

Position Description

POSITION:	STRATEGIC SCIENCE MANAGER
REPORTS TO:	General Manager Environmental Services
Date:	27 February 2020

Who are we?

Healthy Land and Water is an independent organisation dedicated to improving and protecting South East Queensland's environment.

Working in partnership with Traditional Owners, government, private industry, utilities and the community, we deliver innovative and science-based solutions to challenges affecting the environment.

Our diverse team of natural resource managers, scientists and engineers are experts in research, monitoring, analysis, engagement and project management. Our teams restore waterways and landscapes, improve native habitats, manage weeds, protect native species and educate communities on the best ways to improve and protect the environment for future generations.

The combination of scientific expertise and on-ground management works to deliver Healthy Land and Water's mission to lead and connect through science and actions that will preserve and enhance our natural assets and support resilient regions.

Healthy Land and Water is an equal opportunity employer. Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

Position Summary

The Strategic Science Manager (SSM) role provides a focal point for Healthy Land and Water's (HLW) scientific rigour, regional strategy, presence and growth in monitoring and research. The SSM is an excellent communicator, who is as comfortable speaking to members of our community as senior government officials and politicians.

Reporting to the General Manager Environmental Services, the role has a high profile and guides a significant portfolio of environmental research and practice for advancing natural resource management.

The Strategic Science Manager drives the Healthy Land and Water Science Strategy, including consultation internally with our highly regarded and awarded scientists and engineers and externally with our diverse network of researchers and partners. The role provides scientific leadership and expertise to our projects and programs including the Ecosystem Health Monitoring Program and Report Card, Water by Design and projects that are helping traditional owners, landholders, government and industry to recover and be more resilient to drought, fire, and flood.

The role is supported by a strong team of scientists and managers, along with our independent Science Committee and Scientific Expert Panels.

The role has no direct reports at this stage and is part of a cohort of 6 managers and team leaders reporting to the GM Environmental Services.

Specific skills and experience

The Strategic Science Manager is an established scientist possessing an advanced degree (usually a PhD) and established credibility in a scientific discipline related to natural resource management. The SSM has established strong networks and relationships in research and industry / government sectors in Queensland (ideally South-East Queensland), and is required to secure funding for research and projects, and plays an active role as an investigator in current and future research projects.

As communication is a key part of the role, the SSM is an excellent communicator, who is as comfortable speaking to members of our community as senior government officials and politicians. The SSM publicly represents Healthy Land Water's programs and science at conferences, the media and to large groups of stakeholders. In addition, you will have expertise and experience in collaboration and facilitation with a scientific focus and can organise, conduct and lead meetings.

The Strategic Science Manager drives the Healthy Land and Water Science Strategy, including consultation internally – particularly with the Team Leaders, Principal Scientists and Senior Scientists across the organisation. The purpose of the Healthy Land and Water Science Strategy is to ensure independence and scientific rigour for all HLW projects and programs.

Main areas of responsibility include:

- HLW Science Strategy – to ensure independence and scientific rigour for all HLW projects
 - Development of a scientific strategy for the organisation outlining the scientific principles to ensure we achieve the strategic initiatives in the HLW Strategic Plan
 - The Science Strategy will be the foundation for the integration of scientific principles into all existing and new projects (e.g. similar to OH&S processes and procedures).
- Business development – focus on “core program” growth
 - Engage with members to ensure that programs meet emerging requirements including compliance requirements.
 - Development and implementation of a scientific process into the project and sales methodology. This may take the form of developing a working group method supplemented with registers/contacts/metrics for each step
 - Generating leads, insights, and contact details

- Natural Resource Management Plan – Focus on increasing the status of the NRM Plan to a regional investment strategy to achieve the plan's targets
 - Provide input to the NRM plan review as part of the Australian Government NLP review (work with existing project leads)
 - Co-ordinate scientific committee input into the NRM Plan review and expansion to include an investment strategy
 - Link NRM plan with activities and projects contained within members catchment/water cycle management plans
 - Work with Strategic partnerships manager to establish a consolidated register/matrix of NRM plan targets and projects for HLWs engagement with stakeholders
 - Working with the Science Committee, develop a framework for monitoring and reporting a broader set of environmental (e.g. the NRM targets)

KEY RESPONSIBILITIES

These responsibilities and work standards are a good estimate of what the appointees can expect from the role but will be worked up and agreed with the successful candidate.

Responsibility	Work Standard/Focus
<p>Company Awareness:</p> <ul style="list-style-type: none"> • Promote and lead the best use of the entire company's knowledge and resources • Contribute to the long-term and strategic planning of HLW • Representing HLW on local, sub-regional and regional committees, working groups and at meetings as required. 	<ul style="list-style-type: none"> • On all programs and projects assess and apply the existing HLW knowledge and expertise to make the best use of know-how, skills and resources throughout HLW. • Contribute to and guide business planning that enables progression and growth of HLW • With a focus on scientific planning, core funding rescoping and NRM Plan expansion
<p>Financial Contribution/ Commercial Acumen</p> <ul style="list-style-type: none"> • Support the GM Environmental services in annual business plans, targets and budgets • Promote excellence in business practices and commercial skills and techniques. 	<ul style="list-style-type: none"> • Participate and inform business planning based on scientific planning, core funding rescoping and NRM Plan expansion • Further develop and implement commercial models of scientific processes that consider risk and return
<p>Business Development</p> <ul style="list-style-type: none"> • Work with GM Environmental Services, Team leaders and Strategic Partnerships manager to develop large-scale bid 	<ul style="list-style-type: none"> • Retain and build relationships with members to ensure continued member participation and funding for core program contracts for 2019-2022

Responsibility	Work Standard/Focus
<p>programs. This will include developing new business and work streams for HLW</p> <ul style="list-style-type: none"> • Foster partnerships, collaborations and opportunities between the community and all stakeholders that leverage and link investment and resources from other sources, including both public and private funds 	<ul style="list-style-type: none"> • Review all core program projects to realign them with compliance requirements of member organisations. • Development and implementation of a scientific process into the project and sales methodology. This may take the form of developing a working group method supplemented with registers/contacts/metrics for each step • Generating leads, insights, contact details
<p>Client Service, Expertise and Quality:</p> <ul style="list-style-type: none"> • Understanding core members needs and inform HLW 'product'/service development • Creating and preserving a positive relationship between HLW and clients/stakeholders • Develop and implement client service plans to build and sustain client relationships 	<ul style="list-style-type: none"> • Gain significant insights into core members needs and problems and use this to guide proposals development and ongoing development/refinement of HLW 'products'/services • Ensure proposals address scoping and client requirements • Scientific Plan to be consolidated for easy communication and reporting across the organisation
<p>Organisational Development/ Strategic Leadership</p> <ul style="list-style-type: none"> • Promote and lead the use of HLW's vision, mission and values • Development and refinement of HLW BD processes and procedures • Proposals Go/No Go tool • Natural Resource Management Plan – Increasing Scientific rigour and expansion to a full investment strategy 	<ul style="list-style-type: none"> • Development of a scientific strategy for the organisation outlining the scientific principles to ensure we achieve the strategic initiatives in the HLW Strategic Plan • The Science Strategy will be the foundation for the integration of scientific principles into all existing and new projects (e.g. similar to OH&S processes and procedures). • Provide input to the NRM plan review as part of the Australian Government NLP review (work with existing project leads) • Co-ordinate scientific committee input into the NRM Plan review and expansion to include an investment strategy • Link NRM plan with activities and projects contained within members catchment/ water cycle management plans • Work with Strategic partnerships manager to establish a consolidated register/matrix of NRM plan targets and projects for HLWs engagement with stakeholders

Responsibility	Work Standard/Focus
<p>Workplace Health & Safety (WHS)</p> <ul style="list-style-type: none"> Actively participate in WHS initiatives Follow all health & safety relevant procedures 	<ul style="list-style-type: none"> Undertake Hazard identification and WHS interaction targets using Mango and phone app(s) Compliance with safety systems, procedures, policies and directives.
Responsibility	Work Standard/Focus
<p>People, Team and Workplace</p> <ul style="list-style-type: none"> Support the GM Environmental Services and Team Leaders to develop, lead and retain team members Support, mentor and coach team members Working collaboratively 	<ul style="list-style-type: none"> Role model and provide feedback on behaviours to achieve mission and values. This role requires extensive collaboration and integration of input from several sources and will be a key to success Develop integrated scientific process for project planning Collaborate with stakeholders internally and externally with the view to increasing alignment and capacity to HLWs Growth Plan and scientific credentials. Make recommendation as to team membership for bids with the view to staff/organisational development

Selection Criteria

Essential

E1. You possess an advanced degree and demonstrated research track record, credibility and reputation in a scientific discipline related to natural resource management.

E2. You will possess or the have ability to establish strong networks and relationships in research and industry / government sectors in South-East Queensland.

E3. You are an excellent communicator, who is as comfortable speaking to members of our community as senior government officials and politicians and to represent Healthy Land Water's programs and science at conferences, the media and to large groups of stakeholders.

E4. You have demonstrated ability to secure funding for research and / or projects, and will be in a position to play an active role as an investigator in current and future research projects.

E5. You have expertise and experience in collaboration and facilitation with a scientific focus and can organise, conduct and lead meetings.

Desirable

D1. You have a scientific background and demonstrated experience in one or more of the following disciplines:

- Environmental Economics
- Natural Markets and Instruments
- Fluvial geomorphology

Please note that written responses are **NOT** required to these section criteria. They will underpin questions asked at shortlist interviews and in the interim provide a useful self assessment mechanism.

Please see below the application process which will apply for this role.

How to apply

- Access and complete the Application Documents (Candidate Profile and Cover Letter) using this link <http://bit.ly/2Du5G1o>, which you can also find on the Aston Carter website <https://jobs.en-au.astoncarter.com/> quoting **518378** in the Keywords field.
- The one page cover letter should outline your motivation for the role, and the key elements of your experience which you would bring to the role.
- Provide a comprehensive and current Curriculum Vitae outlining your work experience and your achievements.
- Ensure that all documents are prepared in Word documents with minimal formatting.
- Once you have prepared the documents above, please select the Apply button on the Aston Carter website, quoting **518378** in the Keywords field.
- Then select the Upload Resume button to upload both documents.

We will assume, unless other advised by you, that in submitting your application you grant Aston Carter permission to share your application with the Selection Panel. Aston Carter will acknowledge via email receipt of your application within 24 hours of its submission, to the email address which you have quoted in your application.

Please contact Aston Carter on 07 3295 7442 should you not receive our acknowledgment within one (1) week.

For further information about the role and/or application process, **please contact Kerry Larkin (+61 7 3295 7424) or Peter Gibson (+61 7 3295 7446) of Aston Carter.**

Closing Date: **Sunday April 5, 2020**