# Department of Energy, Environment and Climate Action

Position Description





## Position details

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| **Position title:** | Senior Scientist, Data and Modelling |
| **Position number:** | 50966908 |
| **Classification:** | Science C |
| **Salary range:** | $113,022 – $136,747 + plus superannuation |
| **Employment type:** | Fixed Term - Flexible 1.0 FTE for 24 months |
| **Group:** | Regions, Environment, Climate Action and First Peoples |
| **Division & Branch:** | Biodiversity / Arthur Rylah Institute for Environmental Research |
| **Work location:** | 123 Brown Street, Heidelberg VIC 3084  Hybrid work arrangement available: Yes No |
| **Reports to:** | Jian Yen, Program Leader – Data and Modelling |
| **Direct reports:** | Yes No |
| **Further information:** | Jian Yen - 03 9450 8600 or jian.yen@deeca.vic.gov.au |

Position purpose

The Senior Scientist, Data and Modelling is responsible for leading the delivery of high-quality research undertaken at the Arthur Rylah Institute for Environmental Research (ARI). The role will provide high level scientific skills, research leadership and support across ARI via direct involvement in strategically important projects and oversight of science quality standards and processes at the Institute. The position will contribute to organisational development programs that support ARI and the Applied Aquatic Ecology section into the future.

Context

*The Group*

The Regions, Environment, Climate Action and First Peoples Group (RECAFP) is the home of Department of Energy, Environment and Climate Action’s (DEECA) expertise on climate action, the circular economy, environment protection and the management of natural and built assets on public land across Victoria. The RECAFP Group provides advice to the Victorian government on the policy settings, programs and initiatives which will further the implementation of DEECA's state-wide objectives in the environment and climate action portfolios.

Through its network of regional directorates, the RECAFP Group provides integrated, place-based design and delivery of programs, projects and services across departmental portfolios. It is also responsible for leading DEECA's self-determination reform agenda with a particular focus on developing cultural capability, creating a culturally safe working environment and improving employment opportunities for Aboriginal Victorians across the department.

*The Division*

Biodiversity Division delivers investment, regulatory and research functions that support diverse and resilient natural ecosystems for a liveable, sustainable and prosperous Victoria. Our team leads the development and implementation of strategic regulation and investment in environment and natural resource programs, working with partners and local communities to deliver outcomes across Victoria. It also develops ecological policy and leads the development of information systems and evidence-based decision-making tools that support the systematic identification and public reporting of environmental benefits

*The Branch*

The Arthur Rylah Institute for Environmental Research (ARI) is a leading centre for applied ecological research, with an emphasis on flora, fauna and biodiversity issues. The ARI's main focus is on providing strategic research and management advice to answer key questions affecting ecologically sustainable land or water management and resource use policies.

Accountabilities

* Provide high-level expertise in quantitative methods, including statistics, mathematics, data management, and programming, and their application to aquatic ecology.
* Contribute to the development of new processes and approaches to modelling as part of a quantitative research team.
* Lead and contribute to the preparation of technical reports and research papers for submission to international journals in relation to a range of ecological and natural resource management issues.
* Provide authoritative scientific, technical and professional advice, reports and presentations in relation to quantitative ecology and applied aquatic ecology.
* Build and maintain strong and effective relationships with a range of stakeholders, including peers, clients, other government agencies and external stakeholders to leverage investment opportunities and deliver negotiated outcomes.
* Provide leadership and guidance to assist the development of staff and directly contribute to the maintenance and improvement of ARI’s standards and processes to ensure science quality.
* Practice cultural safety by creating environments, relationships and systems free from racism and discrimination so that people can feel safe, valued and able to participate.

Key Selection Criteria

The key selection criteria specified below outline the capabilities required for the position.

**Specialist/Technical Expertise/Qualifications**

* A science degree (preferably PhD) with a major in ecology, mathematics, or statistics (or equivalent).
* Demonstrated expertise in quantitative ecology, including mathematical or statistical modelling, programming, and data management, and its application to applied ecological questions.
* Demonstrated ability to provide high-quality scientific and technical information including advice, reports, scientific articles and other communication outputs.
* Demonstrated ability to foster partnerships with a range of stakeholder groups, including excellent facilitation skills.

**Capabilities**

* **Resilience:** Create a climate which encourages and supports openness, persistence and genuine debate around critical issues; Provide sound explanation & argument for agreed positions.
* **Strategic Planning:** Coach others and engage key stakeholders in strategic planning process; Think at the whole of system level and undertake internal and external scanning, considering wide-ranging possibilities in developing a vision for the future; Translate strategic direction into team and individual plans and daily activities for self and others.
* **Systems Thinking:** Diagnose trends, obstacles & opportunities in the internal and external environment that connect to own work and team’s work; Coach others in using systems thinking to solve problems and create solutions; Understand the linkages between systems and communities to inform policy; Conceptualise and define the systems working within the organisation.
* **Critical Thinking and Problem Solving:** Take into account wider business context within business unit when considering options to resolve issues; Identify recurring problems and prevent future recurrence by integrating solutions into work process; Deliver tangible business outcomes as a result of critically evaluating problems from multiple perspectives and delivering effective solutions.

Position specific requirements

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| Financial Delegation Value | $0 A declaration of Private Interests will be required for positions with financial delegations of >$20,000 |
| The occupational health and safety requirements of this position may include, but are not limited to | * Sedentary desk work * Field work * Manual handling * Use of hazardous substances |
| DEECA will conduct relevant checks about applicants and the information provided within an application. Checks will include but are not limited to: | A Declaration and Consent form consenting to DEECA contacting current and previous employer(s) to substantiate employment history, past conduct and performance is required.  A satisfactory National Police Check will be required (for all non-DEECA employees).  This position has a requirement to work shift work or out of hours work will be required that will involve evening or weekend work including occasional overnight travel. |
| Employment terms and conditions | Are governed by the *Victorian Public Service Enterprise Agreement 2020* and the *Public Administration Act* *2004.*  Recipients of Victorian Public Service (VPS) voluntary departure packages should note that re-employment restrictions apply  Non-VPS applicants will be subject to a probation period of six months |
| Privacy | The department affirms that the collection and handling of applications and personal information will be consistent with the requirements of the Privacy and Data Protection Act 2014. |

About the Department

We employ approximately 6,300 staff, including around 600 seasonal staff, across more than 86 locations throughout Victoria, across energy, environment, climate action, water, agriculture, and resources portfolios.

Our challenge is to maintain Victoria’s liveability, with a population expected to almost double by 2050, while responding to climate change and protecting our natural environment, infrastructure and heritage for future generations. We take a community-centred approach and involve communities and key stakeholders in decisions and policies that affect them and we collaborate across our portfolios to design and deliver services and programs.

For further information about the department, please visit our website [www.deeca.vic.gov.au](http://www.deeca.vic.gov.au)

Our values

Our values align with the core [Public Sector values](https://careers.vic.gov.au/victorian-public-sector/public-sector-values-integrity) – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights. Additionally, we use our Leadership Model to shape the way we work. Using the principles of ‘Work Together’, ‘Do What Matters’ and ‘Make a Difference’ we create a culture that puts our people at the centre of everything we do. The Leadership Model reminds us of what’s important in our daily interactions with each other, and in the actions and decisions we take to deliver our work.

Our Community Charter

We are committed to the Victorian Government Public Engagement Framework that enables meaningful and inclusive engagement to make better decisions and improve the lives of Victorians. Our Community Charter is our promise to be available, be involved and listen, and take action as we deliver services and create opportunities that supports thriving, productive, and sustainable communities, environments and industries.

Emergency Response and Health and Safety Requirements

The departmentplays a major role in Victoria’s emergency response activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training and “fit for work” assessment.

A Diverse, Inclusive and Flexible Workplace

DEECA welcomes applicants from a diverse range of backgrounds and we focus on the essential requirements of the job and being consistent and fair in our treatment of all applicants. Our diversity and inclusion outcome pillars:

1. We are connected to liveable, inclusive, sustainable communities  
2. We are diverse   
3. We are inclusive and flexible   
4. We are safe and respectful

DEECA can provide reasonable adjustments for people with a disability. If you need assistance to fully participate in the application or interview process, please use the contact listed under ‘Position Details’.

**Aboriginal Cultural Safety**

Cultural safety of Traditional Owners and Aboriginal Victorians, as an underpinning principle of self-determination, is embedded in everything we do. Under the Aboriginal Cultural Safety Framework DEECA is committed to creating a culturally safe workplace, where there is space for culture to live and for spiritual and belief systems to exist. For further information, please contact [self.determination@deeca.vic.gov.au](mailto:self.determination@deeca.vic.gov.au).

**Balancing your Life / Hybrid Working**

We understand that a balanced life is important to our employees and we offer a wide range of flexible options to help you manage family, health, carer responsibilities, study, career or personal interests. Options may include working some days from home or other suitable locations, starting early or late, working part time, job share or accessing paid or unpaid leave in line with our flexible working policy.

To receive this information in an accessible format (such as large print or audio) please call the Customer Service Centre: 136 186, TTY: 133 677, or email [customer.service@deeca.vic.gov.au](mailto:customer.service@deeca.vic.gov.au)