



Australian Government

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



AUSTRALIAN  
ANTARCTIC  
PROGRAM

## Expeditioner Band 4.1 (EL2) - Field Leader

<b>Classification</b>	Expeditioner Band 4.1 (EL2) - \$152,612 pa
<b>Total Remuneration</b>	\$225,548 pa (When in Antarctica/sub-Antarctic, inclusive of Antarctic Allowances)
<b>Division</b>	Australian Antarctic Division
<b>Branch</b>	Antarctic Operations & Logistics
<b>Section</b>	Station and Field Operations
<b>Location</b>	Kingston, Tasmania and Antarctic/sub-Antarctic deployment
<b>Employment Status</b>	Non-Ongoing (temporary)
<b>Hours</b>	Full-time (37.5 hours per week)
<b>Security Clearance</b>	Not Required

### WHO WE ARE – 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 Australian Government's Antarctic goals to:

- maintain the Antarctic Treaty System and enhance Australia's influence within it
- protect the Antarctic environment
- understand the role of Antarctica in the global climate system
- undertake scientific work of practical, economic and national significance.

### THE JOB

The Field Leader is responsible for leading a Deep Field Campaign, Traverse or Science Project in a remote location for an extended duration. They are responsible for the safety of personnel, building and maintaining a harmonious team and achieving the scientific and operational objectives of the projects making up that campaign.

Field Leaders are engaged to a specific seasonal or multi-seasonal campaign or project, and are responsible for the leadership of personnel, managing and tasking of resources (personnel, aviation assets, watercraft, large or small vehicles) and coordination of the various programs within the campaign to deliver the scientific and operational outcomes, in an isolated, deep field setting.

You should apply for this role if you have the appropriate knowledge, skills and experience and an interest in leading a Field Campaign, Traverse or Remote Science Project. Applicants will be assessed and if successful placed in a role for training and deployment, or a merit pool that will be used for future seasons.

**Key duties will include, but are not limited to:**

- Lead and assist with the planning and documentation of the project
- Manage and lead field team personnel
- Develop and maintain an enthusiastic and harmonious team
- Ensure the safety of all operations and the community/team environment
- Coordinate, manage and task the day-to-day resource allocations, operational planning and implementation of deep field operations
- Liaise closely with station leader and/or voyage leader for the operational delivery, ongoing support or extraction of the deep field campaign personnel and resources
- Take an active role in promoting, supporting and participating in the scientific activities of projects within the campaign
- Ensure all operational and scientific activities are conducted in accordance with any relevant legislation, operating procedures and WHS requirements
- Manage, lead and support any emergency response as required, and
- Ensure compliance with environmental permits and standards

**WHAT WE ARE LOOKING FOR – ESSENTIAL**

Required Identification/Qualification/Licence/Ticket	When you need to provide evidence	
	Provide copy with application	obtained prior to job commencement
<b>Driver's licence</b> – Current, unrestricted “C” class (manual) Australian driver's licence	✓	
<b>Citizenship</b> - 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.	✓	
<b>Valid Passport</b> - 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		✓
<b>Provide First Aid</b> (HLTAID011) must be valid for at least 18 months beyond the date of AAD commencement.		✓
<b>Provide basic emergency life support</b> (HLTAID010) must be valid for at least 18 months beyond the date of AAD commencement.		✓
<b>Provide CPR</b> (HLTAID009) must be valid for at least 6 months beyond the date of AAD commencement		✓
<b>MISC and ASIC Licences</b> – If the position requires unescorted access within an aviation or maritime security zone, you will be required to obtain and maintain an Aviation Security Identification Card (ASIC) or Maritime Security Identification Card (MSIC)		✓

**Knowledge and experience:**

- Proven ability to lead people in remote and challenging environments
- Experience managing complex and remote field operations
- Proven ability to successfully manage projects and stakeholders
- Demonstrated experience in leadership
- Proven experience in environmental, safety and risk management in remote environments
- Demonstrated experience in emergency management, and
- Previous experience in team leadership in a supervisory role

**WHAT WE ARE LOOKING FOR – DESIRABLE****Knowledge and experience:**

- Recent experience in the Australian Antarctic Program or another National Antarctic Program within the last three years in an operational, field or leadership role
- Project Management training
- Workplace training and or assessor qualification
- Experience in or qualifications relative to specific campaigns and projects eg. traverse experience, oversnow vehicles, watercraft, aviation and or drone operations, navigation and glacier travel etc., and/or
- Advanced Level Medical training

**Skills and capabilities**

- Strong communication and stakeholder engagement skills, with the ability to clearly message and positively influence others
- Demonstrated ability to manage competing priorities and meet deadlines in a dynamic working environment
- Proactive problem-solving skills
- Ability to work autonomously and as part of a diverse team

**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:**

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 the 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 Work Health and Safety legislation.

**HOW TO APPLY**

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