



## Australian Government

### Department of Climate Change, Energy, the Environment and Water

## Field Leader

<b>Classification</b>	Expeditioner Band 4.1 (EL2) - \$142,191 pa
<b>Total Remuneration</b>	\$210,145 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>	Based in Kingston, Tasmania with 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

### Overview

The Australian Antarctic Division (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 AAD also has responsibility for administering the Australian Antarctic Territory and the Territory of Heard and McDonald Islands.

The Operations and Logistics Branch of the AAD is responsible for the operational support, service level agreements (SLAs) for science and non-science projects, as well as the transportation of expeditioners to and from Antarctica and the sub-Antarctic. The Branch oversees all activities related to season program planning, supply chain operations, station management, field, aviation, shipping and watercraft operations. This role reports to the Station and Field Operations Manager, supported by the Operations and Logistics Branch.

### The role

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 campaigns.

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.

**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
- 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
- Ensure compliance with environmental permits and standards

**What we are looking for**

You should apply if you have the appropriate skills/experience and an interest in leading a Field Campaign, Traverse or Remote Science Project. Applicants will be assessed and if successful placed in a pool that will be used to select appropriate leaders for specific programs as and when they are required. The banding will be made clear for each specific campaign and will be dependent on the requirements of the position.

**For the 24/25 season we are looking for a field leader for the Denman Terrestrial Campaign in the Bunger Hills. A merit pool for future projects will be developed from this application round.**

**Knowledge and experience – Required:**

- 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
- Previous experience in team management in a supervisory role

**Knowledge and experience – Desirable:**

- 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.

- 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

### **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** - to be eligible for employment with DCCEEW you must be an Australian citizen.

**Security clearance** – this position requires a Baseline Vetting security clearance. You will be required to obtain and maintain a clearance at this level.

**Pre-employment check** - your suitability for employment will be assessed through a pre-employment screening process including National Police Check, referee checks, character clearance, pre-employment medical assessment, specified mandatory qualification(s) validation and a probation period of 6 months.

**Qualifications and licenses** - (please provide copies in your application):

- Current, unrestricted “C” class (manual) Australian driver’s license
- Current Provide First Aid (HLTAID003) qualification, valid for at least 12 months beyond the date of commencement
- Current Provide CPR (HLTAID001) qualification, valid for at least 12 months beyond the date of commencement

**MSIC and ASIC Licences** - 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).

### **Vaccinations**

It is a condition of your employment that you are vaccinated against COVID-19.

### **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 people who may be under-represented in the

industry: women, gender diverse, LGBTQIA+, culturally and linguistically diverse, and Aboriginal and/or Torres Strait Islanders.

### **How to apply**

Applicants are required to submit a current CV/resume and a statement of claims (**750 words maximum**) outlining why you are interested in this position and why you believe that you have the skills, capabilities, knowledge and experience to be considered for this role. Please provide examples demonstrating your ability to perform the duties of the position.

The key areas, or points, listed above describe the particular skills, capabilities, knowledge, and experience 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 to 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 demonstrate how you meet each of the key areas or points. Focus on how your experience, achievements and capabilities will enable you to successfully undertake the responsibilities of the role(s).

### **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.

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.

### **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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