

## Position Description

<b>Position Title:</b> Natural Resources Scientist	<b>Location:</b> Launceston	<b>Water Award Classification:</b> Level 7
<b>Reports To:</b> GM Environment, Health and Safety	<b>Direct Reports:</b> Nil	
<b>Primary Objective</b>		
The primary objective of the position is to support the implementation of Tasmanian Irrigations' Environment Policy by monitoring its environmental compliance obligations during construction and operations and supporting regulatory approval processes.		
<b>Organisational Environment</b>		
<ul style="list-style-type: none"><li>• Work with all employees to proactively maintain a positive, enduring culture and work environment</li><li>• Act with integrity and fairness in dealings with internal and external stakeholders</li><li>• Ensure all work carried out retains its simplicity while being of the highest standard</li><li>• Adhere to TI instructions, policies and procedures to ensure safe and correct working practices whilst still achieving required results</li></ul>		
<b>Workplace Health &amp; Safety</b>		
<ul style="list-style-type: none"><li>• Understand Workplace Health and Safety responsibilities, and follow procedures for reporting Hazards, Incidents and Injury in line with company and certification requirements</li><li>• Be aware of fire and emergency procedures</li><li>• Ensure all WHS related Policies and Procedures are upheld at all times</li><li>• Take reasonable care of your own health &amp; safety and the health and safety of others.</li></ul>		
<b>Key Roles and Responsibilities</b>		
<ul style="list-style-type: none"><li>• Implement and manage TI's surface water and aquatic habitat monitoring program</li><li>• Design water quality and habitat monitoring programs for each scheme when required</li><li>• Contribute to the development and oversight of water quality monitoring programs for construction activities</li><li>• Ensure reliable, validated and high-quality data for use in TI's compliance reporting</li><li>• Complete reporting to meet State and Federal compliance obligations</li><li>• Provide environmental support services to internal staff as required</li><li>• Complete fauna and flora field surveys and impact assessments as required, including background research, data management, analysis and reporting.</li><li>• Manage the aquatic health of rivers and TI's storages; including algal blooms, aquatic weeds and pest fish.</li><li>• Complete permit applications such as permits to take flora and fauna.</li><li>• Other responsibilities as directed by the General Manager Environment, Health and Safety.</li></ul>		

<b>Selection Criteria</b>	
<b>Essential</b>	<b>Desirable</b>
Degree level qualification in Environmental Science, Ecology, or related discipline.	Working knowledge of Federal and Tasmanian environmental legislation and approvals processes, including EPBC referrals.
Experience in designing and undertaking surface water and aquatic habitat field monitoring.	Demonstrated technical report writing skills
Experience in the management, analysis and interpretation surface water data	Experience managing environmental projects
Demonstrated practical application of GIS software, preferably ArcGIS	AusRivAS accreditation
Sound flora and fauna identification skills	Experience working under MERI framework
Sound communication skills and demonstrated ability to work collaboratively with others	An understanding of water quality in natural water courses and for irrigation purposes
Experience working with stakeholders in multiple disciplines of environmental management/science	
Current vehicle drivers licence	
TI Capability Level 7 <b>Communicates with Influence</b> <b>Cultivates Productive Working relationships</b> <b>Shapes Strategic Thinking</b> <b>Exemplifies Personal Drive and Integrity</b> <b>Achieves Results</b>	
<b>Working Conditions</b>	
The job requires working in an office but can also involve daily driving at times over long distances and will often see the incumbent working remotely in all weather conditions as well as working in and around water.	
<b>Physical Requirements</b>	
This job at times may be physically demanding. The incumbent will need to have reasonable mobility and physical fitness, be capable of working at heights, within confined spaces and lifting loads up to and in excess of 10 kg, in and around water. The incumbent will be required to drive a manual vehicle.	
<b>Key Working Relationships</b>	

**Internally** this position works mainly with:

- General Manager Environment, Health and Safety
- Regional Hub Leaders
- Scheme Operators
- Project Managers
- Engineers

**Externally** key working relationships are with:

- DPIPWE Water Branch and Water Management Officers
- Analytical services
- Environmental consultants
- Landholders
- Members of the public

**Performance Criteria**

TI Capability Level 7

**Communicates with Influence**

**Cultivates Productive Working relationships**

**Shapes Strategic Thinking**

**Exemplifies Personal Drive and Integrity**

**Achieves Results**

**Verification:**

We certify that the content of this position description is accurate:

Position Holder: \_\_\_\_\_ / /

CEO: \_\_\_\_\_ / /

TI capabilities at level 7

<b>Communicates with Influence</b>	<b>Cultivates Productive Working Relationships</b>	<b>Shapes Strategic Thinking</b>	<b>Exemplifies personal drive and integrity</b>	<b>Achieves Results</b>
<ul style="list-style-type: none"> <li>•Communicates clearly, listens</li> <li>•Understands and Adapts to Audience</li> <li>•Negotiates Persuasively</li> </ul>	<ul style="list-style-type: none"> <li>•Nurtures Internal and External Relationships</li> <li>•Facilitates Cooperation and Partnerships</li> <li>•Values Individual Differences and Diversity</li> <li>•Guides, Mentors and Develops People</li> </ul>	<ul style="list-style-type: none"> <li>•Inspires a sense of purpose and direction</li> <li>•Focuses strategically</li> <li>•Harnesses Information and Opportunities</li> <li>•Shows Judgement, Intelligence and Common Sense</li> </ul>	<ul style="list-style-type: none"> <li>•Demonstrates professionalism and probity.</li> <li>•Engages with risk and shows personal courage, commits to action,</li> <li>•Displays resilience and adaptability</li> <li>•Demonstrates self-awareness and commitment to personal development.</li> </ul>	<ul style="list-style-type: none"> <li>•Builds Organisational Capability and responsiveness</li> <li>•Harnesses professional Expertise</li> <li>•Steers and Implements Change and Deals with Uncertainty</li> <li>•Ensure Closure and Delivers on Intended Results.</li> </ul>
<b>Behavioural Descriptors</b>	<b>Behavioural Descriptors</b>	<b>Behavioural Descriptors</b>	<b>Behavioural Descriptors</b>	<b>Behavioural Descriptors</b>
<ul style="list-style-type: none"> <li>•Listens actively to ensure views and information are properly exchanged.</li> <li>•Keeps people up to date and fully informed of any changes to the original communication or plan.</li> <li>•Uses and adapts style to the needs of the audience.</li> <li>•Establishes credibility and approaches negotiations persuasively.</li> <li>•Offers convincing rationale which has been thought through in advance and carefully positioned with reference to desired TI outcomes as outlined in contracts or service goals.</li> <li>•Allows for genuine contest of ideas and pulls disparate views into a coherent position, and finds common ground to</li> </ul>	<ul style="list-style-type: none"> <li>•Nurtures internal and external relationships.</li> <li>•Responds to others in a respectful and appropriate manner.</li> <li>•Supports the development of a work environment where people work together and value collaboration and teamwork.</li> <li>•Supports and respects the individuality of others and recognises the benefits of diversity.</li> <li>•Seeks assistance when necessary and provides the same to others.</li> <li>•Recognises different skill areas and levels of expertise.</li> <li>•Works effectively across and throughout TI, sharing information to others as needed and required.</li> </ul>	<ul style="list-style-type: none"> <li>•Contributes to, shapes the organisation's vision and goals.</li> <li>•Contributes to the team planning.</li> <li>•Thinks about problems from different perspectives.</li> <li>•Keeps abreast of technical changes relating to their functional area.</li> <li>•Critically evaluates information before applying intellect and experience to the final judgement.</li> <li>•Seeks to acquire appropriate expert knowledge, and is open to new information and different perspectives.</li> <li>•Thinks through problems from various viewpoints and analyses them objectively.</li> <li>•Grasps complexity and identifies issues that tend to be overlooked by others.</li> </ul>	<ul style="list-style-type: none"> <li>•Adheres to and promotes Tas Irrigation Values.</li> <li>•Takes responsibility for getting things done.</li> <li>•Shows strong commitment to continued learning and development and looks for opportunities to enhance own skills.</li> <li>•Willing to speak up about issues or recognise good work.</li> <li>•Prepared to ask for help.</li> <li>•Implements policies based on TI decisions.</li> <li>•Is independently minded and willing to challenge ideas and confront issues.</li> <li>•Is prepared to acknowledge when in the wrong.</li> <li>•Readily invests extra effort and initiative into progressing work.</li> <li>•Values continuing learning and development.</li> </ul>	<ul style="list-style-type: none"> <li>•Works across the organisation to achieve agreed outcomes and results.</li> <li>•Takes advantage of information technology, share ideas and intentions.</li> <li>•Helps to establish systems and processes.</li> <li>•Values specialist/technical expertise and places emphasis upon creating an environment which facilitate the sharing and effective use of professional knowledge and skills.</li> <li>•Works across organisational boundaries.</li> <li>•Ensures relevant professional input from others is obtained and shared.</li> <li>•Responds flexibly to stakeholder requirements and changing circumstances as they arise.</li> </ul>

<p>facilitate agreement and acceptance of mutually beneficial solutions.</p> <ul style="list-style-type: none"> <li>•Produces user-friendly verbal and written communication.</li> <li>•Creates opportunities to listen to those whose input can add value.</li> </ul>	<ul style="list-style-type: none"> <li>•Models commitment to customer service and delivery.</li> <li>•Demonstrates strong interpersonal skills by encouraging and modelling 'team-player' behaviour, including a willingness to consult, engage and listen.</li> <li>•Builds relationship with key people within the organisation. Understands when it is appropriate to confront issues and takes actions to deal with difficult performance situation.</li> </ul>		<ul style="list-style-type: none"> <li>•Deals resiliently with work pressures and negative criticism by maintaining an optimistic outlook and developing and applying effective well being strategies.</li> </ul>	<ul style="list-style-type: none"> <li>•Uses the advantages offered by information technology.</li> </ul>
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