



Australian Government

Department of Climate Change, Energy, the Environment and Water
Australian Antarctic Division



AUSTRALIAN
ANTARCTIC
PROGRAM

Expeditioner Band 4.1 (EL2) – Station Leader

Classification	Expeditioner Band 4.1 (EL 2) - \$152,612 pa
Total Remuneration	\$225,548 pa (<i>When in Antarctica/sub-Antarctic, inclusive of Antarctic Allowances</i>)
Division	Australian Antarctic Division
Branch	People and Culture
Location	Kingston, Tasmania and Antarctic/sub-Antarctic deployment
Employment Status	Non-ongoing (temporary)
Hours	Fulltime (37.5 hours per week)
Security Clearance	Not Required

WHO ARE WE – Australian Antarctic Division (AAD)

The AAD is part of the Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW). As primary agency for Australia's Antarctic Program (AAP), the AAD is responsible for achieving the Australia's national interests in Antarctica to:

- Maintain Antarctica's freedom from strategic and/or political confrontation
- Preserve sovereignty over the Australian Antarctic Territory, including sovereign rights over adjacent offshore areas
- Support a strong and effective Antarctic Treaty System, including its environmental and scientific cooperation provisions
- Conduct world-class scientific research consistent with national priorities
- Protect the Antarctic environment, recognising its unique qualities and influence on Australia's region
- Be informed about and influence developments in a region geographically proximate to Australia
- Foster economic opportunities arising from Antarctica and the Southern Ocean, consistent with Treaty obligations — including the ban on mining and oil drilling.

THE JOB

As a Station Leader with the Australian Antarctic Division (AAD), you'll take on a unique leadership role at one of Australia's Antarctic or sub-Antarctic stations. This role offers the opportunity to guide a diverse team of expeditioners in delivering world-class science, infrastructure, and logistics programs in some of the most remote and environmentally significant locations on Earth.

You'll be responsible for the safety, wellbeing, and cohesion of the station community, while ensuring operational excellence across aviation, construction, fieldwork, and environmental management. As the senior representative of the AAD on station, you'll also play a key role in integrating strategic partners into station life and operations.

Australian Antarctic stations operate year-round. You should apply for this role if you have the appropriate knowledge, skills and experience and an interest in the challenge of living and working in a small community in a remote environment.

Employment with the AAD is flexible and could be for a full 'winter' season (12 - 15 months) or for a shorter 'summer' season (6–8 months). There may be opportunity for multiple deployments and periods of time working in Kingston. We may explore innovative approaches with suitable applicants.

You will report to the Branch Head, People and Culture, working through and with support from section heads in this branch. You will be supported by the AAD Operations Management Centre to maintain a safe and harmonious workplace while ensuring successful program outcomes.

In achieving these outcomes you will:

- Lead by example, fostering professionalism, collaboration and resilience across all station activities
- Support expeditioners' wellbeing, addressing the challenges of isolation and separation, and promoting a respectful, inclusive community
- Build and maintain a cohesive station culture, encouraging tolerance, flexibility and effective teamwork while managing issues and conflicts when required
- Champion safety and environmental stewardship, ensuring compliance with the AAD Safety Behaviours Framework, emergency preparedness, and environmental protection standards
- Deliver operational success, overseeing aviation, boating, resupply, construction and field programs to meet seasonal objectives and priorities
- Manage resources and performance, aligning people, logistics and programs to achieve goals, while providing clear feedback and accountability
- Ensure effective policy and procedural implementation, including government, legal and treaty obligations, security and safeguarding of all public assets
- Collaborate across functions and partnerships, integrating AAD and Alliance activities to maintain a unified, high-performing station community
- Liaise with AAD Executive with direction from the Branch Head People and Culture and support of the Operations Management Centre
- Act as Inspector under the Antarctic Treaty (Environment Protection) Act 1980 as required
- Perform the functions of Special Constable under the Australian Antarctic Territory Criminal Procedure Ordinance 1993

What we are looking for - knowledge and experience:

Leadership

- Exceptional people management skills that can be translated to a challenging 24/7 environment
- Builds cohesive cross-functional teams through inclusive decision-making and conflict resolution
- Proven ability to lead and deliver complex programs e.g. strategic, operational or scientific
- Strong interpersonal and performance management skills
- Respected leader who models integrity and professionalism with a diverse workforce
- Supports diversity, equity, and respectful behaviour
- Strong understanding of and commitment to WHS legislation and risk management
- Commitment to environmental sustainability and safe operational practices

Personal and Professional Effectiveness

- Resilient and adaptable under pressure, with the ability to manage physical and emotional isolation

- Strong communication and problem-solving skills
- Demonstrates sound judgment and accountability
- Manages interpersonal issues constructively; displays emotional intelligence, flexibility, and respect
- Maintains high standards of conduct, hygiene, and community participation.

Team and Community Engagement

- Willingness to support and contribute to the Australian Antarctic Program and strategic initiatives
- Contributes positively to small, remote teams; aware of personal impact on others
- Demonstrates responsible behaviour, including safe and appropriate alcohol use
- Active involvement in shared responsibilities, including "common duties" and community activities
- Commitment to complete all required training and preparation for deployment, maintaining readiness and competence in all assigned roles.

Training Period pre deployment

This period may vary from 6 - 12 weeks depending on program requirements and your experience.

Before your deployment you will spend time at AAD head office (Kingston TAS) to:

- undertake planning and coordination projects related to the conduct of the expedition
- supervise expeditioners
- assist with or participate in training of expeditioners
- attend your own specialised training and briefing program
- perform other tasks necessary for the preparation of the expedition.

Essential requirements:

Required Identification/Qualification/License/Ticket	When to provide evidence	
	Provide copy with application	obtained prior to job commencing
White Card - Construction White Card at site of Alliance Construction Works		✓
Driver's Licence – current, unrestricted "C" class (manual) Australian driver's licence	✓	
Citizenship - in accordance with the PS Act 1999, APS employees are required to be Australian citizens. Persons who are not Australian citizens will generally only be considered where there are no suitable Australian applicants, with next considerations being Australian residents with work rights and NZ citizens	✓	
Valid Passport - the expiry date of the passport (and any relevant visa) must be at least 6 months beyond the planned end date of your intended stay in the Antarctic or sub-Antarctic		✓
Provide First Aid (HLTAID011) must be valid for at least 18 months beyond the date of AAD commencement		✓
Provide Basic Emergency Life Support (HLTAID010) valid for at least 18 months beyond date of AAD commencement		✓
Provide CPR (HLTAID009) must be valid for at least 6 months beyond the date of AAD commencement		✓

ELIGIBILITY AND OTHER REQUIREMENTS

This position is designated as performing Safety Sensitive Aviation Activities (SSAA) under the organisation's Aviation Drug and Alcohol Management Plan (DAMP) and the Civil Aviation Safety Regulations 1998 (CASR Part 99).

As a condition of employment, employees performing SSAA are required to comply with all applicable drug and alcohol management requirements, including:

- participation in drug and alcohol testing programs (including pre-employment, random, reasonable suspicion, post-incident and return-to-duty testing);
- complying with fitness-for-duty requirements;
- reporting the use of medications or substances that may impair safe performance; and
- complying with all applicable aviation safety policies, procedures and directions.

Drug and alcohol testing may involve the collection and screening of urine and/or oral fluid (saliva) samples in accordance with the organisation's DAMP and relevant legislative requirements.

Further information is available in the organisation's Aviation Drug and Alcohol Management Plan (DAMP) and the Civil Aviation Safety Regulations 1998 (CASR Part 99).

Personal Qualities:

Applicants will be assessed, through an extensive process, and if successful will be placed in a role for training and deployment, or a merit pool that will be used for future seasons. During the recruitment selection process, the AAD assesses individual personal qualities required to successfully live and work in an isolated Antarctic/sub-Antarctic community.

Successful candidates need to demonstrate AAD personal qualities detailed [here](#).

Pre-employment check: Your suitability for employment will be assessed through pre-employment screening including National Police Check, referee checks, pre-employment medical assessment, specified mandatory qualification(s) validation and completion of required probation period.

Work Health and Safety Obligations: All employees have a duty to take reasonable care of their own health and safety while at work, to ensure their acts or omissions do not adversely affect the health and safety of other persons in line with any reasonable instruction given to comply with the WHS legislation.

HOW TO APPLY

Information about how to apply can be found [here](#), including further information about AAD jobs.