



Australian Government

**Australian Pesticides and
Veterinary Medicines Authority**



**Director Residues and Trade
Position number: 11219
EL2**

Candidate information package
March 2024



The position

Position title	Director Residues and Trade
Classification	Executive Level 2
Qualifications	Appropriate tertiary qualifications in toxicology, pharmacology, physiology, or a related biological science is essential. Postgraduate qualifications in any of these disciplines is desirable.
Security clearance	Baseline
Citizenship requirements	Open to all applicants
Location	Armidale NSW or Canberra ACT
Job type	Ongoing; Full-time (Non-ongoing and Part-time options may be considered)
Salary	\$143,574.00 to \$166,137.00 (plus 15.4% superannuation), depending on qualifications and experience

Direct supervisor	Executive Director
Program	Risk Assessment Capability
Section	Residues and Trade

Position summary

The Residues and Trade team are responsible for the assessment of both new and existing Agvet chemicals to ensure any residues resulting from their use in food is safe for those consuming the food, and is unlikely to present an undue risk to international trade.

Working in close partnership with another Director, the successful candidate will share responsibility for providing advice to the Registration Management and Risk Assessment Capability programs in relation to aspects of residue and trade assessments.

The co-Directors lead the work of the Residues and Trade team to provide expert assistance to team managers of the registration sections and oversee the conduct, peer review and quality checks of residue and trade assessments, as well as providing pre-application assistance to prospective registrants and expert technical assistance to staff, as required. They will provide leadership to the residues and trade team, including coaching and developing the team to meet corporate objectives.

Core functions

The key responsibilities of this position may include:

- Lead and manage the residues and trade team, in close coordination with the co-Director, to deliver outcomes in line with corporate objectives, and represent the team in corporate and external discussions.
- Provide support to staff and expert advice on the interpretation and evaluation of scientific data in relation to establishing residue definitions, setting maximum residue limits, performing dietary exposure assessments, and assessing trade risks for pesticide and veterinary medicine products.

- Overseeing the development of the technical capacity within the evaluation team to build a greater understanding of residue and trade assessments.
- Facilitate cooperation and partnerships with internal and external clients and stakeholders, as well as with international counterparts.
- 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.
- Finalise regulatory decisions in accordance with the legislation and delegations.
- Prepare and review high level written material incorporating scientific/technical considerations into briefs to decision makers, ministerial correspondence, and other corporate documents as required.
- Assist in the development and implementation of strategies, operational policies, priorities, and work practices for the Risk Assessment Capability program, including the delivery of special projects related to residues and trade.
- Supervise and guide team members in day-to-day work activities as required, and assign peer-review and other activities to ensure the quality of outputs by the section.

Selection criteria

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

Essential:

1. Appropriate tertiary qualifications in toxicology, pharmacology, physiology, or a related biological science.
2. Extensive experience directly relevant to the assessment of pesticide and/or veterinary medicine residues in food or animal feed.
3. Well-developed leadership skills, with the ability to lead and develop a highly professional team, balance and prioritise complex workflows, actively identify learning opportunities, and delegate tasks as appropriate.
4. Highly developed analytical and problem-solving skills, with the proven ability to provide pragmatic advice and make decisions on complex information.
5. High level interpersonal, written and oral communication skills, including the ability to communicate clearly and confidently, liaise, negotiate and represent the APVMA in a variety of forums.
6. Demonstrated experience in building and sustaining relationships with key internal and external stakeholders, including promoting collaboration and information sharing.

Desirable:

- Postgraduate qualifications in toxicology, pharmacology, physiology, or a related biological science.
- Experience conducting risk assessments related to residues within a regulatory setting.

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 500 words.

All applications are submitted online through the APVMA Careers website: 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.

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.

Table 1 outlines the approach we anticipate taking to fill this position. Please note that this approach may be subject to alterations during the recruitment process.

Table 1: APVMA selection process approach

Director Residues and Trade – selection process					
Selection Criteria	Stage 1		Stage 2		
	Relevant work experience	Responses to application questions	Psychometric testing	Work sample assessment	Structured interview
Criteria 1	Y	Y			Y
Criteria 2	Y	Y			Y
Criteria 3	Y	Y			Y
Criteria 4	Y	Y			Y
Criteria 5	Y	Y			Y
Criteria 6	Y	Y			Y
Timeframe	March to April 2024		April to May 2024		

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?

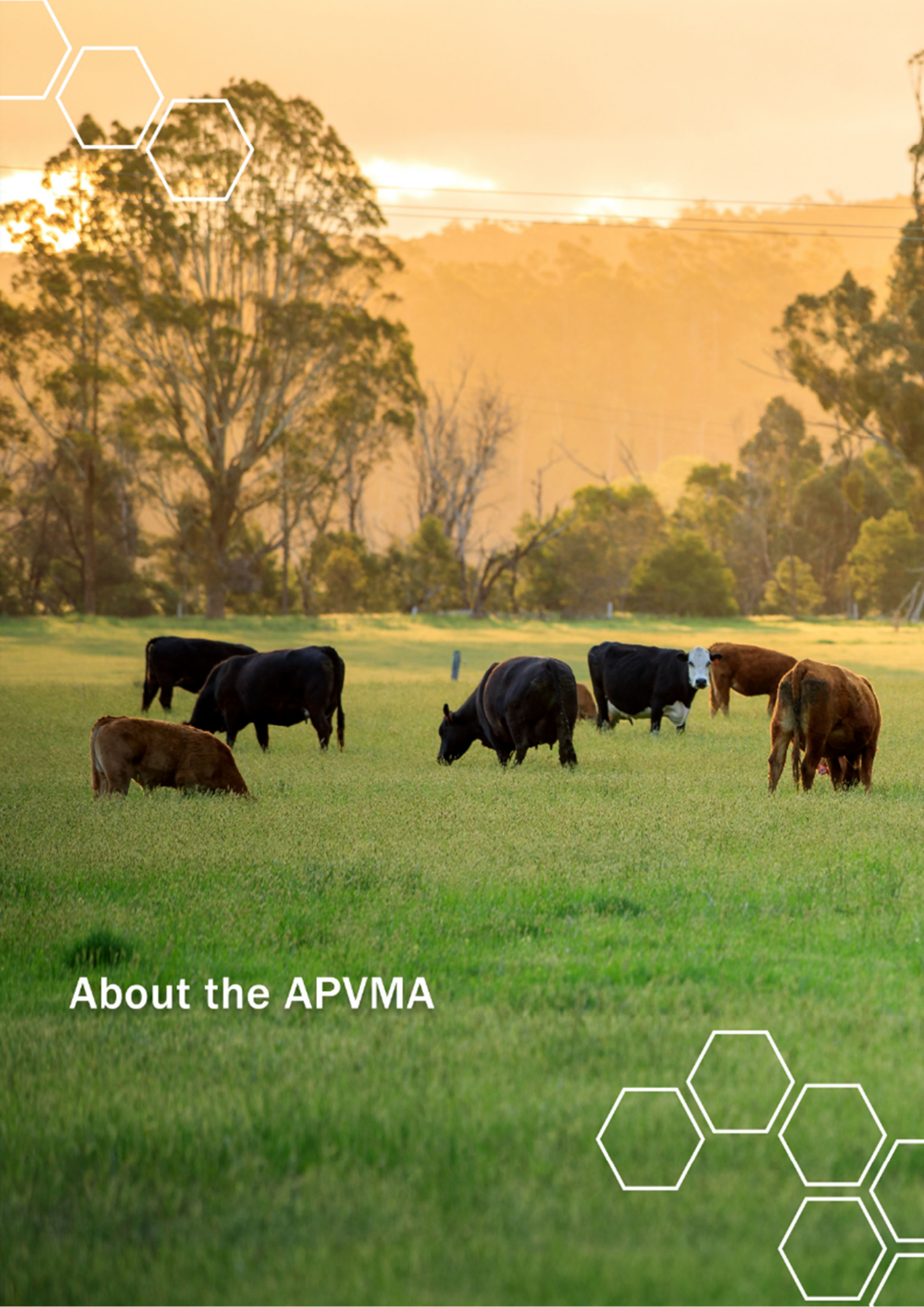
Action

- 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

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
- 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 2017–20](#).

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.

