



Directors, Advice, Investment Attraction and Analysis Branch

Position Number: 11998 and 17456	Security Level: Baseline
Division/Branch: Minerals, Energy and Groundwater Division	Project/Section: Mineral Resources Advice and Promotion and Groundwater Advice and Promotion
APS Job Family: Science	Location: Symonston, Canberra
Classification Level: EL2	Salary: EL2 \$120,879 - \$150,643
Employment Type: Ongoing	Duration (if non-ongoing):
Flexible working: A variety of working arrangements may be agreed for this position to enhance flexibility, including part-time hours.	

Background

Geoscience Australia (GA) is an Australian Government listed entity within the Industry, Science, Energy and Resources portfolio.

Geoscience Australia is Australia's pre-eminent public sector geoscience organisation. We are the nation's trusted advisor on the geology and geography of Australia. We apply science and technology to describe and understand the Earth for the benefit of Australia. We apply our diverse professional expertise, our deep and trusted knowledge, our national-scale Earth observation infrastructure and our strong partnerships, to the opportunities and challenges that face our nation.

We value diversity in gender, backgrounds, culture, and experiences of our employees and are committed to providing an inclusive workplace culture that ensures everyone has equal opportunity to contribute, participate and progress. Applications from people who reflect this diversity are encouraged.

We are committed to the health, safety and wellbeing of our employees and offer a flexible and diverse workplace.

The Roles

The Advice, Investment Attraction and Analysis Branch within GA is looking to fill two Directors role within its Groundwater Advice and Data section and Mineral Resources Advice and Promotion section.

Director, Mineral Resources Advice and Promotion

Australia's mineral and energy resources are major contributors to the nation's economic and social wellbeing. Geoscience Australia supports the responsible development of a diverse resources sector by providing geoscience data and information to support exploration and drive new mineral and energy discoveries.

The Mineral Resources Advice and Promotion (MRAP) team compiles national data on reported mineral resources and uses it as a basis for providing related advice to government, industry and the public. The team also coordinates an international and domestic program to promote Australia as a destination for investment in mineral exploration and mining.

As the Director, MRAP, you will provide leadership and support to a team of professionals providing mineral resources advice and promotion services. You will provide a strategic level of specialist advice to the organisation, including the senior leadership team and the Executive.

What you will do

Working with a high level of autonomy, in this role you will:

- manage MRAP program inputs to achieve outcomes in an effective and efficient manner
- oversee and manage the use of service providers, including contractors and consultants
- research, plan, implement, monitor and evaluate project or program initiatives that support minerals resources advice and promotion
- manage risk assessment and risk management activities for mineral resources advice and promotion programs
- oversee the preparation of high-level technical publications and other professional reports
- provide strategic specialist/ technical/ professional advice on specific issues, including feasibility and precedential advice
- liaise and engage with other internal or external professionals to exchange views, seek advice and ensure positive outcomes
- represent and advocate the agency's position in a professional or specialist context.

Demonstrating success

To be successful in this role you will have the ability to:

- communicate with others regarding the purpose of their work and the relationship between work unit objectives and organisational goals
- present messages in a clear, concise and articulate manner and negotiate persuasively to facilitate agreement and acceptance of mutually beneficial solutions
- think about the future; develop long-term plans and anticipate likely priorities
- gather and investigate information and alternate viewpoints from a variety of sources through formal and informal means
- anticipate problems and take steps to minimise or prevent them; identify and articulate potential risks

- select the best option from a range of potential solutions; demonstrate how recommendations solve the key problems identified
- build an effective team with complementary skills
- evaluate projects and business processes to understand critical factors for success; engage in and encourage others to contribute to continuous improvement
- respond flexibly to changing demands while maintaining sight of the end goal; commit to targets and strives to achieve results; encourage others to do the same
- build and sustain long-term relationships; liaise with a range of stakeholders including other teams, peers and colleagues across the organisation, and in other organisations
- maintain an awareness of the personalities, motivations and other diverse qualities of people, and use this to enhance interactions
- provide clear, constructive and timely feedback (both positive and negative) in a manner that encourages learning and achieves any required resolution
- make time for people despite competing priorities; provide guidance and offer full support when required
- maintain an optimistic outlook and focus on the positives in difficult situations
- adhere to the APS Values and Code of Conduct and consistently behave in an honest, ethical and professional way.

Required skills, knowledge, experience and/or qualifications

- Knowledge of a range of minerals commodities, including a detailed understanding of the commercial and regulatory environments within which specific commodity industries operate, including use of the Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves.
- A highly developed capability to synthesise and apply scientific knowledge to the provision of advice on matters that require considerable interpretation and analysis.
- Highly developed oral and written skills including the ability to translate complex scientific, and technical information for a range of different audiences.
- Strong ability to plan, monitor emerging issues and identify and mitigate their impact.
- Ability to influence, negotiate and develop effective working relationships and networks across the agency, other jurisdictions and with external stakeholders.
- Ability to lead, mentor and develop others to build an effective, high functioning team.
- Tertiary qualification in geoscience or resource management (desirable).

Director, Groundwater Advice and Data

Australia is the driest inhabited continent, which makes the identification of suitable water resources, and the responsible management of those resources, key challenges. In many parts of Australia, groundwater underpins agriculture, the environment, minerals and energy resource development, and community water supplies.

Geoscience Australia works to secure Australia's water resources through engaging in a range of strategic science and advice activities. We provide data, information and advice on groundwater systems to inform and support decision making by government, industry and communities of these resources. In collaboration with State and Territory governments and other Australian Government agencies, Geoscience Australia aims to improve understanding of groundwater systems and processes across Australia. We will facilitate and lead the development and adoption of best practice and innovative solutions to groundwater resource management challenges.

As the Director of the Groundwater Advice and Data Section, you will provide an important contribution to meeting these national challenges by:

- developing, leading and sustaining an effective team of discipline experts to provide impartial technical advice and groundwater data using a broad range of core skills including hydrogeology, hydrochemistry and data science
- developing, overseeing and contributing to independent expert technical and strategic advice on hydrogeology and groundwater data provisioning while drawing upon an extensive understanding of relevant legislation and water resource management in Australia
- shaping the strategic narrative in relation to Geoscience Australia's operational approach to groundwater science and hydrogeological data to support to water resource policy decisions
- effectively lead and accountably manage requests for technical groundwater advice and data ensuring the provision of timely impartial advice and information to government and decision-makers
- developing and managing key strategic relationships with stakeholders to ensure that groundwater data and information is available to support water resource policy development

What you will do

Working with a high level of autonomy, in this role you will:

- provide leadership, management and strategic direction to a multidisciplinary team of geoscientists to contribute to the delivery of Groundwater Advice and Data Section activities
- maintain professional knowledge and continue to develop knowledge and expertise in various aspects of hydrogeology and the regulatory and legislative environment surrounding groundwater issues
- oversee and coordinate the provision of high-level, expert hydrogeological and other specialist geoscientific advice to policy development and decision making within other Australian Government agencies
- effectively communicate section outputs to a range of stakeholders through the preparation of high-quality scientific briefings, authoritative technical reports and presentations
- develop and implement data management and approaches applicable to groundwater systems
- cultivate, maintain and develop collaborative relationships with Australian and jurisdictional government agencies and other Geoscience Australia areas with an interest in groundwater issues
- manage and oversee agreements and contracts with other government agencies, both state and federal

- contribute to the strategic direction and senior leadership of the Advice, Investment Attraction and Analysis Branch and the Minerals, Energy and Groundwater Division, within the context of Geoscience Australia's strategic priorities
- drive and promote an inclusive agency culture and a safe work environment.

Demonstrating success

To be successful in this role, you will have the ability to:

- understand the organisation's direction and how the work of own business area fits into the organisation, wider community and whole of government agenda
- communicate with others regarding the purpose of their work and the relationship between operational activities and organisational goals
- build and sustain relationships; liaise with a range of stakeholders including other teams, peers and colleagues across the organisation, and in other organisations
- anticipate the needs of clients and provide courteous, prompt and professional service; recognise shared agendas and work toward mutually beneficial outcomes
- contribute own expertise and encourage others to draw upon this knowledge; consult internal and external experts and tap into their technical and professional knowledge and experience to improve work outcomes for the benefit of the business unit
- maintain focus on quality to achieve key outcomes; adhere to documented procedures and see tasks through to completion; provide impartial and forthright advice
- construct project plans that have clear and appropriate goals, timeframes and budgets; anticipate change and build contingencies into plans
- identify critical information gaps and ask a range of questions to uncover valuable information
- gather and investigate information and alternate viewpoints from a variety of sources through formal and informal means; explore new ideas with an open mind
- deal positively with uncertainty and cope effectively in an environment characterised by change; determine a course of action despite lack of clarity
- share appropriate information with staff and colleagues during times of change; help others adapt to ensure a smooth transition
- sustain high levels of effort and energy following a setback; maintain momentum and continue to move forward
- present messages clearly and confidently and focus on gaining a clear understanding of others' comments by listening, asking clarifying questions and reflecting back
- make time for people despite competing priorities; provide guidance and offer full support when required
- provide clear, constructive and timely feedback (both positive and negative) in a manner that encourages learning and achieves any required resolution
- adhere to the Australian Public Service Values and Code of Conduct and consistently behave in an honest, ethical and professional way.

Required skills, knowledge, experience and/or qualifications

- Demonstrated experience in providing a high-level of strategic professional guidance and detailed technical groundwater-related advice to a range of stakeholders
- Scientific expertise to complement the team across a broad range of hydrogeological fields
- Extensive experience in providing a high-level of detailed professional and technical groundwater-related advice to a range of stakeholders.
- A strong understanding of the fundamentals of data management approaches and practices to ensure science data integrity.
- Well-developed interpersonal communication and collaboration skills that enable you to engage external and internal stakeholders.
- Experience in integrating a variety of datasets to understand hydrogeological systems and groundwater conceptual models.
- Experience managing people in a scientific environment.
- A tertiary qualification in geoscience or hydrogeology, or equivalent experience in the field is highly desirable.
- Experience or skills including the following: physical hydrogeology, hydrochemistry or hydrostratigraphy is highly desirable.

Eligibility

- To be eligible for this position you must be an Australian Citizen at the closing date of application.
- The successful applicant must be able to obtain and maintain a Baseline level security clearance or hold a current security clearance of an appropriate level.
- Commencement of employment is subject to the successful applicant undergoing and satisfying a police history check.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the position. For more information see:

<http://www.apsc.gov.au/priorities/disability/recruitability>

Hearing or speech impaired applicants are invited to use the National Relay Service by contacting 133 677, and requesting to be connected with Recruitment on 02 6249 9777 in order to obtain selection documentation.

How to apply

Apply now by submitting your current CV along with a tailored statement (less than 700 words) outlining your skills and experience against the specific Director role you are applying for. You should include specific examples that demonstrate your ability to perform this role.

If you have any questions regarding the role, please contact Kristina Anastasi (02 6249 9436, Kristina.Anastasi@ga.gov.au). If you require technical assistance, call Human Resources on (02) 6249

9777 or email hr@ga.gov.au.

A merit list/pool may be created from this process. If you are successful for the merit pool, your details may be shared with other Australian Public Service agencies unless you choose not to have your details disclosed.