

# Role Description

(Manager)

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**Role Title: Senior Scientific Officer – Monitoring, Evaluation and Reporting**

**Group: Strategy & Advice**

**Classification Level: PO3**

**Branch/Region/Unit: Science, Monitoring & Knowledge**

**CHRIS Position Number:**

**Reports to (Title): Team Leader Evaluation and Reporting**

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## **Our Organisation**

The Department of Environment, Water and Natural Resources (DEWNR) is committed to providing a highly supportive work environment that values the participation and contribution of every employee in shaping the future of the department. DEWNR is a high performing organisation that encourages excellence, improvement and growth at both an organisational and individual level. Everything we do is underpinned by our core values. Consequently we value and respect our people, we encourage active participation and leadership; we continuously seek to be better, and we achieve results.

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## **Purpose**

The Strategy and Advice Group leads the development and implementation of government policies and strategies. The group provides practical and informed advice to guide operations and inform government and community decision-making.

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## **About the Branch/Business Unit**

The Science, Monitoring and Knowledge Branch aims to enhance the State's scientific knowledge and understanding of our natural resource to provide information and advice to support and inform policy.

The Knowledge Management Unit within the Science, Monitoring and Knowledge Branch provides the State's authoritative legal and scientific point of reference for data and information related to SA's natural resources.

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## **About the Role**

The Senior Scientific Officer MER manages a small team of professionals to review existing and proposed environmental monitoring, evaluation and reporting programs and contributes to the development of environmental reporting for the State. The Senior Scientific Officer MER undertakes and manages applied research, and consults with a broad range of staff from Natural Resource Management Boards, Non-Government Organisations, Universities and other NRM agencies. The Senior Scientific Officer MER manages projects, develops integrated ecological, social and economic monitoring and programs and reports, and trains staff undertaking advanced statistical analyses to implement the [NRM Reporting Framework](#) and the [Marine Parks Performance Program](#).

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Government of South Australia

Department of Environment,  
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**Key Role Outcomes**

- Technical reports on the status of key natural resources are developed..
  - Collaborative relationships are developed and maintained, by motivating others and increasing community engagement in natural resource management. The DEWNR Project Management Framework is implemented for all projects.
  - Steering committees receive synthesised advice that integrates ecological, social and economic NRM issues.
  - Programs that collect ecological, social and economic information are well managed, developed and refined.
  - The [NRM Reporting Framework](#) and the [Marine Parks Performance Program](#) incorporate clearly defined environmental reporting principles, objectives and outcomes.
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**Key Relationships**

- Professional direction provided by the Team Leader and Principal Advisors from the Evaluation and Reporting team.
  - Staff in NRM regions and the Evaluation and Reporting team, including Coordinators of the Marine Parks Program and Research, and staff undertaking monitoring and data management.
  - Management Team and staff in the DEWNR Strategy and Advice Group.
  - DEWNR staff from the Partnerships and Stewardship Group.
  - Staff from State and Australian Government Agencies, Non-Government Organisations and Universities.
  - Liaises with and advises staff in monitoring and reporting roles across state NRM agencies and regional NRM boards.
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**Special Conditions**

- May be required to participate in fire management or associated duties.
  - Some out of hours work may be required.
  - Intrastate travel including overnight absences may be required.
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Core Competencies	Elements	Behavioural Indicators
<b>Shapes Strategic Thinking and Change</b>	<ul style="list-style-type: none"> <li>Leading and influencing change</li> </ul>	<ul style="list-style-type: none"> <li>Manages up and down to successfully introduce new policy directions and/or business system improvements</li> </ul>
<b>Achieves Results</b>	<ul style="list-style-type: none"> <li>Delivering Effective Outcomes</li> <li>Assuming accountability</li> </ul>	<ul style="list-style-type: none"> <li>Sets priorities for self and clear expectations and priorities for others and manages workflow in order to achieve outcomes on time.</li> <li>Deals effectively and assertively in overcoming barriers to action.</li> <li>Uses performance data – reports and measures - to monitor, encourage and develop team to deliver outcomes.</li> <li>Effectively delegates tasks and responsibilities appropriately and facilitates accountability of others for their own work.</li> </ul>
<b>Drives Business Excellence</b>	<ul style="list-style-type: none"> <li>Optimising performance</li> <li>Directing resources</li> </ul>	<ul style="list-style-type: none"> <li>Identifies areas of work that may no longer be required and facilitates staff to 'let go' whilst managing customer expectations.</li> <li>Reviews work progress and facilitates revision of priorities as required</li> </ul>
<b>Forges Relationships and Engages Others</b>	<ul style="list-style-type: none"> <li>Influencing and Negotiating</li> </ul>	<ul style="list-style-type: none"> <li>Uses business and subject matter knowledge to influence engagement in outcomes.</li> </ul>
<b>Exemplifies Personal Drive and Professionalism</b>	<ul style="list-style-type: none"> <li>Modelling Public Sector Values</li> </ul>	<ul style="list-style-type: none"> <li>Consistently behaves in an ethical and professional manner aligned with the Public Sector values and Code of Ethics, even in difficult situations.</li> </ul>

#### **Technical, Professional/knowledge and Experience (including qualifications)**

##### **Professional experience**

- Tertiary qualification in biological science, social science and/or economics.
- Demonstrated experience integrating biological science, social science and economics disciplines within a natural resource management context is highly desirable.
- Demonstrated experience in providing integrated scientific information including natural resource management reports .
- Demonstrated experience in evaluating data and undertaking statistical analyses

##### **Research skills**

- Undertakes investigative studies on both familiar and unfamiliar issues using qualitative and quantitative research methods.

#### **Work, Health and Safety**

##### **Participate in workplace safety procedures and programs**

- Proactively ensures all direct reports understand workplace health and safety discussions in the work place
- Leads and participates in health and safety discussions in the workplace
- Identifies hazards, assess risks and implements procedures for controlling risks
- Implements procedures for dealing with incidents and emergency events
- Maintains appropriate workplace safety records
- Implements procedures for managing injured workers

#### **Corporate Responsibilities**

- Maintain a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009.
- Actively participate in the Department's Performance Development and Review Program.

Version Control			
DEWNR Branch:	Date approved:	18/07/2014	
DEWNR group:	Classified:	BY COMPARISON	
File Name:	Classified by:	LAUREN NICHOLAS	Version 4