



**Australian Government**

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

## Expeditioner Band 2.5 (APS 6) – Deputy Voyage Leader

<b>Classification</b>	Expeditioner Band 2.6 (APS 6) - \$94,838
<b>Total Remuneration</b>	\$160,179 pa (when on voyage to and from Antarctica, inclusive of Antarctic Allowances)
<b>Division</b>	Australian Antarctic
<b>Branch</b>	Operations and Logistics
<b>Section</b>	Voyage Management
<b>Location</b>	Based in Kingston, Tasmania. Antarctic and sub-Antarctic
<b>Employment Status</b>	Non-Ongoing (temporary)
<b>Hours</b>	Full Time
<b>Security Clearance</b>	Not Required

### **Commitment to Inclusion**

AAD values diversity, in backgrounds and experience. We acknowledge the challenges associated with the work that we do and are committed to developing an inclusive culture for all people. We welcome everyone to apply, especially those individuals who are underrepresented in the industry: women and gender diverse people, LGBTQIA+ folks, culturally and linguistically diverse people and Aboriginal and/or Torres Strait Islander peoples.

### **Overview**

As a Deputy Voyage Leader (DVL) onboard Australia's icebreaker RSV Nuyina, you will assist the Voyage Leader (VL) assisting in leading diverse team of multi-skilled expeditioners on a wide range of exciting science and logistics programs in one of the most remote, isolated and beautiful places on the planet.

The Australian Antarctic Division (AAD) is part of the Commonwealth Department of Climate Change, Energy, the Environment and Water. The AAD is committed to a diverse workplace and seeks to foster a positive and inclusive culture for all employees.

As primary agency for Australia's Antarctic Program (AAP), the AAD, in close partnership with other government portfolios, is responsible for achieving the Australian Government's Antarctic interests to:

- maintain Antarctica's freedom from strategic and/or political confrontation
- preserve our sovereignty over the Australian Antarctic Territory, including our sovereign rights over adjacent offshore areas
- support a strong and effective Antarctic Treaty system
- conduct world-class scientific research consistent with national priorities
- protect the Antarctic environment, having regard to its special qualities and effects on our region

- be informed about and able to influence developments in a region geographically proximate to Australia
- foster economic opportunities arising from Antarctica and the Southern Ocean, consistent with our Antarctic Treaty system obligations including the ban on mining and oil drilling.

You will be responsible for the safety, physical and emotional wellbeing of the expeditioner community onboard the vessel and the coordination and/or management of onboard programs and expedition personnel (irrespective of employment affiliation or nationality).

The AAD's Antarctic shipping program traditionally operates from October to April each season and is developed around the priorities for scientific research and station resupply activities, in-line with the ideal environmental periods for vessel access to the AAD's stations. Each voyage will have at least one DVL onboard and voyage duration can range from 25 days through to 80 days. When required, the DVL will be expected to perform the duties of the VL during voyages to ensure that AAD leadership is maintained at all times during voyage operations.

### **The Job**

You will report to the VL, who reports to the General Manager, Antarctic Operations Branch AAD, working through and with direction from the Manager, Maritime Logistics. You will be supported by the Operations Management Centre, Maritime Asset Management Section and other executive managers to maintain a safe and harmonious workplace while ensuring successful program outcomes.

Representing the Director of the AAD you will be required to ensure that the policies, procedures, Treaty requirements and International collaboration with other Antarctic nations are administered effectively.

In achieving these outcomes, you will:

- lead by example;
- support and assist all expeditioners to cope with issues that may result from working in isolation and separation from family and friends;
- be aware of the personal and emotional needs of expeditioners and do what can be done to meet these needs where possible;
- maintain, promote and encourage appropriate levels of tolerance and flexibility in work/social interaction and relationships of a diverse team of expeditioners;
- develop and maintain a productive and cohesive voyage community, including actively resolving conflict and maintaining discipline when required;
- foster a strong safety culture to ensure the safe conduct of all voyage operations and programs, including leadership in emergencies such as fire, accident and search and rescue;
- foster a strong environmental culture to maintain the uniqueness of the environment in which you will be living and working; mitigate the environmental impact of operations and ensure environmental laws are observed;
- support the VL in maintaining the health and safety of all expeditioners onboard the vessel. As an aid to this process, the AAD has developed the Safety Behaviours Framework, with the Voyage Leader expected to both apply and promote the Framework;

- support the VL in ensuring the voyage objectives and priorities are successfully achieved, including coordinating and/or managing aviation, boating, resupply logistics and onboard scientific operations, often simultaneously;
  - ensure that all programs/expeditioners are appropriately resourced to achieve their defined goals;
  - assist in the management of individual performance, assess behaviour and work competency, and provide regular constructive feedback, counseling and reporting;
  - manage, or as required, coordinate onboard support to scientific, administrative, and logistics programs;
  - roster expeditioners to perform duties for logistics, resupply and scientific operations;
  - implement Government policies on behalf of the AAD Executive with direction from Manager, Maritime Logistics and the support of the Operations Management Centre;
  - coordinate the implementation of AAD policies for the security of public property and equipment;
  - act as an Inspector under the Antarctic Treaty (Environment Protection) Act 1980 as required; and
  - perform the functions of Special Constable under the Australian Antarctic Territory Criminal Procedure Ordinance 1993;
  - ensure cross functional monitoring, coordination and mutual compliance with AAD Standard Operating Procedures (SOP);
  - manage an onboard partnership with the crew of RSV Nuyina, who are engaged via Serco Defence; and
  - foster an open and honest culture between AAD and Serco Defence Personnel.
- The AAD is committed to providing a safe place of work, safe systems of work and a culture in which care for one another's safety and wellbeing is central to the way we do things. Having stated this, you are going to an extreme workplace. The consequences of you failing to understand your responsibilities can be catastrophic. It is therefore incumbent on all expeditioners to understand and implement the AADs Work Health Safety Commitment Statement and the AAD Safety Behaviours Framework.

Before you depart on a voyage you will spend time with us at the AAD (Kingston and Hobart, Tasmania) where you will:

- undertake various 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; and
- perform other tasks necessary for the preparation of the expedition.

This pre-deployment training period is traditionally twenty eight days, however depending on the nature of the voyage, and your own experience, this pre-deployment training period may be varied.

As a proactive and positive member of the community you will:

- Maintain a personal and practical commitment to AAD policies and standard operating procedures (including work, health and safety and environmental policies). Training and guidance in regard to all responsibilities relevant to your position will be provided.

- Be rostered to perform duties to support the onboard community.
- Where required, work in areas outside of your primary role.

## **What we are looking for**

### **Essential**

To apply for this role, you must have the skills, experience and licences listed below:

Qualifications/Licences (provide copies in your application):

- A current, unrestricted "C" class (manual) Australian driver's licence.
- Valid passport when travelling to the Antarctic or sub-antarctic. 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
- A current statement of attainment in the following units of first aid, or the ability to attain prior to commencement:
  - Provide First Aid (HLTAID0011) must be valid for at least 18 months beyond the date of AAD commencement.
  - Provide CPR (HLTAID009) must be valid for at least 6 months beyond the date of AAD commencement.
- A current Maritime Security Identification Card (MSIC) or ability to obtain.

Essential hands-on experience:

#### **Manage to Achieve Results**

- experience in successfully coordinating, implementing and/or supporting a diverse range of policies, programs and projects, including logistics and science projects to ensure AAp objectives and priorities are met.
- Demonstrated understanding of and commitment to current WH&S legislation and its practical application in the workplace, including risk management practices, ensuring scientific and logistics operations are conducted safely.
- Demonstrated commitment to contemporary environmental management principles and practices.

#### **Lead the Community**

- Ability to be accepted and respected as a leader under trying and difficult circumstances.
- Ability to develop and maintain a productive and cohesive community by resolving conflict and by modelling and promoting appropriate standards of behaviour.
- Proven interpersonal sensitivity and the ability to be open and interactive in decision making and problem solving.
- Ability to assess the performance of others, provide appropriate feedback and counselling and prepare written performance reports.
- Demonstrated commitment to workplace diversity principles and willingness and ability to address discrimination and harassment issues.

#### **Demonstrate Personal Effectiveness**

- Proven ability to work efficiently under both personal and general pressure in changing circumstances and to cope with physical and emotional isolation.
- Demonstrated well developed written and oral communication skills.

- Demonstrated, well developed, problem solving skills.

### **Desirable**

We are looking for someone who:

- has excellent stakeholder engagement skills and customer service focus – you understand that the customer is at the centre of service delivery and strategy development
- has sound written and verbal communication skills
- has excellent organisational skills, good professional judgement and sound interpersonal skills
- has a proven ability to work collaboratively as part of a team, including the ability to work on cross-team projects and activities
- brings an innovative approach to exploring options and influencing decisions supported by data and evidence
- is committed to building their own cultural and disability competency.

**Personal Qualities** - The Australian Antarctic Division assesses the personal qualities required to successfully live and work in an isolated Antarctic or sub Antarctic community. Successful candidates need to demonstrate the personal qualities criteria detailed [here](#). This will be assessed during the selection process.

### **Eligibility and other requirements**

**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 New Zealand citizens

**Security Clearance** - This position does not require a security clearance.

**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 a pre-employment medical and psychological adaptability assessment, specified mandatory qualification(s) validation and a probation period. If required, this may include comprehensive drug screening for compliance to undertake Safety Sensitive Aviation Activities (SSAA)

### **Requirement to be vaccinated under public health orders**

It may be a condition of your employment that:

1. if you are required to be vaccinated against COVID-19 under an applicable Australian law; or
2. if the department is unable under an applicable Australian law to permit you to attend for work (ie outside of your usual place of residence) unless you are vaccinated against COVID-19,

You must be up to date with your COVID-19 vaccinations, and you must also comply with all recommendations from public health authorities regarding any additional vaccinations that ensure the effectiveness of the COVID-19 vaccine that you have received.

## How to Apply

***The [Application Process](#) and the [Life as an Expeditioner](#) pages contain critical information about living and working in Antarctica, and must be read in conjunction with this job description prior to applying.***

Apply for this role by submitting your application through our [Jobs in Antarctica](#) website. If you have any questions regarding this role, email the contact officer.

Your email is our primary method of contacting you; please make sure that the email and phone number you provide us is correct, current and accessible. **We recommend applicants to not use their work email on their application for accessibility.**

## Work Health and Safety Obligations

All workers (APS1-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.

## Contact

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