# Department of Energy, Environment and Climate Action

Position Description





## Position details

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| **Position title:** | Principal Research Scientist - Applied Ecology |
| **Position number:** | 50821082 |
| **Classification:** | Science D |
| **Salary range:** | $138,631 - $185,518 plus superannuation |
| **Employment type:** | Ongoing |
| **Group:** | Regions, Environment, Climate Action and First Peoples |
| **Division & Branch:** | Biodiversity; Biodiversity Research and Information |
| **Work location:** | Heidelberg  Hybrid work arrangement available: Yes  No |
| **Reports to:** | Tim O’Brien, Science Manager - Community Ecology, Arthur Rylah Institute |
| **Direct reports:** | Yes  No If yes, how many? 3 |
| **Further information:** | Dr Tracey Regan, Principal Research Scientist Community Ecology. Tracey.Regan@deeca.vic.gov.au |

Position purpose

The Principal Research Scientist holds a key science leadership position in a dynamic area of biodiversity research within the Arthur Rylah Institute (ARI). The Principal Research Scientist will develop and manage large projects that address ecological questions, often employing new and innovative techniques, to inform poilcy and land management. The Principal Research Scientist will operate as a high-level specialist/researcher with excellent demonstrated experience and a highly regarded record of research in applied ecology. The successful candidate will have extensive experience in leading the delivery of high-quality biodiversity research, project and staff management with a sound understanding of best practice processes including the delivery of project outputs within agreed budgets and timelines. The Principal Research Scientist, as a member of the Community Ecology leadership team, will build and maintain effective relationships with a range of stakeholders, secure and manage resources to deliver agreed outcomes for ARI projects. The position requires strong leadership skills, collaboration and stakeholder management skills with diverse partners, as well as the ability to lead by example and manage staff.

Context

**About the Group**

The Regions Environment, Climate Action and First Peoples (RECAFP) Group comprises a broad range of policy and strategic areas in the Department of Energy, Environment and Climate Action (DEECA). We work collaboratively with our regions, portfolio agencies and stakeholders to deliver our policies and programs.

**About the Division**

The Biodiversity Division delivers policy and strategy, regulatory, emergency management, state-wide planning, program delivery, and foundational science research and information functions that support diverse and resilient natural ecosystems for a liveable, sustainable and prosperous Victoria. The Division maintains strong and productive relationships across all levels of government and external stakeholders including environment, community, and business groups, and media, scientific and university research partners. Partnering with Traditional Owners is a high priority for the division, to effectively deliver the biodiversity strategy, ensure Victoria’s biodiversity is valued and cared for, and support self-determination and progress towards Treaty.

**The Branch**

The Biodiversity Research and Information Branch undertakes world-class, applied ecological research which supports and guides sustainable ecological policy and management to ensure healthy, resilient ecosystems. The Arthur Rylah Institute for Environmental Research and the Community Ecology section is part of this branch providing the research that policy and resource managers use to make informed decisions.

Accountabilities

* Lead the development of emerging and strategic research projects and/or research initiatives to address complex environmental problems.
* Manage research and funding partnerships to deliver agreed outcomes.
* Provide authoritative advice and information to executive management and key stakeholders on research, key issues and solutions.
* Lead and implement change programs which continuously improves quality of science research, people, program and project delivery.
* Effectively communicate, negotiate and build strong and effective relationships with a range of individuals and groups, clients, peers, line staff, other government agencies and funding agencies.
* Participate in scientific research and contribute to the strategic decision making within ARI and contribute to broader DEECA work programs and projects where required.
* Demonstrate and communicate leadership behaviours to staff.
* To work effectively with Aboriginal and Torres Strait Islander peoples and acknowledge their diverse backgrounds, personalities and varying needs and the unique cultural ways in which they may be expressed.
* To 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 post-graduate science degree (preferably PhD) with a major in ecology or equivalent is mandatory.
* Demonstrated experience in leadership, resourcing and co-ordination of large scale multi-disciplinary ecological research teams including and the ability to engage with diverse partners to develop and deliver credible and innovative ecological research.
* Proven ability to provide scientific and technical services and to generate high quality advice, reports, and scientific papers.

**Capabilities**

* **Managing People**: Role models ethical leadership through decision making and interactions with people; Creates an organisational culture that enables others to perform at their best and achieve positive outcomes for the organisation; Champions people engagement as an organisational priority; Provides thoughtful leadership on people management across the service.
* **Project Delivery**: Is regarded as a leader in project management; Considers historical, political and broader context to inform project directions and mitigate risks; Engages key stakeholders at senior levels; Balances the needs of clients, teams, and the organisation.
* **Stakeholder Management**: Identifies and manages a range of complex and often competing needs; Facilitates innovative solutions to resolve stakeholder issues.
* **Innovation and Continuous Improvement:** Drives a culture of quality by design where quality practices are embedded in the service and solution delivery process; Shares expertise and relevant information to support continuous improvement and innovation; Establishes metrics that evaluate quality and effectiveness of work delivered; Models and encourages new and different approaches, ways of working and solutions that will deliver outcomes beyond client or stakeholder expectations.

Position specific requirements

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| Financial Delegation Value | $20,000. 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 (including travel: limited) * Victorian Driver’s License is required. |
| 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). |
| Employment terms and conditions | Are governed by the *Victorian Public Service Enterprise Agreement 2024* 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’.

**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)