



Position title	Senior Data Analyst, Crown-of-Thorns Starfish Control Program
Position number	PN834
Classification	APS6
Location	Townsville, QLD
Salary	\$99,733 - \$111,702 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	Ongoing; Full-time
Security level	Baseline
Section	Reef Interventions
Branch	Marine Park Operations
Contact officer	Dr David Williamson, Assistant Director COTS Science Management, 0439 926 915 / David.Williamson@gbrmpa.gov.au

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 Senior Data Analyst to join our team, working to manage, extract and interpret Crown-of-thorns starfish (COTS) Control Program data to inform our management actions. This position provides essential technical expertise in data analysis, integration and visualisation to inform strategic planning, track operational delivery and report reef protection outcomes. This position works collaboratively with internal colleagues, research partners and stakeholders to develop and improve the data management, analytical and decision support systems used in the COTS Control Program and across the Reef Authority.

Where the role fits

The Marine Park Operations Branch provides 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.

The Reef Interventions section oversees the strategic planning, management and operational delivery of the COTS Control Program. The section actively collaborates on targeted COTS-focussed research to enable ongoing improvements to Program efficacy and contributes to Reef Authority policy and advice on matters relating to COTS biology, outbreaks and their management. The section also coordinates Reef Authority involvement in the Reef Restoration and Adaptation Program (RRAP) and contributes to in-field delivery of reef rehabilitation deployment and monitoring projects.

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 have skill and experience in data analysis and visualisation using a variety of systems and software.
- ✓ You are a natural problem solver, diligent and driven to succeed.
- ✓ You thrive under pressure, have an eye for detail and can manage competing priorities.
- ✓ You provide quality advice in your area of expertise and communicate tactfully with colleagues and external stakeholders.

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

Duties

1. Develop and improve data management systems, analysis and visualisation tools to enable effective integration and reporting of COTS Control Program data.
2. Assembly, analysis and synthesis of ecological, physical and operational data to generate actionable intelligence that informs COTS Control Program strategic and tactical planning, and guides on-water operations.
3. Prepare written and visual products to communicate COTS Control Program strategy, operations and outcomes to partners, stakeholders and general audiences.
3. Lead analysis and authoring of scientific articles relevant to the COTS Control Program.
4. Provide expert, timely, practical, transparent and risk-based advice to colleagues and supervisors on matters relevant to the COTS Control Program.
5. Collaborate with partner science agencies to design, implement and deliver targeted research projects that enhance our understanding and management of COTS outbreaks.
6. Represent the COTS Control Program at scientific conferences and provide expert advice on the use and interpretation of Program data in cross-agency initiatives aimed at enhancing data management and visualisation systems.
7. Assist with quality assurance of in-field data collection processes to ensure high quality program delivery, data management and reporting.

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 time of applying for 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

- Demonstrated experience with statistical analysis, visualisation and interpretation of ecological data, using a scripting language such as R or Python.
- Advanced knowledge of and experience building Dashboards using MS Power BI or similar.
- Demonstrated experience using DAX and M programming languages for data manipulation.
- Relevant tertiary qualifications (postgraduate, or equivalent experience) in marine or environmental sciences, ecological modelling, statistics or data science.
- Demonstrated understanding of complex ecological systems and the common statistical methods used to analyse them.

Desirable qualifications or equivalent experience

- Demonstrated experience working on industry relational databases (MSSQL & Oracle), including spatial projects.
- Experience and demonstrated skill in the Databricks data intelligence platform.
- Publication record relevant to the position.
- Diving qualifications and experience in field operations.

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:

Craig Tozer

Assistant Director Workforce Planning, Capability & Recruitment

20/02/2026