

Senior Ecologist

Statement of Duties

Position number:	707913 & 707914
Award/Agreement:	Tasmanian State Service Award
Classification level:	General Stream, Band 6
Division/branch/section:	Natural and Cultural Heritage/Natural Values Conservation
Full Time Equivalent (FTE):	1.0 FTE
Location:	Hobart
Employment status:	Permanent
Ordinary hours per week:	36.75 hours
Supervisor:	Manager (Natural Values Conservation)

Position Objective

Provide high level advice on vegetation conservation and management including, issues relating to biodiversity monitoring, biosecurity, plant disease, fire ecology and weed control.

Major Duties

- Provide authoritative scientific botanical advice for conservation and management, including issues relating to biodiversity monitoring, biosecurity, plant disease, fire and weed management outcomes.
- Assist in the development and implementation of conservation assessment and vegetation monitoring programs in reserve and public land areas.
- Develop and review documents associated with the management and conservation of vegetation in Tasmania, including preparation of permits associated with the taking of flora for scientific purposes.
- Research, analyse, and assess a variety of policy, planning and development proposals relating to vegetation management and conservation.
- Undertake project, investigations and policy development requests. Supervise and manage the inputs from other staff and external providers into the project to deliver on time and in budget.
- Liaise, consult and negotiate with other Branches, Divisions and external parties regarding vegetation management issues and representing the Department.
- Maybe required to supervise and mentor technical staff and supporting managers to deliver botanical advice to the Tasmanian government to support the State's natural values, primary industries and recreational opportunities.

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- Perform any other assigned duties at the classification level that are within the employee's competence and training.

Classification Band Advanced Assessment Point

The classification of this position under the Tasmanian State Service Award provides the opportunity for its current occupant to advance from Range 1 to Range 2 within the same Band. Performance requirements at the upper end of the band are expected to be more challenging and assessment criteria are expected to be more rigorous than those that apply to normal salary progression. Employees are to have served at least six months at their current salary level prior to the salary movement and are assessed as meeting the performance criteria of their Performance Plan to at least a satisfactory level.

Responsibility, Decision-Making and Direction Received

The occupant of the position is responsible for:

- implementing policies, regulations and plans to provide efficient and effective program or service delivery outcomes;
- management and/or quality control of outcomes, processes, systems, resources, assets and infrastructure. This includes managing the performance of subordinate staff;
- providing advice on the application of policy to systems and processes in meeting specified program objectives; and
- ensuring a safe working environment by complying with relevant Work Health and Safety (WHS) legislation, codes of practice and policies, procedures and guidelines issued under the Department's WHS Management System.

The decision making and directions received in relation to the role are:

- Work of a highly technically complex nature or with a varied range of activities may receive instruction and/or provide innovative solutions to meet program or service delivery outcomes.
- The occupant operates with considerable independence in determining priorities, procedures and approach in implementing policies, plans, systems and procedures in a complex specialised environment.
- Guidance and instruction may on occasion be received on the implementation of modifications consistent with policy, regulatory and/or technological requirements and developments.

**Knowledge, Skills and Experience (Selection Criteria)
(in relation to the Major Duties)**

- Significant field experience in managing vegetation for conservation, including issues relating to biosecurity, plant disease, fire ecology and weed management, preferably in Tasmania, or the ability to rapidly acquire such knowledge.
- Highly developed and detailed understanding of, and practical experience in, vegetation related policy review, development and implementation, including an understanding of the social and political environment in which the Department operates, or the ability to rapidly acquire such knowledge.
- High level written and verbal communication and interpersonal skills including consultation, negotiation, liaison and conflict resolution skills and the ability to effectively represent the Agency.
- High level organisational and project management skills with the proven ability to coordinate project teams and the proven expertise to lead a complex activity or program to support the operation or functional area.
- Highly developed conceptual and reasoning skills to research, investigate, analyse, evaluate and integrate relevant solutions from diverse disciplines or fields into area of activity. Initiative, flexibility and creativity in developing options and recommendations to resolve problems and improve service delivery.

Desirable Qualifications and Requirements

- A current motor vehicle driver's licence.
- A current first aid certificate.

Department's Role

The **Department of Primary Industries, Parks, Water and Environment (DPIPWE)** is responsible for the sustainable management and protection of Tasmania's natural and cultural assets for the benefit of Tasmanian communities and the economy. The Department's activities guide and support the use and management of Tasmania's land and water resources and protect its natural and cultural environment. The Department is also responsible for delivering the services that support primary industry development and the protection of the State's relative disease and pest-free status.

Under Tasmania's emergency management arrangements DPIPWE is the management authority (lead agency) for various aspects of the management of biosecurity emergencies (includes exotic animal, plant and marine disease and pest emergencies), environmental emergencies (includes marine pollution spills), fire in national parks and other reserves, floods from dam failure and sea inundation from storm surge. In regard to those types of emergency prevention, preparedness and response activities are core business of this agency and potentially may involve all staff in some way.

The Department's website at www.dpipwe.tas.gov.au provides more information.

Working Environment

Employees work within an environment that supports safe work practices, diversity and equity with employment opportunities and ongoing learning and development. We are committed to valuing and respecting each other as colleagues and peers. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our customers with respect. We do not tolerate discrimination, harassment or bullying in the workplace.

DPIPWE has a culture of zero tolerance towards violence, including any form of family violence. We will take an active role to support employees and their families by providing a workplace environment that promotes their safety and provides the flexibility to support employees to live free from violence.

There is a strong emphasis on building leadership capacity throughout DPIPWE.

The expected behaviours and performance of the Department's employees and managers are enshrined in the State Service Act 2000 through the State Service Principles and Code of Conduct. These can be located at www.dpac.tas.gov.au/divisions/ssmo.

A handwritten signature in black ink, appearing to read 'M. Helyar', is positioned above the 'Approved by:' label.

Approved by:

Date: 17/12/17