



Role description

Position title: **Graduate Soil Scientist**

Type of vacancy: **Permanent/Full-time**

Division/Business group: **Environment & Resource Sciences, Landscape Sciences, Land Resource Assessment**

Classification: **PO2**

Salary range: **\$1,996.00 - \$2,554.70 per f/n**

Job Ad Ref (JAR): **ERM/SoilSci/BNE2012**

Closing date: **22 September 2011**

Location: **Brisbane**

Contact officer: **Dan Brough, A/Group Leader, Land Resource Assessment, Ph: 3170 5634**

Total remuneration: **\$52,074 - \$66,650 p.a**

Working for DERM

When you work for the Department of Environment and Resource Management (DERM), you will be doing important work that contributes to conserving and managing the state's natural environment for the benefit of all Queenslanders. Our tasks include promoting sustainable living and resource use, encouraging land managers and the rural industry to take an integrated approach to managing soil, water and vegetation, and strengthening Queensland's response to climate change.

Our key areas of responsibility are:

- water—securing the quality and supply of water
- climate change—preparing for the impacts of climate change
- land—managing land and vegetation (including land titling and administration of native title)
- environmental services—building resilience in natural landscapes and conserving our natural and cultural heritage.

DERM has a culture which values results, professional growth, workforce diversity and a healthy balance between work and life commitments. As a DERM employee, you will be actively encouraged and supported as an individual and will have access to a range of flexible work practices, learning and development opportunities, and generous study assistance.

For further information about our department visit our website <http://derm.qld.gov.au/about/index.html>

About this role

A DERM graduate position offers you the chance to apply your knowledge and skills whilst continuing your learning through a comprehensive learning and development program in your graduate year. You will be part of a team of innovative and highly regarded science professionals who play a critical role in supporting DERM's role in leading effective and responsible allocation, management and use of our land, water and vegetation resources.

As a Graduate Soil Scientist you will be involved in the collection, interpretation and communication of land resource information and provision of technical advice to other business units, other state government agencies, regional natural resource management bodies and industry groups.

Land Resource Assessment is part of the Environment and Resource Sciences business unit. Environment and Resource Sciences undertakes scientific investigations into key landscape, water, vegetation and geological issues. It is committed to delivering quality science for decision-making in planning, managing and using Queensland's environment and natural resources such as land, water and vegetation.

Duties of the role

- Collect, interpret and communicate soil and landscape information.
- Undertake land resource assessment tasks and develop information products and innovative data integration techniques.
- Describe, classify, and interpret soil, landform, geology and geomorphology features, particularly in relation to landscape processes.
- Provide knowledge, information and technical input to support Queensland Government Legislation, policies and plans.
- Utilise databases, spreadsheets, Geographic Information Systems (GIS) to capture, analyse and manage land resource data.
- Interact with department staff and external clients ensuring a coordinated approach to natural resource assessment and research.
- Prepare and provide technical reports, papers, maps and information products to relevant clients and stakeholders.

Skills, knowledge and experience sought

Within the context of the duties described above, the ideal application will be someone with;

- An ability to research, review information, analyse data and contribute to the development of policy solutions and strategies.
- An ability to develop good working relationships and networks with stakeholders and contribute as an effective team member through collaboration and maintaining mutually beneficial relationships.
- Written and oral communication skills with an ability to prepare reports, papers and correspondence which is appropriately targeted to a range of audiences.
- An ability to effectively prioritise and manage workloads to meet deadlines and demonstrated flexibility in responding to changing priorities.

The Graduate Program

The DERM Graduate Program is an 11 month development program designed to provide training and development in a range of areas including;

- Induction to DERM
- Indigenous and cultural awareness
- Project planning and management
- Stakeholder engagement
- Personal effectiveness
- Career planning.

The program provides access to a wide variety of networks including fellow graduates and staff within the Department. Your work experience combined with the formal training and development you receive will ensure a smooth transition into DERM and equip you with the knowledge, skills and abilities to kick start your career.

The development program commences in February 2012. Successful graduates are therefore required to commence full-time employment with the Department no later than January 2012.

Mandatory requirements

Qualifications

To be considered for appointment you must have a degree in a relevant discipline such as Soil Science, Agricultural Science, Land Resource Management, Environmental Science or Applied Science with major studies in soil science. To be eligible for this graduate role you must have completed your degree **since January 2010**.

If your qualification is from an overseas institution, you will need to attach a certified copy of the official recognition to your application (email skillsrecognition@deta.qld.gov.au for more information about obtaining official recognition of your overseas qualification).

Citizenship/visa

See 'eligibility' criteria on the DERM graduate homepage.

Additional factors

Your application will remain current for up to 12 months and you may be contacted regarding other vacancies.

DERM is an equal opportunity employer. We support and recognise the value of a diverse workforce and encourage applicants in all areas of our culturally diverse society to consider a career with us.

How you will be assessed

We need three (3) pieces of information from you to make an initial assessment:

1. Your current resume
2. A copy of your most recent university academic transcript
3. A two page response to the below questions

Q1 Describe a situation/task where you have worked in a team. What were some of the challenges and how did you overcome these to achieve a positive outcome?

Q2 What do you think are the essential skills for effective communication?

Q3 Describe an occasion where you have used your research and analytical skills to contribute to a project.

Use examples from your study, work experiences or life experiences to date. Your answers should be clear and concise and give specific and accurate information on your skills and abilities. Limit each response to 300 words. Please place the job add reference (JAR) at the top of the page to ensure your application is in the correct pool.

The selection panel will assess your ability to perform the work required of the position based on your statement, transcript and resume.

Referees may be contacted to verify the information you provide and to comment on how well you demonstrate the personal attributes being sought.

For further information on what information to provide in your statement and resume, download the "Applicant guide" from http://www.derm.qld.gov.au/about/employment/pdf/applicant_guide.pdf

How to apply

Online—please follow the steps below:

1. Complete the online application form on the graduate portal: www.graduates.qld.gov.au
2. Upload your application (a maximum of three (3) files) using the online system. Please ensure you click the "Submit" button when completed.