



Australian Government

Department of Agriculture, Water and the Environment

Project Lead – Fast Track to Clean Up Antarctica Project

Job Reference	80003045
Classification	EL1
Division	Australian Antarctic Division
Branch	Science
Section	Environmental Protection Program
Location	Hobart, 203 Channel Highway, Kingston, Tasmania 7050
Employment Status	Non-ongoing (fixed task)
Hours	Full time
Security Clearance	Not Required

Who we are

The Australian Antarctic Division (AAD) is part of the Commonwealth Department of Agriculture, Water and the Environment. As primary agency for Australia's Antarctic Program (AAP), the AAD is responsible for achieving the Australian Government's Antarctic goals. These goals are: to maintain the Antarctic Treaty System and enhance Australia's influence within it; to protect the Antarctic environment; to understand the role of Antarctica in the global climate system; and to undertake scientific work of practical, economic and national significance. The AAD also has responsibility for administering the Australian Antarctic Territory and the Territory of Heard and McDonald Islands.

The role of the AAD Science Branch is to lead and deliver a world-class science program that meets the policy needs of government as articulated in the [Australian Antarctic Science Strategic Plan](#) and the [Australian Antarctic Strategy and 20 Year Action Plan](#).

The Environmental Protection Program within the Science Branch has responsibility for undertaking research in conservation biodiversity, environmental risk assessment and remediation. Environmental management of human impacts associated with local and global stressors is the key research area for the program, with a focus on contaminants and non-native species in marine and terrestrial environments in Antarctica and on sub-Antarctic Macquarie Island. The EPP delivers critical and robust scientific data to inform policy and operations for applied environmental protection outcomes on behalf of the Australian government. The Fast Track to Clean Up Antarctica project is a key project within the Environmental Protection Program.

The Job

As part of the Australian Antarctic Strategy and 20 Year Action Plan, the Australian government has committed to developing an Antarctic Clean-Up Strategy to manage and reduce the impact of legacy waste and environmental contamination arising from over 60 years of Australia's operations in the Antarctic and sub-Antarctic.

To support this commitment, the “Fast Track to Clean up Antarctica” project is being established to:

1. undertake systematic assessments of waste and contamination at all Australian sites across the Australian Antarctic Territory;
2. accelerate the development of site assessment tools, risk assessments techniques, clean up and remediation technologies specific to Australia’s Antarctic sites; and
3. develop a fully actionable Antarctic clean up strategy, by 2025, that prioritises sites within the AAT for clean-up, remediation and restoration based on net environmental benefit.

The Project Lead will be responsible for the establishment and delivery of this project.

Using extensive experience in environmental sciences combined with proven project management skills, the Project Lead will be accountable for:

- the development of the detailed multi-year project plan and business case, including detailed cost estimates, procurement and logistics plans and governance structures, for approval by June 2021;
- the day to day management responsibilities for a 3-5 person, multidisciplinary project team of environmental scientists, engineers and expeditioners, including recruitment, performance management, conflict resolution and the identification of training needs;
- the planning and execution and technical oversight of detailed and complex field-based site assessment programs commencing 2021/22 and
- working closely with other Environmental Protection Program scientists and collaborating with a diverse group of external scientists, engineers and industry partners to ensure key science and technologies are central to the successful delivery of the project.

Most importantly, the Fast Track to Clean Up Antarctica project is a cross disciplinary, whole of AAD project. A key function of this position is therefore to work directly with and maintain excellent collaborative relationships and engagement with all AAD branches (Safety and Operations, Assets and Infrastructure, International and Policy, Strategies and Planning, Technology and Innovation), with AAD science leaders and departmental stakeholders as well as collaborative research partners.

At times the nature of the work, timing and scheduling will have a high degree of unpredictability. Our leaders and teams need to adapt and refocus in response to changing priorities. The Project Lead therefore needs to be flexible, adaptable and thrive in uncertainty in the context of dynamic planning and execution of field programs in one of the most complex and remote areas of the world. The Project Lead will be required to lead field programs at Australia’s Antarctic and sub-Antarctic stations for up to 4 months at a time.

The position will report to the Remediation Manager in the Environmental Protection Program within the Science Branch.

Experience, skills and capabilities

We thrive when our teams are made up of people from different backgrounds, cultures, genders, education, training and skills.

Developing and enhancing collaborative working relationships, leading teams and sound decision

making are essential for this role. The required skills and capabilities that applicants will be assessed against are:

1. High-level technical expertise in the design and execution of detailed contaminated site assessment programs at complex remote sites (experience in cold climate sites desirable).
2. A strong background in environmental science, with demonstrated experience and expertise in the development of contaminated site assessment tools, environmental risk assessment techniques, remediation technologies, and biological and chemical monitoring programs to assess remediation efficacy.
3. Demonstrated experience in promoting diversity and inclusion, and safely and effectively leading and managing multidisciplinary teams of scientists, environmental specialists and trades personnel, including at remote field sites.
4. Proven experience in effective management and supervision of staff, including performance management, conflict resolution and promoting and enabling continued employee development and team growth.
5. Project management experience that includes the preparation and control of safety, budget, staffing, resourcing, project scoping, planning, and governance for the project, including reporting to the project sponsor and steering committee.
6. Demonstrated ability to work collaboratively with research and industry partners, and to engage with a wide range of stakeholders.
7. Clearly communicating, with influence, the objectives and outcomes of the project to a diverse range of audiences – from the general public to senior departmental representatives, including the Minister for the Environment.

Desirable/Mandatory qualifications

- A relevant tertiary qualification from an Australian tertiary institution, or a comparable overseas institution, or demonstrated equivalent experience.
- For this position there are specific medical, adaptability and personal qualities requirements as the successful applicant will be expected to undertake periods of fieldwork in Antarctic and sub-Antarctic regions and will therefore be required to meet the following criteria:
 - Demonstrate the range of personal qualities and interpersonal skills necessary to perform as a successful team member within isolated Antarctic and sub-Antarctic environments.
 - Be certified as fit for Antarctic service by the AAD's Polar Medicine Unit, after tests conducted by a medical practitioner nominated by the AAD.
 - Demonstrate an ability to effectively adapt and respond to the demands of living and working in an isolated and confined environment as determined by a psychological (adaptability) assessment.

Eligibility and other requirements

Citizenship - To be eligible for employment with the Department of Agriculture, Water and Environment you must be an Australian citizen.

Pre-employment Check - Your suitability for employment will be assessed through a pre-employment screening process. This process includes a requirement to undergo and satisfy a National Police Check, referee checks, character clearance and where required a pre-employment

medical assessment, specified mandatory qualification(s) validation and a probation period of 6 months.

The successful applicant must hold and maintain a valid Australia motor vehicle drivers license.

Statement of claims

Applicants are required to submit a current Curriculum Vitae / Resume and a statement of claims (**three page maximum**) outlining why you are interested in this position and why you believe that you have the skills, knowledge and experience to be considered for this role. Please provide examples which demonstrate your ability to perform the duties of the position.

The key areas, or points, listed above describe the particular skills, abilities, knowledge and where applicable the qualifications required to achieve the desired outcomes for the role and your statement of claims against these is an essential part of the shortlisting process. If shortlisted, applicants may be asked to attend an interview to provide further examples against these key areas/points to demonstrate their ability to perform the duties of the position.

Applicants must demonstrate the ways in which they will be of value for the job and the organisation. You must make sure that you adequately address each key area or point and cite evidence of your suitability. Do not simply state that you meet the requirements - it is essential that you provide examples from your current or past role(s) which demonstrates how you meet each of the key areas or points. You should focus on how your experience, achievements and capabilities will enable you to successfully undertake the responsibilities of the role(s).

The Australian Public Service Commission has produced an excellent guide to applying for jobs in the Australian Public Service. You can access this information at APSCs [Cracking the Code](#).

Work Health and Safety Obligations

All workers (APS 1-Secretary) have a duty to take reasonable care for their own health and safety whilst at work, to ensure their acts or omissions do not adversely affect the health and safety of other persons and to comply with any reasonable instruction given to comply with the Work Health and Safety legislation.

All supervisors and managers (APS5-EL1) play a significant role by modelling safe work behaviours and clearly setting the standard for acceptable behaviour in the workplace. Supervisors and managers play a critical role in supporting 'Officers' to exercise due diligence and in consulting with duty holders.

An Officer (EL2-Secretary) makes and participates in making decisions that affect the whole or a substantial part of the department. Employees at the SES Band 2 and above classification are considered to be Officers under the Work Health and Safety Act 2011 (Cth) with all EL 2 and above required to complete officer due diligence training. Officers have a duty to be proactive and continuously ensure that the department complies with relevant duties and obligations.

RecruitAbility

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the position. For more information see <https://www.apsc.gov.au/recruitability>

Contact

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