POSITION DESCRIPTION

Research Assistant – Dive Fisheries

April 2026

UNIVERSITY of TASMANIA

Position Summary

Area / Division	College of Sciences and Engineering
School / Section	Institute for Marine and Antarctic Studies (IMAS), Fisheries and Aquaculture
Location	Taroona
Classification	Research Assistant
Reports to	Senior Research Fellow – Wild Fisheries
Direct reports	Casual Staff
Delegation level	No Delegation

Position Overview

We are seeking a motivated and outcome-driven scientific diver to provide research support within the Dive Fisheries Team at the Institute for Marine and Antarctic Studies (IMAS). The successful candidate will work closely with senior researchers and technical staff to successfully execute field and laboratory programs, including advanced dive surveys on wave-exposed rocky shores. in coastal waters of Tasmania. The position will provide research support, including collation and preliminary analysis of data, as well as review of scientific literature and contribution to reporting.

The role requires a background in marine ecology and/or fisheries science, familiarity with dive assessment protocols, an aptitude towards technical solutions, and proficiency in data handling, basic statistical analysis and scientific writing. The successful applicant will demonstrate strong leadership, organisational and problem-solving skills, and the ability to work effectively in challenging marine environments and as part of a multidisciplinary team.

The primary research focus relates to the assessment of Longspined Sea Urchins populations, as well as assisting other research relating to Abalone and Commercial Dive Fisheries. This position offers an exciting opportunity to contribute to research that supports ecosystem resilience and sustainable resource management in Tasmania's coastal waters.

The Research Assistant is part of the Wild Fisheries Research Group under the Sustainable Marine Research Collaboration Agreement (SMRCA) with the Tasmanian Government and reports directly to the Dive Fisheries Team Leader.

About the University of Tasmania

The University of Tasmania is a mission-driven institution dedicated to making a difference for Lutruwita/Tasmania and a distinctive contribution from Tasmania to the world. As the sole university on the island, the University is deeply embedded in the social, economic, and environmental fabric of Tasmania, working in close partnership with communities, industry, and government to address key challenges in education, health, productivity, and climate action. The University takes pride in its place-based identity, leveraging Tasmania's unique geography, culture, and resources to offer world-leading research and education.

With a networked presence across Tasmania and beyond, the University of Tasmania is transitioning towards a more accessible, regionally connected, and innovative educational model. As it looks toward 2050, the University remains committed to fostering excellence, collaboration, and transformative education, preparing graduates to navigate the challenges of a rapidly changing world while remaining grounded in its place and purpose in Tasmania.

Accountabilities and outcomes

Purpose

To provide research support and field expertise that enables high-quality, evidence-based research on Tasmania's dive fisheries, supporting IMAS's mission to advance sustainable marine resource management through world-class science.

Accountabilities and Outcomes

- Plan, manage, and implement field research programs on invertebrate dive fisheries, including advanced scientific dive surveys and underwater imagery collection while maintaining adherence to WH&S and operational protocols.
- Manage data quality, basic statistical analysis, and reporting, ensuring accurate, timely, and well-documented research outputs that support evidence-based fisheries management.
- Undertake collation, review and analysis of literature, providing fundamental information to support sustainable fisheries management.
- Assist in the reporting and communication of scientific research outputs, including external and government reports, and website and media communications.
- Foster effective collaboration and communication within IMAS, and with external partners, contributing to the achievement of Sustainable Marine Research Collaboration Agreement (SMRCA) objectives and the University's broader research mission.

Behavioural Expectations

We aim for everyone to have a positive experience at our university, and all staff contribute toward creating a university culture that is safe and supportive, enabling our community to flourish by:

- Treating all others – staff, students and community with fairness, equity and respect.
- Ensuring the workplace is an inspiring and safe place to be.
- Ensuring the workplace is free from harassment, bullying, victimisation and discrimination.

Success profile

Personal Attributes

- Driven: Takes action and uses initiative to seize opportunities and pursue outstanding results, even when presented with difficulties or setbacks.
- Rapport Building: Enjoys interacting with other people and effectively establishes report by putting others at ease. Effectively promotes achievement and recognition.
- Detail Oriented: Produces high quality work through attention to detail, checking for errors and following procedures to finish tasks within specified timescales.
- Structured: Works methodically to organise and plan tasks, upholds standards and works quickly, able to multitask to produce outcomes.
- Flexible: Has an optimistic approach and readily recovers from setbacks. Embraces change and invites feedback to adapt and improve in the face of new challenges.

Core Capabilities

- Well Managed Delivery and Performance: Effectively deploys management systems including planning, operational controls, ongoing performance management and reviews, progress and impact measurement and retrospective operational and outcome reviews.
- Holistic Decision Making: Able to form sound judgements based on all available information, considering the potential impacts of decisions from a broad range of perspectives before taking definitive action.
- Growth Mindset: Adopts a growth mindset and consistently seeks feedback, makes others comfortable with taking risks and experimenting to improve over time.
- Holistic Decision Making: Able to form sound judgements based on all available information, considering the potential impacts of decisions from a broad range of perspectives before taking definitive action.

Success Criteria

- Practical experience and knowledge in fisheries and marine ecological research, with demonstrated ability to undertake advanced dive survey methods.
- Knowledge of rocky reef ecosystems, with particular reference to invertebrate and macroalgae communities.
- Excellent organisational skills and ability to work in a team environment including the demonstrated ability to lead small teams.
- Demonstrated ability in the use of scientific computer programs (R, word-processing, spreadsheets and databases), simple statistical analyses and GIS operations.
- Experience in the collation, review and analysis of scientific and grey literature for the production of public and scientific outputs.
- Demonstrated ability to work with a high level of autonomy, using initiative and judgment with a solution focus and an enthusiastic drive to deliver outputs with consideration of WH&S standards and policies.
- Sound interpersonal skills including written and oral communication skills.
- Ability to be innovative, adaptable and flexible in an environment of change and competing priorities.
- Willingness to travel to remote locations, and/or be in the field or at sea for extended periods.

Qualifications and Licences

- A tertiary qualification in a relevant scientific field, being marine science, environmental science or aquaculture, with associated Honours or Masters..
- Occupational Diving Certificate (e.g. AS 2299.2 or AS 2815.1 (SCUBA)), or higher, with a high level of dive experience in a research environment; Qualifications in Closed Circuit (Rebreather diving) or the ability to acquire.
- Current Australian drivers license with Light Rigid Truck or greater.
- Commercial Vessel License Coxswain Grade 1 or higher.

Other Requirements

To be eligible for this position, you are required to hold Australian or New Zealand Citizenship, permanent residence or a valid visa that enables you to fulfil the requirements of this role.

As part of our commitment to a safe and inclusive workplace, employment history and police background checks may be conducted as part of the selection process.

Visiting and working in the field in remote locations

Working with experimental animals, including euthanising

Laboratory and workshop activities and handling hazardous substances

Undertaking manual handling and heaving lifting of objects >10kg

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The intention of this Position Description is to highlight the most important aspects, rather than to limit the scope or accountabilities of this role. Duties may be altered in accordance with the changing requirements of the position