**Research Principal**

The Research Principal plays a key role in delivering evidence-based outcomes for the Game Management Authority and is responsible for delivering its research program. Reporting to the Director Strategy and Research, the Research Principal drives the coordination and implementation of innovative, high-quality and effective collaborative research in support of achieving government priorities and the Authority’s objectives for promoting sustainability and responsibility in game hunting.

The Research Principal is a senior member of the GMA team and provides expert advice to the Director Strategy and Research, CEO and the Board to ensure that policy, strategic and operational decisions are supported by evidence. The position requires independence and an aptitude for multi-disciplinary research spanning ecology, biology, toxicology, animal welfare and social science. The Research Principal is responsible for building research projects focused on Victorian game species, encompassing experimental design, funding acquisition and publishing papers in highly ranked journals. This position requires collaboration with a wide range of academic institutions, government departments and stakeholders. There is a requirement for some field work, but the majority of work is desk-based. The Research Principal manages contracts and budgets, engages with stakeholders, prepares scientific papers and popular articles and prepares submissions for funding.

Are you enthusiastic and self-motivated?

Position Title: Research Principal

Position Number: 025577

Classification: VPS Grade 6

Salary Range: $122,502 - $163,934 + 9.5% Superannuation

Group/Division/Branch: Strategy and Research

Usual Work Location: Melbourne (some flexibility may be available)

Usual Hours of Work: Full time (some flexibility may be available) Tenure: Ongoing

Further Information: Simon Toop, Director Strategy and Research

Phone: 0428 446 623

Position Reports To: Director Strategy and Research

# About the Authority

The Game Management Authority delivers programs to improve and promote sustainability and responsibility in game hunting in Victoria. The GMA is responsible for:

* issuing Game Licences and related testing
* managing open and closed seasons for game species
* enforcing game hunting laws and taking action against those who do not hunt legally and
* educating and informing game hunters on how to hunt legally and responsibly in Victoria.

The GMA has an important role in managing natural resources across Victoria addressing:

* the sustainable harvest of game species
* maximising animal welfare outcomes for species that are hunted, used in game hunting and affected by game hunting
* minimising any negative impacts on non-game wildlife, including protected and threatened species, and the conservation of wildlife habitats
* monitoring, conducting research and analysing the environmental, social and economic impacts of game hunting and game management
* providing advice to government on game management matters.

Organisationally, the GMA has three functional Divisions:

### Compliance and Intelligence

The Compliance and Intelligence Division is responsible for improving compliance with hunting laws and regulations. This is achieved by developing and implementing a risk and intelligence-based compliance and enforcement program utilising tools and activities across the compliance spectrum.

### Stakeholder and Hunting Programs

The Stakeholder and Hunting Programs Division is focused on maintaining and managing stakeholder relationships and providing practical and useful advice, education and training to hunters, to increase voluntary compliance and to assist in data collection tasks, such as bird counts.

### Strategy and Research

This is the division in which the Research Principal works. The Strategy and Research Division is responsible for the operation of the GMA research program in order to provide advice to Government on game management that is based on sound evidence. The Division is also responsible for providing advice on policy issues and regulatory change to government stakeholders, and for managing the GMA communications platforms and publications.

The GMA has offices in Melbourne CBD and throughout regional Victoria at Ballarat, Bendigo, Traralgon, Benalla and Lakes Entrance.

Additional information about the GMA can be obtained by visiting our website at [www.gma.vic.gov.au](http://www.gma.vic.gov.au/)

**Organisational Values**

The GMA has adopted the Victorian Public Service (VPS) Values as outlined in Section 7 of the *Public Administration Act 2004*. Our work is made stronger by the values that guide it.

* We **respect** each other – and the commitment of all our stakeholders to their work and their causes. This value is evident in the quality and diversity of our relationships with each other and with our stakeholders.
* We act with **integrity**, **courage** and **transparency** by focusing tightly on our role as an impartial, predictable regulator on behalf of all Victorians.
* We value **expertise** and advice based on sound science and direct experience.
* We are always **open** to learning from and engaging with our stakeholders.
* We aspire to **excellence** in our behaviour, our work and our outputs.

# Research Principal

## Key Accountabilities

* Develop and lead the implementation of GMA’s strategic research program by seeking to access and manage external funding sources, budgets, and contracted research providers to preparing progressive reports.
* Investigate and collaborate with GMA business divisions to provide high-level advice to the Director Strategy and Research, CEO and GMA Board on the identified direction of research; requirements, implementation, strategic priorities.
* Build high-level professional relationships and partner with key stakeholders and third-party suppliers, to deliver strategic research projects and programs.
* Undertake research based on a maintained knowledge of contemporary scientific practices and advances in research methods and approaches.
* Prepare papers and articles for submission to relevant scientific/popular publications, give presentations to key stakeholders and represent the GMA at relevant forums, including conferences and workshops.

## Key Selection Criteria

1. Proven experience in leading research projects as a senior scientist, including project and experimental design, data collection and analysis. Well-developed analytical and conceptual skills, including demonstrated ability to apply multi-disciplinary analysis, quickly assimilate new concepts and information, and deliver positive and innovative solutions to complex research and policy issues.
2. Well-developed communication skills, with the ability to prepare high quality reports, papers, briefs, letters and emails using clear, concise language which contains the necessary information to achieve its purpose. Ability to present at conferences, workshops and professional meetings in a clear and interesting way for diverse audiences.
3. Excellent project management skills, proven initiative and ability to plan and prioritise effectively, set goals and high standards of performance, and be accountable for delivering on organisational research needs, including compliance with regulatory requirements and government procurement guidelines, on time and within budget, and with high-level attention to detail.
4. Demonstrated excellence in stakeholder management skills, ability to build effective working relationships by constructively dealing with stakeholder issues in a timely manner. Experience working with diverse stakeholder groups including hunters, conservationists, academics and animal advocacy groups.
5. Proven ability to work independently and as part of a multidisciplinary team. Ability to collaborate and share information with team members and work well with others in pursuit of team goals.

## Desired Experience/Qualifications

* A relevant degree with post-graduate qualifications in ecology, natural resource management, game or wildlife management, veterinary science or similar is mandatory.
* Practical experience in animal research (e.g. abundance surveys, telemetry studies, animal trapping, collecting biological samples, population genetics research) and scientific knowledge in critical research areas of wildlife abundance estimation, demography, spatial ecology and animal welfare.
* Proven experience in publishing peer reviewed papers in scientific journals.

## Pre-employment Screening Requirements

All applicants may be subject to the following pre-employment checks:

* National Police Records Check
* Qualification Check (where a mandatory qualification is required)
* Declaration of private interests
* Pre-employment misconduct screening declaration

The position has the following inherent requirement level of intrinsic risk:

* Contact with community members (medium)
* No or low-level access to confidential information (low)
* No or low-level decision-making responsibilities (low)
* Field work outdoors (medium)

Further information on pre-employment misconduct screening requirement is available at <https://vpsc.vic.gov.au/resources/pre-employment-screening-misconduct-victorian-public-service/>

## Position Specific Requirements

This position has the following specific requirements:

* Current driver’s licence
* This position has a requirement to travel inter and intrastate
* Some out-of-hours work, weekend work and field work will be required
* With appropriate prior approval, overtime may be accrued/or taken as time in lieu

## Health and Safety Requirements

You may be required to undertake relevant medical and other safety compliance requirements that relate to any risks associated with this role.

The occupational health and safety requirements of this position include, but are not limited to activities involving:

* Driving
* Sedentary desk work
* Manual handling
* Field work, including handling wildlife

## How to Apply

Applications are to be submitted online by visiting [www.careers.vic.gov.au](http://www.careers.vic.gov.au)

If you experience any difficulty in lodging your application on line, please contact: [recruitment@ecodev.vic.gov.au](mailto:recruitment@ecodev.vic.gov.au), where your enquiry will be handled by a member of the recruitment team.

## Employment Information

* Applicants must be an Australian Citizen, Permanent Resident or hold a valid work permit or visa
* Recipients of Victorian Public Service (VPS) voluntary departure packages should note that re-employment restrictions apply
* Non-VPS applicants will be subject to a probation period of three months
* Employees are covered by the Victorian Public Service Enterprise Agreement 2020
* The collection and handling of applications and personal information will be consistent with the requirements of the *Privacy and Data Protection Act 2014*

## What we offer you

Working with GMA presents a wide variety of opportunities, with an extensive range of personal and professional development programs designed to develop our people and their careers. Working closely with industry, business and the community enables you to make a difference to the economic prospects of all Victorians.

## Learning and Development

We want you to grow, develop and learn with us. GMA provides you with access to a range of internal and external learning and development opportunities to support your performance in your role and further your career aspirations. GMA also supports relevant study via negotiated financial assistance and leave provisions for approved courses. Our Performance and Development Plan aims to support and encourage employees in achieving work and career objectives through clearly defined roles, development opportunities and performance targets.

## Balancing Work and Life

We understand that work/life balance is an important part of our employees’ lives. The Authority offers a range of short term and long-term flexible work arrangements to enable you to balance home and work life. These include job sharing, working from home, part-time work, flexible attendance and the ability to purchase additional leave.