



**Australian Government**

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**Australian Pesticides and  
Veterinary Medicines Authority**



**Evaluator, Chemical Review**  
**Position number: 01314**  
**APS5**

Candidate information package

May 2026



## The position

<b>Position title</b>	Evaluator
<b>Classification</b>	APS 5
<b>Qualifications</b>	Minimum relevant tertiary degree qualification or equivalent
<b>Security clearance</b>	Baseline
<b>Citizenship requirements</b>	Australian citizens only
<b>Location</b>	Armidale NSW or Canberra ACT
<b>Job type</b>	Non-ongoing; Full-time
<b>Salary</b>	\$95,450.00 to \$105,772.00 (plus 15.4% superannuation), depending on qualifications and experience

<b>Direct supervisor</b>	Assistant Director Chemical Review
<b>Program</b>	Science and Assurance
<b>Section</b>	Chemical Review

## Position summary

The Science and Assurance Branch is responsible for building community confidence in agricultural and veterinary chemical products by leading most of our post-market regulatory functions, including chemical review, recalls, adverse event reporting, hormonal growth promotions (HGPs), and manufacturing quality and licensing (MQL) programs.

As one of three science branches, we work closely with the Agricultural Chemicals and Veterinary Medicines Branches to:

- lead science policy development,
- ensure our regulatory tools and scientific approaches are contemporary and adaptive to emerging risks and opportunities, and
- provide staff and stakeholders with up-to-date guidance and instructional materials that reflect our regulatory scientific practices.

The Chemical Review team works to protect the health and safety of people, animals and the environment and support primary industries, biosecurity and trade by ensuring that registered agricultural and veterinary (agvet) chemical products continue to meet legislated criteria related to safety, efficacy, trade, and labelling. The team works closely with expert scientific risk assessors to evaluate information about agvet chemicals and to prepare risk assessment reports and risk management recommendations which are the foundation of chemical review decisions.

The Chemical Review Evaluator will work within a framework of legislation, established principles, practices and procedures in accordance with the APVMA's mission and business objectives.

They will work independently with complex material, having the authority and discretion to independently evaluate

information from diverse sources and explore innovative approaches to support longer-term business objectives. The Evaluator's substantive role is to support the Director and Assistant Directors of Chemical Review by reviewing scientific data and compiling technical reports as well as drafting legal notices and other documents which contribute to the overall performance of the Chemical Review Team.

## Core functions

Key responsibilities may include:

- Contribute to projects related to the reconsideration of specific agricultural and veterinary chemicals and make risk-based recommendations.
- Evaluate scientific and/or technical evidence and apply principles of risk management in matters related to agricultural and veterinary chemicals.
- Ensure compliance with legislative frameworks, government decision-making processes and agency guidelines and regulations.
- Assist in preparing briefing material and detailed decision documents.
- Liaise, engage and collaborate with internal and external stakeholders.

## Selection criteria

To be a strong contender for the role, you will have:

### Essential:

1. Tertiary qualifications in agricultural, biological, chemical, or veterinary science.
2. Demonstrated experience preparing high-quality written materials for a range of audiences in a timely manner.
3. Demonstrated ability to manage changing or competing priorities, to organise and plan a demanding workload, and to communicate priorities within the team.
4. Demonstrated experience in engaging and liaising with internal and external stakeholders.
5. Demonstrated experience working with limited supervision to research issues, analyse data and solve problems to provide pragmatic solutions.

### Desirable:

- Relevant experience with Australian agricultural practices or in a regulatory environment.

## Your application

In submitting your application, please ensure that you include an up-to-date resume and separate document addressing the selection criteria above. Your response to the selection criteria must not exceed 750 words.

Referee checks are used to confirm a candidate's suitability for a role. They also allow us to verify or gather additional insights about a candidate from their application, resume, interview and other capability-based assessments.

Please ensure you have nominated a current referee who has known you for a reasonable amount of time and has good knowledge of your performance in a relevant context (e.g. current work or education) to provide an objective assessment of your capabilities, knowledge and experience.

The information obtained from referees will be used to inform the final decision of a candidate's suitability for the role.

All applications are submitted online through the APVMA Careers website: [apvma.gov.au/join-our-team](https://apvma.gov.au/join-our-team).

If you have any questions, please contact our People and Culture team by email at [hr@apvma.gov.au](mailto:hr@apvma.gov.au).

## Our selection process

In accordance with the *Public Service Act 1999* we recruit our staff based on merit, which means that from a wide and diverse field of applicants we will select the best person for the position. To do this, we compare the skills, experience and abilities of each applicant. We use different tools and techniques to collect the evidence we need to make a merit-based decision.

The selection process will begin with an assessment of written applications to determine suitability against the role requirements. Based on this assessment, a shortlist of candidates will be formed. Shortlisting is anticipated to be finalised within **4 weeks** of the application closing date.

Shortlisted candidates may be required to undertake additional assessment activities, which could include interviews, work sample exercises, presentation, psychometric assessment and referee checks.

The APVMA reserves the right to vary the assessment approach as required during the recruitment process.

## Writing tips

When writing your application (also referred to as your 'response to the selection criteria') you should demonstrate your experience through discussion of real-life examples. It is preferable for you to select an example/s that best allows you to present competencies against the requirements of the position.

For this you should consider using the STAR Method (Situation-Task-Action-Results):

### Situation

- What was the situation? This is a brief outline of the situation faced and your role.

### Task

- What were the main issues involved with the situation?
- What needed to be done?
- What task/s needed to be achieved and what was the desired outcome?
- What obstacles had to be overcome?

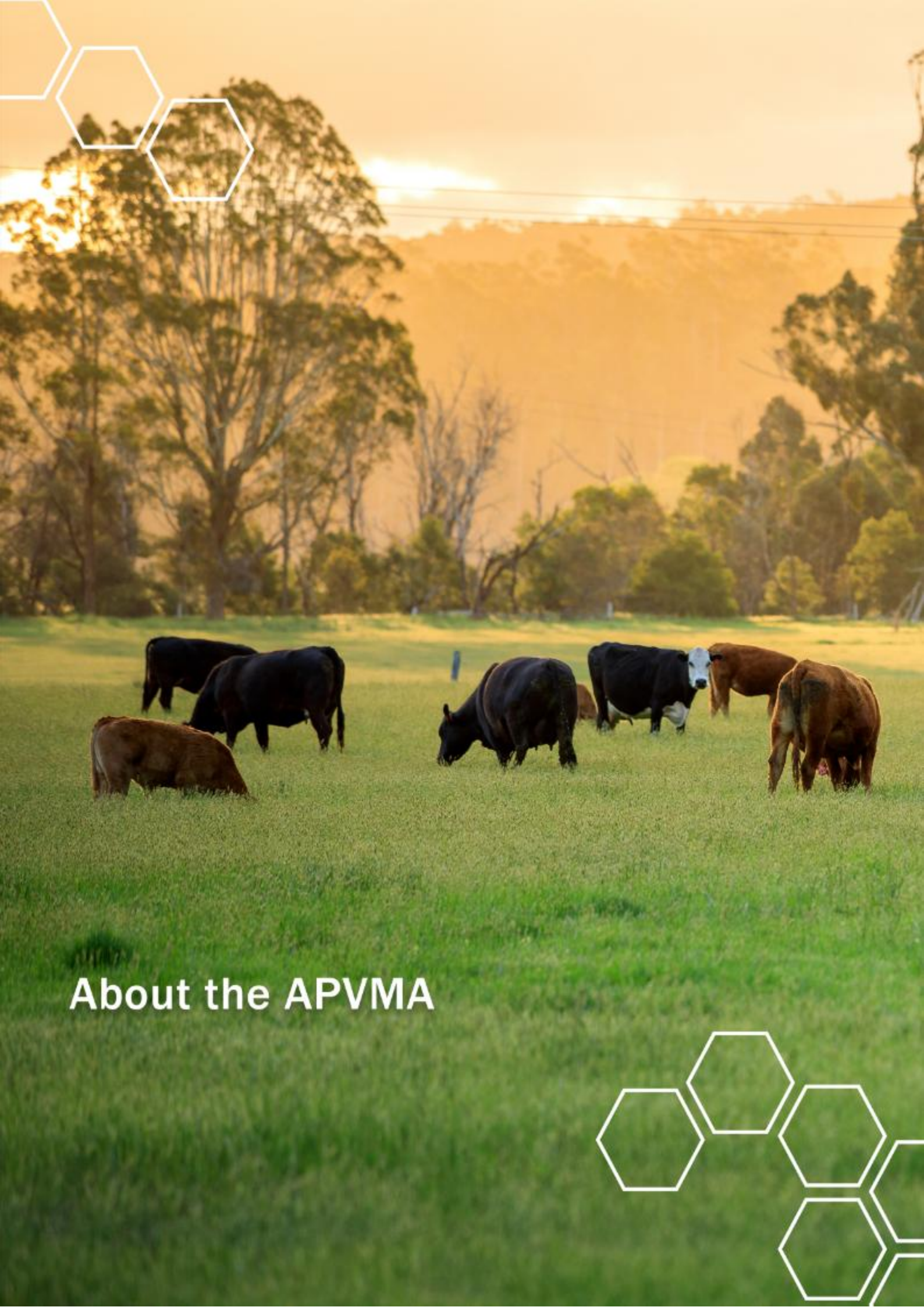
### Action

- What were the steps you took to complete the task? This will include allocation of resources, people involved etc.

### Results

- What was the outcome?

For additional information on preparing your application and addressing selection criteria please refer to [Cracking the Code](#) on the [Australian Public Service Commission](#) website.



## About the APVMA



## Our purpose

The APVMA regulates agricultural and veterinary chemicals to protect the health and safety of people, animals and the environment, and to support primary industries, biosecurity and international trade for all Australians.

## Our vision

To be a global leader in agriculture and veterinary chemicals regulation for the benefit of Australia.

## Our role

The APVMA is the national regulator of agricultural and veterinary (agvet) chemicals in Australia, in line with the responsibilities set out in the Agricultural and Veterinary Chemicals (Administration) Act 1992 and the Agricultural and Veterinary Chemicals Code Act 1994. The regulatory framework for managing agvet chemicals in Australia is collectively referred to as the National Registration Scheme for Agricultural and Veterinary Chemicals (NRS). Under the NRS framework, it is responsible for the regulation and control of agvet chemicals up to and including the point of retail sale. The Authority also administers the import and export of chemicals and medicines.

The core regulatory functions of the APVMA are:

- assess new active constituents and products against the statutory criteria of safety, efficacy and trade
- ensure that the approved label accurately reflects how the product is identified, used, stored and disposed of, including first aid and safety information
- recall non-compliant products, ensuring the quality and safety of agvet chemicals in the marketplace and verify compliance with the relevant legislation
- ensure compliance on manufacturing, importing and exporting of agvet chemical products
- consider applications for permits to use an agvet chemical in a manner that is different to the directions for use specified on the registered product label. A permit may also authorise the use of an unregistered chemical under specific circumstances
- undertake chemical reviews (reconsiderations) of a registered active constituent or agvet product and its label. These reconsiderations assess the currently approved uses against contemporary science to ensure the statutory criteria can still be met.

## Our values

The APVMA upholds the Australian Public Service (APS) Values as set out in the Public Service Act 1999 and these values are applied through the APVMA values and behaviours:

- Impartial – apolitical and provide advice that is frank, honest, timely, and based on the best available evidence
- Committed to service – professional, objective, innovative and efficient
- Accountable – open and accountable to our stakeholders across the Australian community
- Respectful – respect all people, including their rights and their heritage
- Ethical – demonstrate leadership, are trustworthy, and act with integrity
- Stewardship – build capability and institutional knowledge and support the public interest now and into the future, by understanding the long-term impacts of what we do.

## About us

The APVMA provides regulatory services for the supply of safe and effective agricultural and veterinary (agvet) chemicals in Australia. Our decisions protect human and animal health, the environment, facilitate trade and contribute to Australia's agricultural productivity.

We regulate the manufacturing and supply of pesticides including, herbicides, biocides, insecticides, and seed treatments; animal antibiotics, hormonal treatments and some stock feeds and pet foods. We also regulate household products such as insect repellents, garden sprays and pool chemicals.

We demonstrate and celebrate our commitment to workplace diversity strategies to maximise the contribution and inclusion of our people. We welcome applications from Aboriginal and Torres Strait Islander people, mature age people, people with cultural and linguistic diversity, and people with disability.

The APVMA offers exciting opportunities for a challenging career where you can apply your scientific expertise for the benefit of all Australians. You will work as part of a broader team that delivers efficient regulatory services to support Australia's agvet chemical industry and Australian agriculture.

More information about [the roles and responsibilities of APVMA](#) is available on our website.

## Benefits of working with the APVMA

Throughout your career with us we will offer you experience in:

- project management
- team work and leadership
- working with multidisciplinary science teams
- understanding of registration process and decision making in a regulatory context
- evaluation of the safety and efficacy of new pesticide or veterinary medicine products
- how product labels are used to manage risks to humans, animals, crops, the environment, and trade
- providing advice to the decision maker on registration of new products
- developing relationships with industry stakeholders.

We offer generous pay and conditions under the [APVMA Enterprise Agreement 2024-27](#).

In return we expect you to:

- comply with the requirements of the *Public Service Act 1999*, including the APS Values, Employment Principles and Code of Conduct
- comply with our policies and guidelines
- participate in our Performance Management process
- as a worker under the *Work Health and Safety Act 2011*, cooperate with any reasonable instruction, policy or procedures given to you by the APVMA which relates to health and safety in the workplace
- take reasonable care for your own health and safety while at work and ensure your acts or omissions do not adversely affect the health and safety of other persons in your workplace.

