# WaratahRole Description

# Senior Scientist, Data Leads

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| **Role Description Fields** | **Details** |
| **Cluster** | **Climate Change, Energy, the Environment and Water** |
| **Department/Agency** | **Department of Climate Change, Energy, the Environment and Water** |
| **Division/Branch/Unit** | **Strategic Policy, Science and Engagement Group (SPSE)/ Science and Insights/** |
| **Role number** | **TBC** |
| **Classification/Grade/Band** | **Environment Officer Class 9** |
| **Location** | **Parramatta** |
| **ANZSCO/OSCA Code** | **234311/244499** |
| **PCAT Code** | **1119192** |
| **Date of Approval** | **April 2025** |
| **Agency Website** | **https://www.dcceew.gov.au/** |

*Ensuring a sustainable NSW through climate change and energy action, water management, environment and heritage conservation and protection.*

**Who we are**

The NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW) works to protect the state’s environment and heritage. It leads the way on climate change, driving the sustainable transition to a net zero economy, powered by affordable, reliable, and clean energy.

DCCEEW conserves and protects the state’s natural environment. It manages the NSW national park estate, including its rich and diverse biodiversity and Aboriginal cultural heritage for future generations.  
DCCEEW also ensures sustainable management of water resources across the state, to support the environment, communities and industry.

We acknowledge the ongoing custodial responsibilities of the Aboriginal peoples of NSW to care for Country and water and are committed to establishing meaningful partnerships with Aboriginal peoples in the management of the environment.

**Primary purpose of the role**

The Senior Scientist is responsible for providing advanced technical, scientific and analytical support and guidance for scientific programs and projects.

**Key accountabilities**

## Support and influence the strategic direction of science priorities.

## Develop and maintain a range of collaborative networks across SPSEG, universities, government agencies and other research providers to support the delivery of science programs and keep up to date with the latest science.

## Provide expert advice and communication to relevant stakeholders across SPSEG regarding the status of projects which contribute to the development and the direction of SPSEG.

## Maintain the highest standards of open communication, collaboration, data and knowledge management in accordance with SPSEG policies to support effective knowledge sharing within SPSEG.

## Prepare a range of project related documents, including briefing papers, discussion papers, reports, research papers, submissions and responses to information requests, develop and present scientific and technical presentations that explain complex processes clearly and are suitable for a range of audiences.

## Contribute to the development of project management methodologies and processes that improve productivity, encourage innovation and develop teamwork to enhance the delivery of science across SPSEG.

## Manage aspects of scientific project implementation, including monitoring project plans, coordinating resources, managing budgets, maintaining an awareness of time and budget constraints and maintaining WHS procedures to ensure that science projects are delivered to agreed timelines and quality.

## Assess staff skill needs and identify training programs to build the skills required now, and in the future, and manage team members to ensure that science is delivered to agreed timelines and quality.

## Key challenges

* Working within the team and with collaborators to consistently deliver high quality data and advice.
* Maintaining an extensive working knowledge of soil and water chemistry and soil physics.
* Developing and maintaining a diverse network of contacts in NSW public sector agencies, other jurisdictions, research institutions, the private sector and non-government organisations.

## Key relationships

**Internal**

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| Who | Why |
| Manager | * Escalate issues, keep informed, advise and receive direction. * Prepare briefings, advice and correspondence for consideration by the Manager. |
| Work Team / Other Internal Staff | * Develop and maintain cooperative and productive working relationships; collaborate. * Ensure that communication channels are appropriate, efficient and effective. |

**External**

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| Who | Why |
| Stakeholders | * Develop and maintain relationships * Obtain information and feedback on targeted projects and programs |

## Role dimensions

### Decision making

Set own priorities within the parameters and directions of priority programs, maintaining a degree of independence in developing a suitable approach in assisting on allocated projects and providing regular reports to the Manager and Branch Management team.

### Reporting line

The role reports to the allocated Supervisor/Manager

### Direct reports

Position may be required to supervise and co-ordinate project staff as required

### Budget/Expenditure

Nil

## Essential requirements

* Relevant science degree qualification.
* Environmental science qualifications, well-developed knowledge and experience in developing and delivering rigorous science projects in soil and water chemistry and soil physics.
* Experience in working collaboratively with a team to deliver customer focused results from science projects.
* Experience in project management including budgets, allocation of resources, and ability to report on results achieved. .

## Capabilities for the role

The [NSW public sector capability framework](https://www.psc.nsw.gov.au/workforce-management/capability-framework/the-capability-framework) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus** capabilities and **complementary** capabilities.

## Focus capabilities

*Focus capabilities* are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

## Focus capabilities

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| **Capability group/sets** | **Capability name** | **Behavioural indicators** | **Level** |
| personal-attributes | **Display Resilience and Courage**  Be open and honest, prepared to express your views, and willing to accept and commit to change | Be flexible, show initiative and respond quickly when situations change  Give frank and honest feedback and advice  Listen when ideas are challenged, seek to understand the nature of the comment and respond appropriately  Raise and work through challenging issues and seek alternatives  Remain composed and calm under pressure and in challenging situations | Adept |
| personal-attributes | **Manage Self**  Show drive and motivation, an ability to self-reflect and a commitment to learning | Keep up to date with relevant contemporary knowledge and practices  Look for and take advantage of opportunities to learn new skills and develop strengths  Show commitment to achieving challenging goals  Examine and reflect on own performance  Seek and respond positively to constructive feedback and guidance  Demonstrate and maintain a high level of personal motivation | Adept |
| relationships | **Communicate Effectively**  Communicate clearly, actively listen to others, and respond with understanding and respect | Tailor communication to diverse audiences  Clearly explain complex concepts and arguments to individuals and groups  Create opportunities for others to be heard, listen attentively and encourage them to express their views  Share information across teams and units to enable informed decision making  Write fluently in plain English and in a range of styles and formats  Use contemporary communication channels to share information, engage and interact with diverse audiences | Adept |
| relationships | **Work Collaboratively**  Collaborate with others and value their contribution | Encourage a culture that recognises the value of collaboration  Build cooperation and overcome barriers to information sharing and communication across teams and units  Share lessons learned across teams and units  Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work  Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services | Adept |
| results | **Think and Solve Problems**  Think, analyse and consider the broader context to develop practical solutions | Research and apply critical-thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence  Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience  Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience  Seek contributions and ideas from people with diverse backgrounds and experience  Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness  Identify and share business process improvements to enhance effectiveness | Adept |
| business-enablers | **Technology**  Understand and use available technologies to maximise efficiencies and effectiveness | Identify opportunities to use a broad range of technologies to collaborate  Monitor compliance with cyber security and the use of technology policies  Identify ways to maximise the value of available technology to achieve business strategies and outcomes  Monitor compliance with the organisation’s records, information and knowledge management requirements | Adept |
| business-enablers | **Project Management**  Understand and apply effective planning, coordination and control methods | Understand all components of the project management process, including the need to consider change management to realise business benefits  Prepare clear project proposals and accurate estimates of required costs and resources  Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements  Identify and evaluate risks associated with the project and develop mitigation strategies  Identify and consult stakeholders to inform the project strategy  Communicate the project’s objectives and its expected benefits  Monitor the completion of project milestones against goals and take necessary action  Evaluate progress and identify improvements to inform future projects | Adept |
| people-management | **Inspire Direction and Purpose**  Communicate goals, priorities and vision, and recognise achievements | Assist the team or unit to understand organisational directions and explain the reasons behind decisions  Ensure that team and unit objectives lead to the achievement of business outcomes that align with organisational policies  Ensure team members understand how their activities create value for the organisation, customers and stakeholders  Encourage team members to strive for ongoing performance improvement  Recognise and acknowledge high individual and team performance | Intermediate |

## Complementary capabilities

*Complementary capabilities* are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as ‘not essential’ for this role are not relevant for recruitment purposes however may be relevant for future career development.

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| **Capability group/sets** | **Capability name** | **Description** | **Level** |
| personal-attributes | Act with Integrity | Be ethical and professional, and uphold and promote the public sector values | Intermediate |
| personal-attributes | Value Diversity and Inclusion | Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives | Intermediate |
| relationships | Commit to Customer Service | Provide customer-focused services in line with public sector and organisational objectives | Intermediate |
| relationships | Influence and Negotiate | Gain consensus and commitment from others, and resolve issues and conflicts | Intermediate |
| results | Deliver Results | Achieve results through the efficient use of resources and a commitment to quality outcomes | Adept |
| results | Plan and Prioritise | Plan to achieve priority outcomes and respond flexibly to changing circumstances | Adept |
| results | Demonstrate Accountability | Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines | Adept |
| business-enablers | Finance | Understand and apply financial processes to achieve value for money and minimise financial risk | Intermediate |
| business-enablers | Procurement and Contract Management | Understand and apply procurement processes to ensure effective purchasing and contract performance | Intermediate |
| people-management | Manage and Develop People | Engage and motivate staff, and develop capability and potential in others | Intermediate |
| people-management | Optimise Business Outcomes | Manage people and resources effectively to achieve public value | Intermediate |
| people-management | Manage Reform and Change | Support, promote and champion change, and assist others to engage with change | Intermediate |