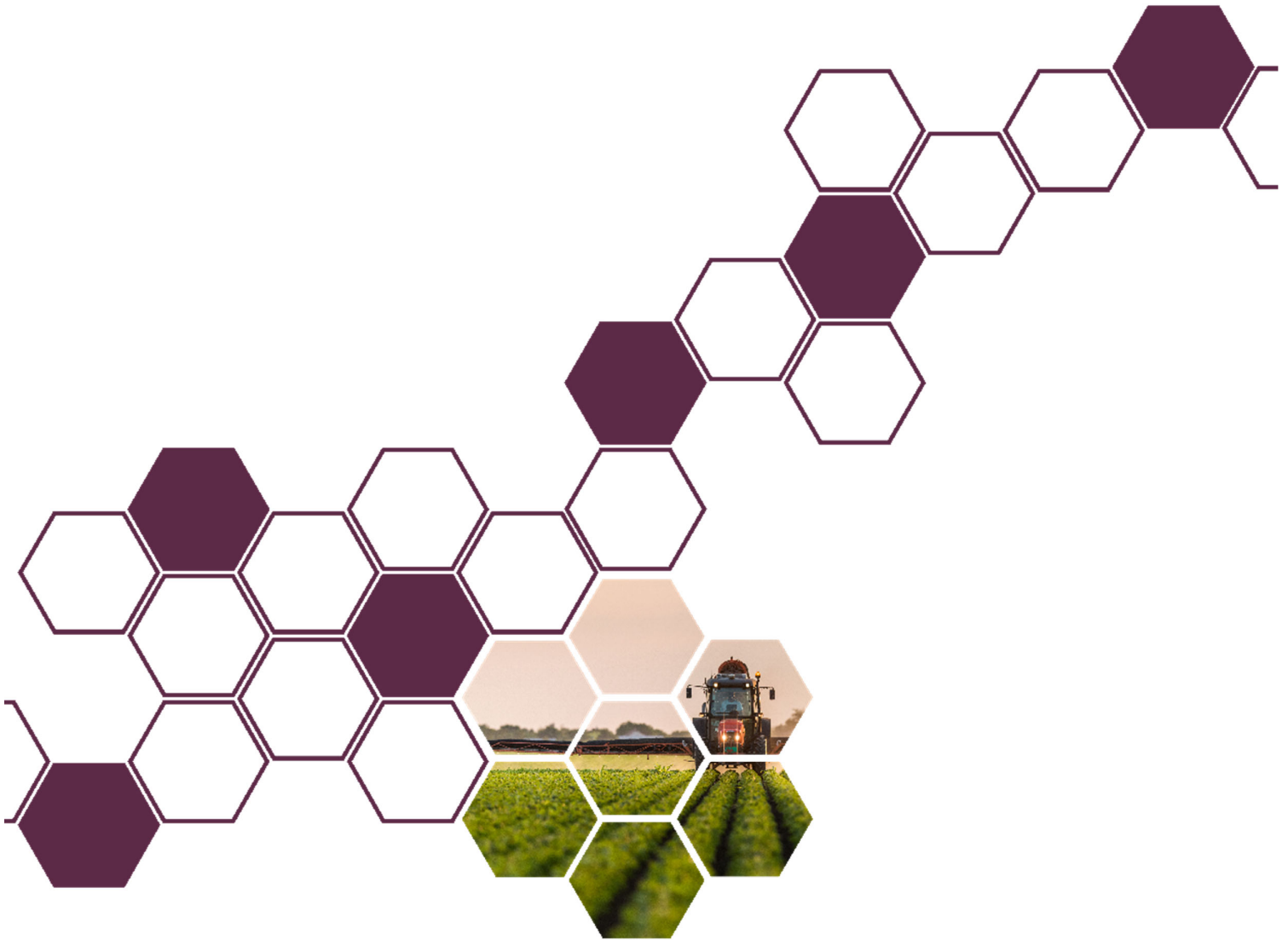




Australian Government
**Australian Pesticides and
Veterinary Medicines Authority**



Scientific Officer
Position number: 01307
APS6

Candidate information package

April 2026



Position summary

Position title	Scientific Officer
Classification	APS 6
Branch	Agricultural Chemicals Branch
Section	Health Assessment – Agricultural Chemicals
Location	Armidale NSW or Canberra ACT
Job type	Non-ongoing (temporary); Full-time, Part-time, with potential to become ongoing
Qualifications	Appropriate post graduate qualifications in toxicology, pharmacology, risk assessment or any related biological science is essential.
Salary	\$108,510.00 to 122,184.00 (plus 15.4% superannuation), depending on qualifications and experience
Security clearance	Baseline
Citizenship requirements	Open to Australian citizens only

Why work for us?

- Opportunity to work with great APVMA staff and engage with national and international stakeholders
- Inclusive and diverse workplace
- Competitive salaries with 15.4% superannuation
- Generous leave conditions
- Flexible working practices

Do you thrive on solving complex problems? Are you fascinated by scientific debates, challenging questions, and the latest advances in science? Do you enjoy immersing yourself in scientific literature to uncover evidence-based solutions?

We're looking for someone who can distil complex scientific information, develop robust and well-reasoned risk assessments, and produce clear technical briefs and advice within a regulatory framework.

The Agricultural Chemicals Program works closely with external service providers and is responsible for assessing the safety and effectiveness of vital crop protection products, and work as part of a broader team that delivers efficient regulatory services to support Australia's agricultural chemical industry and Australian agriculture.

The Health – Agricultural Chemicals Section of the APVMA provides pre-marketing assessments of the human health and safety aspects of applications for the approval of chemical substances, registration of chemical products, and approval of permit licences to use a chemical for a specific purpose.

Based in either our Armidale NSW or Canberra ACT office, you will be working in a team of highly experienced scientists in toxicology and health risk assessment. This role offers you an exciting opportunity for a challenging career where you can use your scientific expertise to contribute towards the health and safety of Australian people, animals and the environment.

The section focuses on:

- Managing all aspects of the human health risk assessment of agricultural chemicals, including conduct of toxicology evaluation and exposure assessments.
- Establish and develop clear, compliant first aid instructions and safety statements for product labels, ensuring accuracy, regulatory alignment
- Providing expert advice to other areas of the APVMA and external stakeholders on matters affecting human health, including product user health and safety, and safety of the general public.
- Providing expert advice on classification of agricultural chemicals to the TGA Poisons Standard Delegate.
- Establishing technical policies associated with the human health risk assessment (HHRA) of agricultural chemicals.

Under broad guidance, the Scientific Officer will be responsible for providing advice to other areas of the Agricultural Branch and the agency in relation to aspects of human health risk assessments.

Core functions

Under limited direction, the Scientific Officer will be required to:

- Provide high level technical advice on the assessment of human health matters relating to the regulation of agricultural chemicals, and other related chemicals.
- Facilitate cooperation and partnerships with external service providers on health assessments, while working with internal and external clients and stakeholders.
- Assist in the development and implementation of strategies, operational policies, priorities, and work practices for the Agricultural Chemicals Branch to achieve results in line with APVMA operational goals.
- Identify the appropriate scope and regulatory strategy for risk assessments to be undertaken in accordance with the legislation, APVMA principles of regulatory science quality and relevant international best practices.
- Assist in making regulatory decisions in accordance with the legislation and delegations.
- Assist in developing the technical capacity within the evaluation teams to build a greater understanding of human health risk assessments.
- Prepare high level written material incorporating scientific/technical considerations for decision makers, ministerial correspondence and other corporate documents as required.
- Use project management and implement efficient workflow and related practices with a focus on continuous process improvement.
- Undertake special projects related to human toxicology and/or risk assessment under the direction of the Director Health or Executive Director.

Selection criteria

To be considered for these roles you will need:

Essential:

1. Post graduate qualifications in a natural science field (PhD, MSc, BSc) are desired, e.g., biology, molecular biology, pharmacology, risk assessment or toxicology.
2. Well-developed analytical and problem-solving skills, with the ability to evaluate data, provide pragmatic advice and make decisions on complex information.
3. Demonstrated experience in conducting risk assessment, particularly relating to human health effects within a regulatory setting in both data rich and data poor environments.
4. Demonstrated high level communication skills, including the ability to prepare documents and reports, ability to communicate clearly and confidently with clients, staff, and service providers, and to represent the APVMA in a variety of forums.
5. Demonstrated ability in managing and establishing team priorities and outcomes, through the effective use of project management skills, showing initiative in identifying learning opportunities, prioritising workloads, and delegating tasks as appropriate to deliver high quality outcomes in a timely manner.
6. Demonstrated experience in building and sustaining relationships with key internal and external stakeholders, including promoting collaboration and information sharing.

Eligibility:

Candidates are required to:

- be Australian Citizens.
- meet the conditions prescribed within the *Public Service Act 1999*
- holds a security clearance or is able to apply for security clearance by the Australian Government Security Vetting Agency (AGSVA).
- provide evidence of completed national police-check with no risks identified by the APVMA
- provide evidence of qualifications required for the role.

Your application

In submitting your application, please ensure that you include an up to date resume and separate document addressing the selection criteria above. Limit your response to the selection criteria to a maximum of 750 words.

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

For any questions, please contact our HR Team by email at 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, such as written applications, interviews and work sample tests, to collect the evidence we need to make a merit-based decision.

In the event a role in another area needs to be filled, which is deemed to require the same skillset, an existing order of merit may be utilised.

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.

A herd of cows of various colors (black, brown, and black and white) are grazing in a lush green field. The background features a line of trees and a bright sunset sky with a warm orange glow. The scene is framed by white hexagonal patterns in the top-left and bottom-right corners.

About the APVMA

Our purpose

We regulate agricultural and veterinary chemicals to manage the risks of pests and diseases for the Australian community and to protect Australia's trade and the health and safety of people, animals and the environment.

Our vision

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

Our role

The Australian Pesticides and Veterinary Medicines Authority (APVMA) has a clearly defined role as the regulator of agricultural and veterinary (agvet) chemicals in Australia. We are the independent statutory authority responsible for assessing and registering pesticides and veterinary medicines proposed for supply in Australia.

As the national regulator, the APVMA regulates agvet chemicals in line with the responsibilities described in the *Agricultural and Veterinary Chemicals (Administration) Act 1992* and the *Agricultural and Veterinary Chemicals Code Act 1994*. In this role, we:

- ensure Australians have access to safe and effective agvet chemicals to control pests and diseases in animals and plants
- monitor and enforce compliance with the Agvet Code and other legislation we administer
- maintain the Record and Register of approved agvet constituents, registered products and approved labels.

Our values

The APVMA upholds the Australian Public Service (APS) values as set out in the [Public Service Act 1999](#). In addition to the APS values, we demonstrate the following behaviours:

- We apply science-based decisions pragmatically, consistently and proportionately to the risk.
- We actively engage with all stakeholders to build confidence in our regulatory system.
- We are committed to meeting our statutory obligations.
- We demonstrate leadership and trustworthiness and act with integrity.
- We encourage innovation and embrace technology.

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
- teamwork 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 2024–2027](#).

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.

