

## Department of Natural Resources and Environment Tasmania

# Water Resource and River Health Scientist

## Statement of Duties

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<b>Position number:</b>	708804
<b>Award/Agreement:</b>	Tasmanian State Service Award
<b>Classification level:</b>	General Stream, Band 6
<b>Division/Business Unit/Section:</b>	Primary Industries & Water / Agriculture, Forestry & Water / Water Management & Assessment
<b>Full Time Equivalent (FTE):</b>	1.0 FTE (minimum 0.8 FTE, by negotiation)
<b>Location:</b>	State-wide
<b>Employment status:</b>	Permanent
<b>Ordinary hours per week:</b>	36.75 hours (min. 29.4 hours, by negotiation)
<b>Supervisor:</b>	Section Head - Ecohydrology

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### Position Objective

To undertake scientific analysis and reporting on Tasmania's water resources, river health and catchments and to provide science-based advice to support the implementation of the Rural Water Use Strategy including the River Health Advisory Project and other policy and program initiatives. The position provides fit-for-purpose information and advice to ensure Tasmania's water resources are managed sustainably to support the continued prosperity and development of the State's industries and the community's standard of living.

### Major Duties

- In close collaboration with the Ecohydrology section staff, work within multi-disciplinary teams to design and plan work programs and develop project applications to support implementation of the Rural Water Use Strategy and the River Health Advisory Project.
- Undertake water resource and catchment science research, provide policy advice and reporting to support implementation of the Rural Water Use Strategy.
- In partnership with other staff from the Water Resources group, work proactively with industry and other stakeholders to identify opportunities to enhance Rural Water Use Strategy implementation program outcomes through information sharing and collaboration.
- Establish and maintain knowledge of the policy and strategic context relevant to the wider water assessment, planning, management, and resource development goals of the Division, and in collaboration with staff from across the Water Resources Group, develop authoritative and professional advice on relevant water resource management and catchment science issues to inform policy and project delivery under the Rural Water Use Strategy Implementation program.

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- Proactively partner with other Water Resources Group staff to support delivery of priority communication and engagement activities and initiatives, and to enhance the accessibility of water management data and science.
- Apply suitable and robust scientific methods to the integrated development and management of knowledge, databases, tools, modelling and techniques related to understanding catchment processes, river health and water resource and integrated catchment management; and
- 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 direction received in relation to the role are that:

- guidance and instruction may on occasion be received on the implementation of modifications consistent with policy, regulatory and/or technological requirements and developments;
- the occupant operates with considerable independence in determining priorities, procedures and approach in implementing policies, plans, systems and procedures in a complex specialised environment; and
- 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.

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

- Demonstrated expert knowledge and experience in water resource and catchment science, including a detailed understanding of the interactions between land use, water quantity, water quality and aquatic ecosystem health.
- Highly developed conceptual and reasoning skills to research, investigate, analyse, evaluate and integrate relevant solutions from diverse disciplines or fields into catchment, water resource and waterway health management. Initiative, flexibility and creativity in developing options and recommendations to resolve problems and improve service delivery outcomes.
- High level liaison, communication and conflict resolution skills, with the ability to communicate with scientists, policy-makers, community groups, industry bodies and individuals to inform and constructively negotiate with stakeholders and interest groups on water resource management and /or integrated catchment management issues.
- High level organisational skills which enable the coordination, facilitation and conduct of a variety of activities, and the planning and completion of work activities within tight timeframes.
- Experience in project design, project planning and project management.

**Essential Requirement:**

A person is to provide evidence that they are vaccinated against COVID-19 or have an approved exemption.

A person is vaccinated against COVID-19 if the person has received all of the doses of a vaccine for COVID-19, necessary for the person to be issued with a vaccination certificate in respect of COVID-19 by the Australian Immunisation Register, or an equivalent document from a jurisdiction outside of Australia.

A person may be granted an exemption from providing evidence that they are vaccinated against the disease where the person demonstrates –

**1. Medical contraindication**

A person is unable to be vaccinated against the disease due to a medical contraindication if they:

- a) provide evidence in a form provided and accepted by the Head of Agency from a medical practitioner (as defined by the Australian Immunisation Register as a medical practitioner who can grant a medical exemption) which certifies that the person has a medical contraindication that prevents them from being vaccinated against the disease.

Or

- b) have a medical exemption, that applies to the vaccinations for the disease, that has been recorded on the Australian Immunisation Register, operated by or on behalf of the Commonwealth Government.

**2. Exceptional circumstances**

Demonstrated to the satisfaction of the Head of Agency.

### **Desirable Qualifications and Requirements**

- A tertiary qualification within a relevant field of water resource and catchment science.
- A current motor vehicles drivers' licence.

### **Department's Role**

**The Department of Natural Resources and Environment Tasmania** 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 the Department of Natural Resources and Environment Tasmania 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.nre.tas.gov.au](http://www.nre.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.

The Department of Natural Resources and Environment Tasmania 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 the Department of Natural Resources and Environment Tasmania.

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](http://www.dpac.tas.gov.au/divisions/ssmo).

### **Special Employment Conditions**

Some intrastate travel may be required.