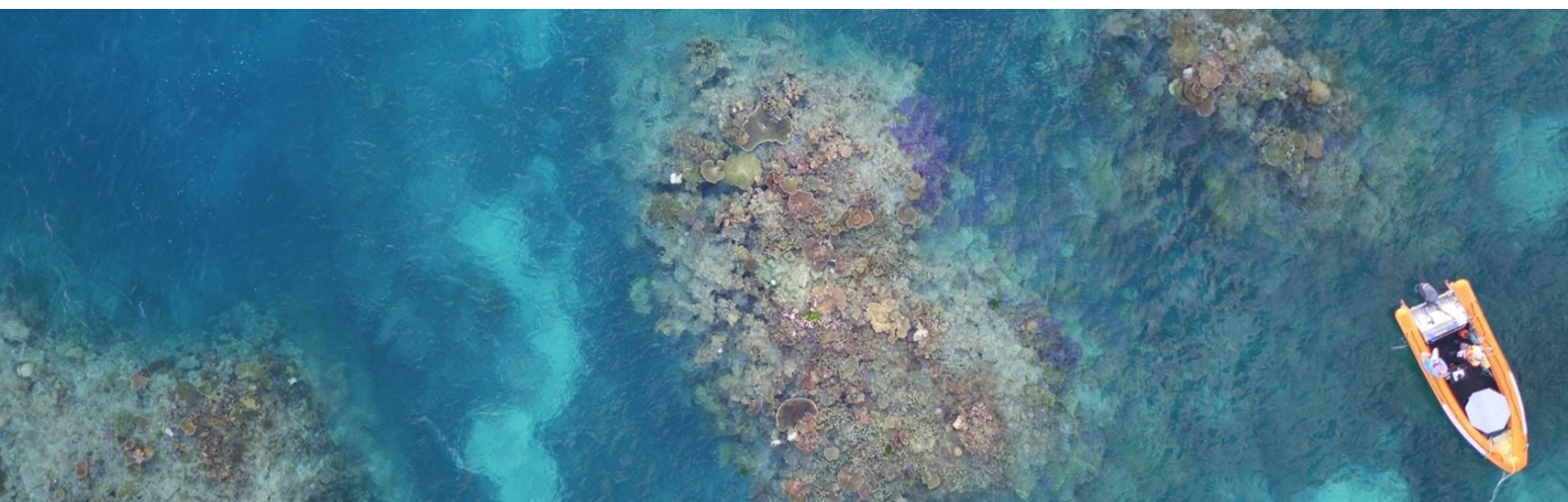
Underpinning your suitability for this opportunity will be your bachelor's degree in marine science or a related field and your proven experience collecting and archiving biological, ecological and spatial information. You will have a strong focus on safety and will apply health and safety policies and procedures daily. You will be confident answering targeted research questions by conducting systematic reviews and other forms of existing data-finding and collation.

*NB: Non-Australian Citizens must hold an appropriate Visa with working entitlements that allows paid employment with AIMS from commencement and 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 3 salary (\$70,822 to \$79,801 per annum) plus 15.4% superannuation
- Full-time, 2-year Fixed Term opportunity
- Located in Perth, Western Australia.
- 9-day fortnight
- Flexible Work Arrangements considered (including tele-working where possible)
- Generous leave provisions
- Optional Fitness passport



# HOW TO APPLY & KEY SELECTION CRITERIA

## 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 below)

**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](#).

**Recruitment contact:** Position enquiries can be directed to Mark Case, WA Data Manager at [M.Case@aims.gov.au](mailto:M.Case@aims.gov.au). *Applications must be made through our website per above.*

**Closing date:** WEDNESDAY, 05 JUNE 2024 (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

### Essential

- Bachelor's degree in marine science or related field.
- Demonstrated experience in collecting, collating, and securely archiving biological, ecological and spatial information in multidisciplinary research projects.
- Demonstrated experience in conducting systematic reviews and other forms of existing data-finding and collation to answer targeted research questions.
- Experience with metadata or cataloguing systems for describing and managing research data or other information assets.
- Outstanding commitment to a workplace safety culture, and demonstrated awareness of Occupational Health, Safety & Environment and other relevant legislation.

### Desirable

- Demonstrated experience in preparation of high-quality knowledge products for presentations and reports to government and industry stakeholders.
- Knowledge and experience in identifying marine flora and fauna of tropical north-west Australia.
- Experience with using GIS software, web-based Content Management systems, and basic XML/HTML.
- Demonstrated understanding of AIMS Strategy 2030 and AIMS Values.

# POSITION DESCRIPTION: EXPERIMENTAL SCIENTIST – SEASCAPE ECOLOGY

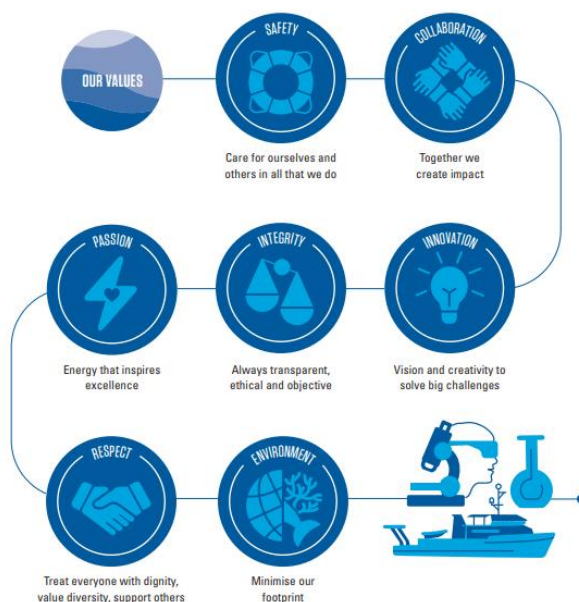
Position Description			
Position Title:	Experimental Scientist – Seascape Ecology		
Position Number:	21881		
Organisational Unit Name and Number:	Seascape Health & Resilience (7302)	Program:	Sustainable Use of NW Marine Ecosystems (Program 3)
Salary cost centre:	7302		
Primary Location:	Perth		
Agreement:	AIMS Enterprise Agreement 2020 – 2023 (and any subsequent agreement)		
Position Classification:	AOF Level 3	FTE Status:	Full-time (1.0 FTE)
First Level Supervisor:	WA Data Manager [21086]		
Positions under Direct Supervision:	Nil		
Functional Area:	Science		

## 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:

Experimental Scientist – Seascape Ecology Participates in AIMS research projects to assess the health and status of marine ecosystems. This includes the collection, analysis, and management of data on water quality, biodiversity and habitat characteristics.

- Using standard marine research methodologies to collect data and undertake sample collections in remote field survey operations for research conducted on benthic communities in North West Australia.
- Assist with spatial design, analysis of data, simple data reporting, and communication of results through reports and presentations.

## POSITION DESCRIPTION - CONTINUED

	<ul style="list-style-type: none"> <li>Assist in the management of AIMS institutional repositories, including project-specific updates to the AIMS Metadata Record System.</li> <li>Work with external clients and collaborators to capture and curate research findings from projects affiliated with AIMS.</li> <li>Facilitate knowledge requests from external parties on AIMS data.</li> </ul>
<b>Position Responsibilities:</b>	<ul style="list-style-type: none"> <li>Working with senior AIMS Scientists and under direction from the WA Data Manager, develop and establish a data management framework to support project activities including data storage, data description, data access, data security and data delivery.</li> <li>Support field operations including shore and ship-based field work in remote locations including (but not limited to) the NW region of Western Australia.</li> <li>Assist in the maintenance of AIMS institutional repositories, i.e. Metadata Record System or Publication database. Metadata to be ISO19115 compliant to the Australian Marine Profile, with metadata linked directly to on-line data where appropriate.</li> <li>Assist in the coordination of data management, including identifying, selecting, evaluating, securing and documenting electronic resources. These resources may be in any format.</li> <li>Work with project leaders to assist day-to-day data management workflow and priorities to achieve project milestones, including progress reports as needed.</li> <li>Comply with AIMS' workplace safety policies and procedures to ensure a safe workplace.</li> <li>Comply with AIMS' Intellectual Property policies and procedures to ensure AIMS intellectual assets and property are protected.</li> <li>Comply with AIMS' Code of Conduct ensuring the standards of conduct required of an AIMS staff member are upheld.</li> <li>Be an active and contributing employee dedicated to upholding and promoting AIMS Strategy 2030 and acting in accordance with our Values.</li> </ul>
<b>Key Responsibilities and Performance Standards</b>	
<b>Science Outputs:</b>	<ul style="list-style-type: none"> <li>Support for data collection, collation, statistical and spatial analyses, modelling, presentations and scientific reports for a diversity of stakeholders.</li> <li>Assist science team with various knowledge products to meet our contractual obligations (e.g., ALA database entries, spatial atlas updates).</li> <li>Development of new Quality Assurance (QA) and Quality Control (QC) measures in the collection and compilation of benthic datasets from projects, including the maintenance of Standard Operation Procedures (SOPs).</li> </ul>
<b>Work Health and Safety (For All Staff)</b>	<ul style="list-style-type: none"> <li>Comply with AIMS' WHS policies and procedures to ensure a safe workplace.</li> <li>Identify workplace hazards and take corrective action with your supervisor's guidance.</li> <li>Take reasonable care to ensure your own safety and health at work.</li> <li>Avoid adversely affecting the safety and physical or psychological health of any other person.</li> <li>Identify and report health and safety hazards, incidents, injuries or property damage at the workplace.</li> <li>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.</li> <li>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.</li> <li>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.</li> </ul>
<b>Work Health &amp; Safety – Minimum Functional Requirements</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Willingness and ability to participate in fieldwork activities at remote, off-shore locations, for extended periods of time.</li> </ul>

## POSITION DESCRIPTION - CONTINUED

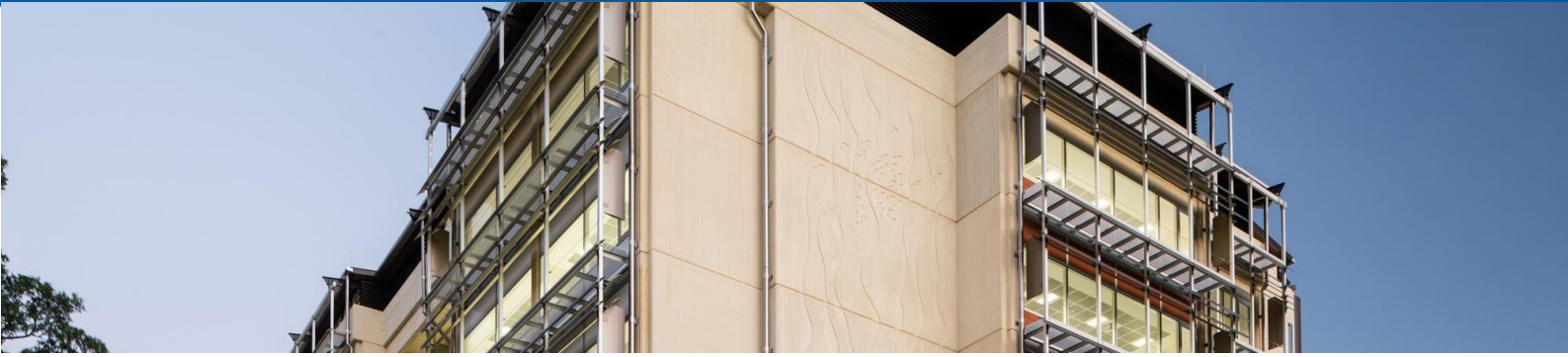
	<p>Participate in Manual Task (Functional) Assessments and Fit for Work medical assessments as required.</p> <p>Minimum functional requirements*:</p> <table border="1" data-bbox="496 439 1453 674"> <tr> <td>Maximum lift expected (5kg, 10kg, 25 kg)</td> <td>10 kg</td> </tr> <tr> <td>% role mobilising</td> <td>10 %</td> </tr> <tr> <td>% role sitting</td> <td>80 %</td> </tr> <tr> <td>% role standing/static positions</td> <td>10 %</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>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>	Maximum lift expected (5kg, 10kg, 25 kg)	10 kg	% role mobilising	10 %	% role sitting	80 %	% role standing/static positions	10 %	% role diving	0 %	Work in offshore or remote locations for extended periods of time	Yes
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Work in offshore or remote locations for extended periods of time	Yes												
<b>Intellectual Assets:</b>	<ul style="list-style-type: none"> <li>Ensure compliance with AIMS' Intellectual Property policies, procedures and guidelines to ensure AIMS' intellectual assets are appropriately protected and managed.</li> </ul>												
<b>Financial responsibilities and accountabilities and delegations:</b>	<ul style="list-style-type: none"> <li>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.</li> </ul>												
<b>Working as a team:</b>	<ul style="list-style-type: none"> <li>Well-developed interpersonal and communication skills including the capability 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.</li> <li>To work as a member of a multi-disciplinary team that values diversity while ensuring the achievement of AIMS' goals and objectives. Participate in the AIMS Leadership and Culture program including having a personal action plan in place.</li> <li>Provide direction and achievable goal setting for team members and uphold AIMS Values at all times.</li> </ul>												
<b>External Customer, Partner, Collaborator and Stakeholder Requirements:</b>	<ul style="list-style-type: none"> <li>Contribute to building and maintaining positive relationships with all clients, stakeholders, collaborators and end users.</li> <li>Respond to enquiries and resolve issues raised by external stakeholders.</li> </ul>												
<b>Innovation, problem solving and continuous improvement responsibilities:</b>	<ul style="list-style-type: none"> <li>Assist in the improvement of the day-to-day operations, systems and processes associated with AIMS.</li> <li>Support team members to review and analyse processes to identify improvements and celebrate efforts towards continuous improvement.</li> <li>Approach all tasks and activities from a risk management prospective.</li> </ul>												
<b>Performance management and planning responsibilities:</b>	<ul style="list-style-type: none"> <li>Plan work activities to ensure the achievement of timelines.</li> <li>Ensure timely and accurate completion of required tasks.</li> <li>Actively participate in own personal performance planning and evaluation.</li> <li>Successfully participate in the AIMS annual Performance and Development program.</li> <li>Contribute to positional requirements to operational planning. Identify recruitment needs and recommend to supervisor.</li> </ul>												
<b>Communication responsibilities:</b>	<ul style="list-style-type: none"> <li>Comply with AIMS' Social Media policy.</li> <li>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.</li> <li>Refer to Corporate Style Guide for the production of documents, procedures, presentations and other communication material.</li> </ul>												
<b>Technology and Equipment:</b>	<p>Utilise AIMS Technology and Equipment as required and directed such as:</p> <ul style="list-style-type: none"> <li>Networked personal computer and general office equipment.</li> <li>EDMS – TechOne ECM, Procurement, P&amp;C, Finance modules</li> <li>Microsoft Project, Microsoft 365 applications</li> </ul>												
<b>Selection Criteria</b>													

## POSITION DESCRIPTION - CONTINUED

Qualifications, Skills and Experience	
<b>Essential Qualifications and Experience:</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in marine science or related field.</li> <li>• Demonstrated experience in collecting, collating, and securely archiving biological, ecological and spatial information in multidisciplinary research projects.</li> <li>• Demonstrated experience in conducting systematic reviews and other forms of existing data-finding and collation to answer targeted research questions.</li> <li>• Experience with metadata or cataloguing systems for describing and managing research data or other information assets.</li> <li>• Outstanding commitment to a workplace safety culture, and demonstrated awareness of Occupational Health, Safety &amp; Environment and other relevant legislation.</li> </ul>
<b>Desirable Qualifications and Experience:</b>	<ul style="list-style-type: none"> <li>• Demonstrated experience in preparation of high-quality knowledge products for presentations and reports to government and industry stakeholders.</li> <li>• Knowledge and experience in identifying marine flora and fauna of tropical north-west Australia.</li> <li>• Experience with using GIS software, web-based Content Management systems, and basic XML/HTML.</li> <li>• Demonstrated understanding of AIMS Strategy 2030 and AIMS Values.</li> </ul>
Special Requirements	
<p>AIMS requires all staff to:</p> <ul style="list-style-type: none"> <li>• Provide Evidence of Right to Work in Australia.</li> <li>• Provide original or certified copies of qualifications for sighting (where listed as Essential above).</li> <li>• Provide 100 points of ID including at least one photograph (i.e. Driver's License and birth certificate or passport)</li> <li>• Complete a satisfactory pre-employment medical from AIMS' provider.</li> <li>• Provide a Covid-19 certificate evidencing proof of vaccination (where mandated by Government Direction or by AIMS policy or procedure).</li> </ul> <p><i>Staff may be required to obtain and provide evidence of other checks and verifications such as Police Clearances or Working With Children Checks, and these will be indicated in the Selection Criteria above.</i></p>	



# 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](http://www.perth.wa.gov.au)

