



Position title	Operations Support Officer – Crown-of-thorns Starfish Control Program
Position number	PN1113T
Classification	APS5
Location	Townsville, QLD
Salary	APS5 \$88,833 - \$96,829 PA (NB employees ordinarily start on the base salary and then advance to the top pay point over time as per the Enterprise Agreement)
Employment type	Non-ongoing - Specified term 2 years from appointment; Full-time.
Security level	Baseline
Section	Reef Interventions
Branch	Marine Park Operations
Contact officer	Alice White, Assistant Director, Crown-of-thorns Starfish Control Program Management, Ph. 0459257453

The Organisation

The Great Barrier Reef is a World Heritage listed tropical marine ecosystem of 3000 individual coral reefs, deep shoals, seagrasses and mangrove systems that support many thousands of marine species. Bigger than Italy, it stretches 2300 kilometres along Australia's Queensland coast. It is the Sea Country home for about 70 Traditional Owner groups whose connections with the Reef go back more than 60,000 years. The Reef inspires awe in two million tourists every year, supports approximately 64,000 jobs and contributes over \$6 billion a year to the Australian tourism economy.

The Great Barrier Reef Marine Park Authority (the Reef Authority) is a Commonwealth non-corporate entity, and a statutory agency established by the Great Barrier Reef Marine Park Act 1975 (Marine Park Act), reporting to the Minister for the Environment and Water. Our objective is the long-term protection, ecologically sustainable use, understanding and enjoyment of the Great Barrier Reef for all Australians and the international community through the care and development of the Marine Park.

The Position

We are seeking a professional with operational work experience in the maritime industry to join our team, supporting the delivery of the Crown-of-Thorns Starfish (COTS) Control Program.

This position is critical to maintaining and improving operational standards and data quality across the COTS Control Program's contracted vessel fleet. The role conducts regular on-water audits of contracted operators to ensure operational and data collection standards are maintained at a high level. The position is a key liaison between the Reef Authority and our service providers, supporting quality assurance and compliance across all aspects of Program delivery.

Where the role fits

The Marine Park Operations Branch delivers in-park management across the Great Barrier Reef World Heritage Area to protect and rehabilitate reefs, islands and species and provide opportunities for people to enjoy the Great Barrier Reef. This includes partnerships with Aboriginal and Torres Strait Islander Traditional Owners who have an inherent responsibility through spiritual connection and cultural authority (lore) to care for Sea Country. The Branch is critical in ensuring people who use the Marine Park respect and comply with laws, permits and cultural authority of Traditional Owners. The Branch delivers a risk-based permissions system and a Reef Joint Field Management Program in partnership with the Queensland Parks and Wildlife Service. Traditional Use of Marine Resources Agreements and Sea Country values mapping are priority programs of the Reef Authority's partnerships with Traditional Owners. The resilience of the Reef and islands is enhanced by in park interventions such as the Crown-of-thorns Starfish (COTS) Control Program, the management of pest and weeds on islands and mitigation of impacts from extreme weather events and maritime vessel incidents.

The Reef Interventions section implements key reef intervention and restoration activities to support the resilience of the Great Barrier Reef. The section is responsible for the design, implementation and oversight of the Great Barrier Reef Crown-of-thorns Starfish (COTS) Control Program. It leads Reef Authority policy and advice on matters relating to COTS biology, outbreaks and their management. The section also leads the Reef Authority's engagement and collaboration with the Reef Restoration and Adaptation Program (RRAP), coordinating input from across the Reef Authority, and provides direction and advice on other Reef Intervention initiatives.

The Person

The suitable candidate will be agile and adaptive in the way they work, open to change and willing to explore innovative ways of working. When you work for us, you understand that leadership exists at all levels, and you display this at all times. You work collaboratively to deliver results and display the personal drive and integrity expected of an Australian Public Service (APS) employee.

- ✓ You are a natural problem solver, a doer and are known for seeing things through to completion.
- ✓ You are well-organised, exercise excellent judgment and have an eye for detail.
- ✓ You have WHS experience and an understanding of quality assurance in a maritime related industry.
- ✓ You are experienced in building and maintaining relationships with contractors and stakeholders.
- ✓ You thrive under pressure and responsibly manage competing priorities.
- ✓ You are resilient and enjoy being part of a cohesive team.

First Nations People are strongly encouraged to apply for this role.

Duties

1. Plan, conduct and report on routine on-water site visits to COTS Control Program contractor vessels, including quality assurance checks of in-water operational procedures and in-field data collection activities.
2. Work with the Manager - Diving Operations to review contractor WHS frameworks and documentation to ensure adequacy, compliance and currency.
3. Manage and quality control COTS Control Program voyage data to support operational planning, reporting and integration into the Reef Authority's information systems.
4. Build and maintain effective working relationships with contracted service providers, stakeholders and First Nations peoples on matters relevant to the COTS Control Program.
5. Contribute to the development and review of Program manuals, guidelines and reports, and collaborate across the Reef Interventions section on cross-sectional projects and emerging issues.

As an APS employee you may be reassigned to a different set of duties at the same classification level at the discretion of the agency head (CEO), taking account of operational requirements in the agency.

Core Accountabilities

As an employee of the Reef Authority, you will have the following core accountabilities where:

1. You will take responsibility to ensure that you are fit for duty, taking reasonable care for your own health and safety and that your acts or omissions do not adversely affect the health and safety of others in the workplace. You will contribute to the effective implementation of the Reef Authority's work health and safety (WHS) Policy and Manual and comply with the WHS Codes of Practice and legislation.
2. You will uphold the APS Code of Conduct, the APS Values and the APS Employment Principles, comply with relevant legislation, and observe the policies and procedures of the Reef Authority as in force from time to time.
3. You will model and uphold the Reef Authority's behaviours that will deliver our ideal culture:

We are **ONE GBRMPA**

We are an inclusive community of diverse individuals, working collaboratively with trust and respect to achieve the Authority's shared purpose.

We are **PROFESSIONAL**

We are committed, professional public servants who are accountable and transparent, always acting in the best interests of the Authority.

We **DELIVER**

We deliver meaningful and measurable outcomes by setting clear and achievable goals, managing risk effectively & accepting shared responsibility for results.

We **STRIVE** for
EXCELLENCE

We bring our experience, skills and knowledge to everything we do and are committed to professional growth.

Eligibility requirements & qualifications

Applicants **must**:

1. Be an Australian citizen at the time of applying for the position.
2. Be able to obtain and maintain a Baseline security clearance; failure to do so will result in termination of employment.
3. Be willing to provide identity documents and undergo an identity pre-employment check through a Document Verification Service, if you are deemed to be the successful candidate.

Essential requirements

- Dive Master or ADAS Part 1 Diver (or training to AS/NZS 2815.1) qualification or equivalent and ability to maintain training requirements as per AS/NZS 2299.1:2015 Occupational diving operations – Standard operational practice.
- Have and maintain a current Australian driver's licence.
- Be able to travel, sometimes at short notice, and work weekends and outside core hours when required.

Desirable qualifications or equivalent experience

- Demonstrated experience in, or sound knowledge of, maritime operations including commercial vessel environments, diving operations, or related field-based industries.
- Understanding of quality assurance in maritime operational settings and knowledge of COTS Program in-water activities i.e. RHIS, manta tow and culling techniques.

Preparing your application

Please ensure you read the instructions carefully, noting failure to address identified requirements may lead to your application being deemed ineligible.

You will be required to prepare a response document ("pitch") in MSWord or PDF format using standard margins and size 11 Arial font.

Please prepare a 'pitch', which does not exceed **two** pages, in relation to the advertised role, outlining:

1. how your experience, abilities, knowledge and personal qualities would enable you to perform the duties and meet the technical and behavioural capabilities of the role.
2. any specific examples or achievements that demonstrate your ability to perform the role.
3. how you meet the eligibility requirements and qualifications for the position.

When you include an example, you should explain:

- ✓ your personal role in the task.
- ✓ the methods you used.
- ✓ any barriers you were able to overcome, and
- ✓ the outcome.

When crafting your response, we encourage you to review '**Cracking the Code**' and the relevant **Australian Public Service Work Level Standards** which can be found on the Australian Public Service Commission website: www.apsc.gov.au

Your application must include:

1. your 'pitch' (as described above).

2. proof of Australian citizenship.
3. a current curriculum vitae (resume) that includes:
 - ✓ an outline of your career history.
 - ✓ qualifications and/or formal/informal training relevant to the position.
 - ✓ contact details for at least two recent referees, one of whom should be your current supervisor.

Applicants are advised to read further information provided on the [Great Barrier Reef Marine Park Authority Careers website](#).

To apply for this position, please see the vacancy listing on [The Reef Authority's Career Portal](#).

PLEASE NOTE: - The panel may not consider additional information such as a cover letter or content exceeding the page limit.

Position description approved by:

Fiona Macdonald

Director – People Services

6/08/2026