

Department of Natural Resources and Environment Tasmania

Statement of Duties

Position title	Senior Fisheries Management Officer (Scalefish)
Position number	709199
Division/Business Unit/Branch	Primary Industries & Water / Marine Resources / Wild Fisheries Management
Award/Agreement:	Tasmanian State Service Award
Classification	Professional Stream, Band 1/2
Position Status	Fixed-term
Full Time Equivalent (FTE):	1.0 FTE (minimum 0.80 FTE, by negotiation)
Ordinary hours per week:	36.75 hours (minimum 29.40 hours, by negotiation)
Location	Statewide
Reports to	Manager (Wild Fisheries Management)

Position Purpose

This position sits within the Scalefish Fishery Section. The purpose of the role is to develop, review and implement marine resource management policy and plans and provide specialised fisheries management advice on the sustainable management of marine resources adjacent to Tasmania, according to the objectives, principles and requirements of the *Living Marine Resources Management Act 1995* and other relevant legislation and policies.

Among broader policy, the position will take a lead role in processes and policy relating to: reviewing scalefish endorsements; and, development of a Tasmanian sardine fishery.

Major Duties

- Provide high level policy and fisheries management advice to the Manager (Wild Fisheries Management) for the sustainable management of marine resources.
- Manage the development and implementation of new resource management arrangements for marine resources. Manage the preparation of legislation, subordinate legislation and fisheries management plans.
- Manage the preparation of ministerial documents, correspondence and reports relating to the specified fisheries.
- Consult, negotiate and communicate on behalf of the Department in management and Advisory Committee meetings with industry groups and State and Commonwealth agencies concerning management and jurisdiction of marine resources adjacent to Tasmania.
- Provide an advisory and information service for Departmental staff and external clients on the State's commercial fisheries management strategies relevant to the position.
- Undertake specific projects relating to fisheries management issues and matters relevant to management of Marine Resources.

Responsibility, Decision Making and Direction

Band 1 –

The occupant of the position is responsible for:

- maintaining professional practices, methods and standards and their modification as appropriate to provide satisfactory solutions for complex operational issues;
- maintaining quality control of outcomes;
- with experience, for ensuring less qualified or experienced associates receive appropriate instruction, guidance and performance feedback;
- with experience, for ensuring operational guidelines, systems and processes are applied appropriately to integrate related activities to meet specified objectives; and
- for 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:

- initially, general instructions are provided. More complex and unusual requirements which do not have clear guidelines or precedents may require more detailed instructions. With experience, general direction is provided to achieve the required outcomes as guidelines, systems and processes are well understood. Policies, rules and regulations provide a framework for decision making in undertaking and integrating the activities of the work area; and
- flexibility, innovation and initiative are expected in providing alternative solutions to complex operational issues within the area of activity to resolve issues and satisfy client and stakeholder requirements.

Band 2 –

The occupant of the position is responsible for:

- ensuring professional expertise is effectively applied to provide program and service delivery outcomes consistent with the operational framework.
- providing leadership, instruction and guidance to less qualified or experienced associates in the specific discipline or area of expertise.
- 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:

- work is undertaken within established operational guidelines, systems and processes with limited guidance required in applying highly developed expertise to complex and challenging program activities; and
- guidance and instruction may be received on the implementation of modifications consistent with policy, regulatory and/or technological requirements and developments.

Knowledge, Skills and Experience (Selection Criteria)

1. Highly developed knowledge and expertise in fisheries management principals and methodologies and knowledge of Australian fisheries consistent with qualifications from a recognised tertiary institution
2. Highly developed knowledge and understanding of the application of legislation, legislative processes and policies relating to fisheries management. Demonstrated ability to provide sound policy advice on renewable resource management issues.
3. The capacity to provide supervision/leadership, instruction, and guidance to less qualified or experienced associates and the ability to work as a team leader and a member of a team.
4. Good written communication skills well developed interpersonal, liaison and oral communication skills and the ability to work as a member of a team.
5. The ability to exercise independent judgement in applying organisational rules and regulations to professional methods, systems and processes. The ability to research compile, analyse and evaluate complex and unrelated information and to prepare meaningful and accurate reports that are understandable to non-specialists.
6. Good organisation and project management skills with the ability to coordinate and manage a variety of tasks at the same time and plan for the accurate completion within pre-determined time frames.

Position Requirements

Essential Requirements

- A degree in Biological Sciences, Natural Resource Management, or equivalent tertiary qualifications relevant to the professional duties to be undertaken, as provided by a recognised tertiary institution.
- 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 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

- Postgraduate qualifications in marine biology or a related field.
- A minimum of three years' post-graduate experience in fisheries, natural resource management or a related area.
- A current motor vehicle driver's licence.

About Us

The Department of Natural Resources and Environment Tasmania (NRE Tas) 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 NRE Tas 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), fire in national parks and other reserves, 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 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.

NRE Tas 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 NRE Tas.

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.

Special Employment Conditions

The position may involve some intrastate and interstate travel.