



Government of South Australia

Department of Primary Industries
and Regions



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CANDIDATE BRIEFING DOCUMENT

DIRECTOR, PLANT AND INVASIVE SPECIES BIOSECURITY

PIRSA

FEBRUARY 2023

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Overview: about the Agency

About Us

South Australia is internationally recognised for the quality of its agriculture, food and wine. Our regions are the backbone of our state and the economic powerhouse that drives prosperity for all South Australians.

The Department of Primary Industries and Regions (PIRSA) is a key economic development agency working in partnership with our primary industries, regional stakeholders and across all levels of government to advance the prosperity and sustainability of South Australia's primary industries and regional communities.

We are a passionate team of around 800 people working across metropolitan and regional South Australia to develop and protect our state's regions and food, wine, aquaculture, fisheries, forestry, grains, livestock, dairy and horticulture industries.

Our Purpose

We make a difference so South Australia thrives by advancing the prosperity of our primary industries, their communities and regions.

We deliver on our purpose by:

- 1 Facilitating connections, sharing information, leveraging opportunities and mitigating threats.
- 2 Ensuring sustainable use of agricultural and aquatic resources.
- 3 Leading or influencing evidence-based policy and regulatory frameworks that balance the interests of all parties and demonstrate best practice.
- 4 Delivering and facilitating the adoption of applied science that leverages South Australia's competitive advantages in primary industries.
- 5 Championing South Australian primary industries and regions in relevant state, federal and global forums.
- 6 Preparing for, preventing where possible and responding to emergency events and the long-term risks that threaten South Australia's primary industries and regional communities.

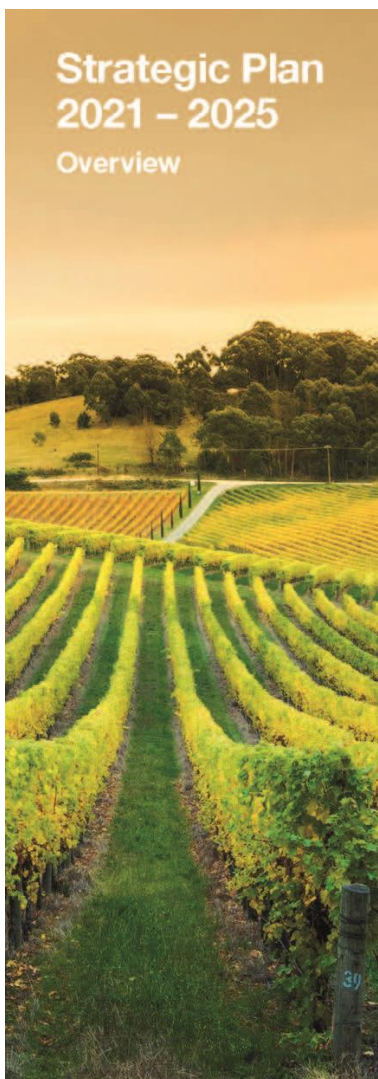
Our Vision

Advance the prosperity and sustainability of South Australia’s primary industries and the liveability of regional communities.





Our Mission

Stimulate the value growth of South Australia’s primary industries while protecting and sustaining the resources that underpin them, thereby building stronger regional communities.

Strategic Plan



We make a difference so South Australia thrives by advancing the prosperity of our primary industries, their communities and regions.

Strategic priorities	Stimulate value growth 	Reset the operating environment 	Sustain the resource 	Manage risk & recovery 
Aims	Partner with industry to grow the value of primary industries by leveraging government’s cross-functional capabilities to pursue opportunities where South Australia has a competitive advantage.	Enhance prosperity by removing barriers to the economic growth of primary industries and the advancement of regions.	Protect and maximise primary industry resources through integration of targeted research, monitoring, policy and regulatory interventions delivered in collaboration with industry and the community.	Support primary industries and regional communities to manage risk, respond and recover quickly from adverse events that impact economic growth and community wellbeing.
Outcomes	South Australia has thriving and economically sustainable primary industries and regions.	An operating and living environment that is conducive to economic growth.	Primary industry resources that are both protected and optimised leading to sustainable and resilient regional communities.	SA primary industries and regions are well prepared for risk and have access to recovery resources.
Success indicators	<ul style="list-style-type: none"> ✓ \$23 billion by 2030 target achieved. ✓ New industries are developed and existing supply chains strengthened. 	<ul style="list-style-type: none"> ✓ Opportunities to streamline regulation are identified and strategies developed for improvement. ✓ Increased industry investment evident. 	<ul style="list-style-type: none"> ✓ Fisheries and land resources are monitored for health with regular reporting. ✓ Market access is maintained. 	<ul style="list-style-type: none"> ✓ Risks to sustainable and productive primary industry sectors are identified and strategies are in place for risk management. ✓ Industry and government have improved capability in risk response and recovery. ✓ Primary industries that can adapt to commodity cycles. ✓ Communities that are economically and socially resilient.

How we work

People

- Inspiring leadership
- Adaptive, informed, skilled and motivated
- Behaviours that reflect our values
- Evidence-based decision making
- A culture of responsive customer service
- Compelling communicators and catalysts of positive change
- Unified team culture across PIRSA

Partnerships

- Strong connections and networks with primary industries, regional communities and their representative bodies
- Mutually beneficial working relationships with other government agencies
- Connections with local and national thought leaders and influencers in primary industries

Systems

- Efficient and unified departmental operating systems and processes
- Streamlined licensing and compliance processes and frameworks with enhanced online delivery
- Systems and technology that support high levels of customer service and responsiveness
- Technological innovation capabilities

Read the full plan pir.sa.gov.au/advancing-prosperity



For further information please see the full [PIRSA Strategic Plan](#).

Message from the Executive Director, Biosecurity



PIRSA is a modern, flexible and responsive agency that values its partners and people. The Biosecurity Division provides regulatory services across a range of agricultural and primary production industries, and leads PIRSA's Emergency Management responsibilities.

PIRSA has shown significant resilience over the past few years in the management of adverse events such as the River Murray floods, bushfires, hail storms and ongoing biosecurity incursions such as Fruit Fly in the Riverland. As we continue to work to protect and maximise primary industry resources the Director, Plant and Invasive Species will play a key role in supporting the Biosecurity Division to manage risk and recovery to minimise risks to production and export market access. It will also lead our nationally recognised pest management and eradication programs, reducing the pressure of feral animals on agricultural industries.

Biosecurity is an exciting, dynamic and responsive Division full of dedicated, talented and passionate people, delivering better outcomes for our primary industries and regional communities.

The Division is looking to the future with an emphasis on greater strategic leadership to achieve agency objectives.

I am excited to be searching for an exceptional candidate for the role of Director, Plant and Invasive Species Biosecurity. This new role provides an excellent opportunity for the successful applicant to bring together existing functions (Plant Health and Invasive Species) to develop a high performance team culture, and to contribute to a strong senior leadership team.

I thank you for your interest in the Director, Plant and Invasive Species Biosecurity, and look forward to hearing what you can bring to the role.

Nathan Rhodes

Executive Director Biosecurity, PIRSA

The Advertised Role

DIRECTOR, PLANT AND INVASIVE SPECIES BIOSECURITY

Adelaide – third most liveable city in the world.

The Department of Primary Industries and Regions (PIRSA) as a key economic development agency of the South Australian (SA) Government, works across a diverse range of industry sectors including agriculture, livestock, forestry, fisheries and aquaculture and regional development. PIRSA consists of a passionate team of around 800 people working across metropolitan and regional SA.

Reporting to the Executive Director, Biosecurity, this newly created Director role, will represent PIRSA on plant health issues and oversee and drive the delivery of systems, processes and resources to ensure plant biosecurity, plant standards and invasive species management within PIRSA and the state.

The role also leads the delivery of science-based invasive species management and eradication programs (including terrestrial and aquatic pests and weeds), through identification of avenues to secure external funding and collaboration with other government departments, Landscape Boards and industry partners.

As part of the Divisional Senior Management Group, the role will have responsibility for identifying and prioritising activities that protect and maintain SA's biosecurity status, including preparedness and response to biosecurity incursions. The successful candidate will:

- develop policy and provide high-level advice to mitigate the increasing challenges to the viability and sustainability of primary industries through plant pests and diseases, and invasive species incursions.
- have a track record of leading, mentoring and developing staff, to improve overall performance and delivery of organisational outcomes; and
- have the ability to establish and maintain strong networks and working relationships with the Commonwealth and other jurisdictions in regard to biosecurity strategy and standard setting.

Applications are welcome from suitably skilled candidates with capabilities reflective of the SAES Competencies. It is essential that candidate's extensive experience in biosecurity invasive species management or plant health will be supported by an appropriate qualification at a tertiary level or equivalent experience. Formal post graduate Management qualifications are highly desirable.

For a copy of the role description visit the VUCA website www.vuca.com.au/pirsa-2, and for a confidential discussion regarding the position, please contact VUCA Senior Associate, Mr Paul Bell on +61 412 552 302. Applications, including your current CV and a letter of introduction are to be forwarded in Word format to pirsa@vuca.com.au

Applications close 5pm Sunday 5 March 2023.

lworkfor.sa.gov.au job reference number 521099

Position Description

Reporting to: Executive Director, Biosecurity

Role Purpose

The Director, Plant and Invasive Species Biosecurity represents PIRSA on plant health issues and oversees and drives the delivery of systems, processes and resources to ensure plant biosecurity, plant standards, and invasive species management within PIRSA and the State of South Australia. The role provides leadership and development of policy and high-level advice to mitigate the increasing challenges presented to the viability and sustainability of primary industries through plant pests and diseases and invasive species incursions.

In leading the Invasive Species group, the Director will identify strategic opportunities to secure external funding from a range of sources to deliver pest management programs to benefit the State. The Director will develop and maintain productive working relationships across all levels of government, industry and the community to ensure broad support for the delivery of effective and safe programs, delivering value-for-money.

The Director, Plant and Invasive Species Biosecurity is part of the Divisional Senior Management Group (SMG) and has responsibility for identifying and prioritizing activities that protect and maintain South Australia's plant health status, including preparedness and response to plant health issues such as incursions of emergency plant pests. The role contributes to the delivery of the agency's priorities by managing plant and invasive species biosecurity risks to ensure primary industries are free from pest and diseases. In the case of an incursion, the Director will provide expert advice and leadership across government and industry to deliver the appropriate response.

Key Accountabilities

- ▶ Lead the implementation of Government programs directed at establishing Biosecurity strategies and programs, ensuring that appropriate controls, risk management, monitoring and reporting of compliance outcomes are in place
- ▶ Lead the development of operational procedures and policies that support biosecurity management of pests and diseases affecting primary industries and environment including the harnessing of available data to inform improvements to drive organizational effectiveness in the program/service delivery outcomes

- ▶ Effective collaboration within Biosecurity and across PIRSA to provide expert contribution towards the development of PIRSA responses to adverse events from invasive animals, plant pests and other natural disasters.
- ▶ Oversee the operational delivery of Biosecurity programs as required and directed, within South Australia and nationally, including delivering market access requirements such as inspections and certifications under relevant Service Level Agreements with the Commonwealth Government.
- ▶ Ensure operational activities are efficient, effective and supported by the implementation of budget management strategies for optimal financial, human and information resourcing.
- ▶ Provide leadership and technical input to the State response to emergency plant pests and the transition of non-eradicable pest responses to ongoing management programs, including the design, development and implementation of co-investment programs with industry;
- ▶ Regularly review, update and manage business priorities to ensure the invasive species, plant protection and plant market access programs are effective and that strategies are in place to ensure effective, long term functionality and resourcing capability.
- ▶ Continually examine data and information relating to field operations activities, inspections, and investigations to improve efficiency and to identify emerging risks and trends to improved response actions.

Key Deliverables / Results

- ▶ Contribute to ensuring PIRSA is strategically positioned as leaders in areas of Plant and Invasive Species Biosecurity, product integrity standards, and compliance and emergency response management with a focus on building both internal and external resource capacity and capability.
- ▶ Enhance PIRSA's understanding of biosecurity risks through supporting risk assessments and analysis, improving the capture, analysis, management, use and sharing of data and information to inform investment and decision-making, and encouraging increased and better-coordinated research
- ▶ Ensure South Australia's preparedness and response systems for plants and invasive species are of the highest standard and aligned with PIRSA's Emergency Management Plan
- ▶ Provide strong leadership in personal and professional development of a large team including through the provision of professional support, feedback,

direction, coaching, mentoring and identifying training and development opportunities.

- ▶ Deliver a high performance team culture, which is collaborative, proactive and engaged.
- ▶ Manage, lead and empower the team in decision-making processes, providing autonomy combined with accountability for outcomes.
- ▶ Ensure systems and processes are developed and implemented to capture and demonstrate the business unit's performance against set targets and deliverables.
- ▶ Establish effective monitoring and surveillance programs to identify, detect, rapidly test and diagnose any risks of declared pests and diseases entering South Australia;
- ▶ Develop effective relationships with internal and external stakeholders to ensure maximum buy in when implementing new strategies and initiatives.
- ▶ Significant resources and budgets are effectively negotiated, managed and reported on to ensure the delivery of quality, cost effective projects and KPI's in line with key divisional and agency objectives.
- ▶ Ensure auditing and verification programs are implemented in accordance with regulatory requirements, are monitored, reported on and deliver the required compliance outcomes

South Australian Executive Service (SAES) Core Competencies

Shapes Strategic Thinking and Change

Anticipates and plans for future events, trends, problems and opportunities and exercise sound judgement. Develop creative solutions, stimulating new ways of thinking and solving problems.

Key Elements of the Competency:

<ul style="list-style-type: none"> ▪Creates Vision ▪Inspires 	<ul style="list-style-type: none"> ▪Thinks and Acts Strategically ▪Leads and Influences Change 	<ul style="list-style-type: none"> ▪Solves Problems
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Achieves Results

Makes timely, quality decisions taking a broad range of factors into consideration. Evaluates reasonable risk taking opportunities. Sets broad organisational goals and priorities in order to drive results consistent with government direction and public expectations.

Key Elements of the Competency:		
<ul style="list-style-type: none"> •Achieves and Delivers Results •Drives Organisational Effectiveness •Exercise Sound Judgement 	<ul style="list-style-type: none"> •Manages Compliance with Legislation •Assumes Accountability 	<ul style="list-style-type: none"> •Evaluates •Applies Technical Expertise
<p>Drives Business Excellence</p> <p>Builds an effective, sustainable and high performing organisation through leadership. Engages and aligns human, financial and information resources to achieve strategic targets. Plans for future organisational needs to minimise risk and maximise opportunity. Leads organisational change that maximises results.</p>		
Key Elements of the Competency:		
<ul style="list-style-type: none"> •Influences Organisational Performance •Predicts and Plans for Future Organisational Needs 	<ul style="list-style-type: none"> •Leads and Develops People •Builds Capability and Expertise 	<ul style="list-style-type: none"> •Promotes a Customer Service Ethos •Directs Resources
<p>Forges Relationships and Engages Others</p> <p>Builds effective working relationships, networks and partnerships with internal and external bodies at all levels. Creates a commitment to customer service excellence. Actively listens to what others have to say and responds in a clear, concise and diplomatic manner. Adapts communication style as appropriate.</p>		
Key Elements of the Competency:		
<ul style="list-style-type: none"> •Develops and Uses Political Savvy •Negotiates and Influences •Manages Conflict 	<ul style="list-style-type: none"> •Promotes Information Sharing and the Gathering of Knowledge 	<ul style="list-style-type: none"> •Establishes and Maintains Strategic Networks •Communicates Clearly and Adapts to Audience
<p>Exemplifies Personal Drive and Professionalism</p> <p>Models ethical practice and embeds the values of the public sector into the culture of the organisation. Acts with integrity while promoting consistency among principles, values and behaviours. Sets challenging personal and organisational performance standards and pursues them with passion and energy.</p>		
Key Elements of the Competency:		
<ul style="list-style-type: none"> • Models the South Australian Executive Service Values • Engages with Risk and 	<ul style="list-style-type: none"> • Displays Flexibility and Resilience 	<ul style="list-style-type: none"> • Promotes and Integrates Diversity into the Workplace • Values Wellbeing for Self and Others

Shows Personal Courage	<ul style="list-style-type: none"> ▪ Demonstrates Self Awareness and a Commitment to Personal Development 	
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Relationships

- ▶ Role reports to the Executive Director, Biosecurity.
- ▶ Roles reporting to this role include, Plant Biosecurity Operations, the Manager of the Sterile Insect Facility, the Principal Policy Officer – Weeds and Aquatic Pests, and Principle Policy Officer – Pest Animals.
- ▶ Maintains high level relationships with the Chief Executive, Executive Directors and other executives with PIRSA.
- ▶ Is a member of the Biosecurity Division Senior Management Group and represents PIRSA on a number of national and State Government Boards and Committees.
- ▶ Builds and maintains key relationships with the Commonwealth and other jurisdictions in regards to Biosecurity Strategy and Standard setting, Biosecurity Operations, Emergency Response and the delivery of key invasive species, compliance and enforcement programs.
- ▶ Establishes and maintains strong networks and working relationships with key staff and stakeholders across government and industry.
- ▶ Supports emergency management committees and state committees regarding biosecurity and emergency response.

Requirements

- ▶ Possession of a current driver's license and willingness to drive is essential.
- ▶ Out of hours work and inter / intrastate travel will be required.
- ▶ You acknowledge your [work, health and safety obligations](#) and [our expectations](#).

Qualifications

- ▶ **Essential:** an appropriate qualification at tertiary level or equivalent experience.
- ▶ **Essential:** experience in biosecurity, invasive species management or plant health.
- ▶ **Desirable:** formal qualifications in Management in a post graduate capacity is highly desirable.

Corporate Responsibilities

- ▶ Keep accurate and complete records of business activities in accordance with the State Records Act 1997.
- ▶ Maintain a commitment to the Public Sector Act 2009 and Work Health and Safety Act 2012 and their legislative requirements.
- ▶ Observe the Code of Ethics for the South Australian Public Sector and the Public Sector Values.
- ▶ Demonstrate a commitment to creating and maintaining a fair, inclusive and diverse working environment that values and utilises the contribution of all. In particular show support for the inclusion of Aboriginal and Torres Strait Islander people and other underrepresented groups.

Key Selection Criteria

- ▶ Extensive and in-depth knowledge of pests and invasive species and Plant Health functions and is recognized as a leader in those fields.
- ▶ Significant experience in shaping strategic thinking, including through the demonstrated use of high-level analytical skills and providing strategic advice.
- ▶ Demonstrated experience leading and strategically managing biosecurity surveillance, preparedness and response across an agency and in collaboration with state and national stakeholders.
- ▶ Significant experience and ability to develop innovative solutions to resolve issues. Ability to modify approaches and adapt to new situations within in sensitive political and multi-disciplined environment
- ▶ Proven experience managing and identifying risk, governance and due diligence processes and building organisational capabilities.
- ▶ Successful Senior leadership experience of a multi-disciplinary team that is geared towards results and outcomes, particularly as they relate to Policy and Regulatory matters in Biosecurity, Plant and Invasive Species.
- ▶ Demonstrated ability to collaborate constructively to achieve collective outcomes.
- ▶ Demonstrated ability to foster working relationships with key stakeholders within PIRSA, government and the private sector.

- ▶ Relevant Qualifications and/or high level of experience and expertise in the management of agriculture and biosecurity policy and operations.
- ▶ Substantially meets the SAES Level 1 Core Competencies.



Living & Working in Adelaide, South Australia

Adelaide is one of the most liveable cities on the planet, in fact it's the third most liveable city in the world. It is well known for its arts, festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kurna people and has a strong indigenous culture today.

LIFESTYLE

Adelaide is known for its **Mediterranean style climate**, where the weather is pleasant and moderate most of the year. Year-round big blue skies mean average winter temperatures of 16 degrees Celsius (°C) and 28°C in summer. Hot days can be real sizzlers and easily reach 40°C though!

Adelaide is a city that offers the physical and emotional space to breathe. There is a sense of freedom here – of expression, of movement, of thought. With a **diverse and eclectic array of accessible experiences**, it's a city that allows time for immersion, paired with a sense of space and freedom that actively encourages true indulgence.

The Adelaide Hills which are home to many villages, towns, wildlife parks and natural resources to explore, are less than half an hour drive from the city centre. You'll never be far away from some of the most **pristine beaches** and water sanctuaries in the world, with almost 30km of beaches bordering Adelaide. Our beaches are famous for the beautiful waters and wide sandy foreshores. Beachside areas like Glenelg, Brighton and Henley Beach are only 15-minute drives from the city and offer **cosmopolitan hearts with retail and dining opportunities**. Within short drives from the city centre are Port Willunga where you can scuba dive in natural and man-made reefs, Port Adelaide where you can frolic with dolphins and St Kilda where you can wander the mangroves and natural reserves, also home to dolphins and other Australian fauna.

A number of international measures rate metropolitan Adelaide highly for liveability, quality of life and cost of living. The

Economic Intelligence Unit undertakes an annual Liveability Ranking and Overview of 140 cities around the world and Adelaide has most recently ranked 3rd in the world. The Property Council of Australia undertakes its own annual survey on liveability of Australia's top 10 biggest cities. In this survey Adelaide is ranked second only to Canberra, our nation's capital, and above all other capital cities.

REGIONAL EXPERIENCE:

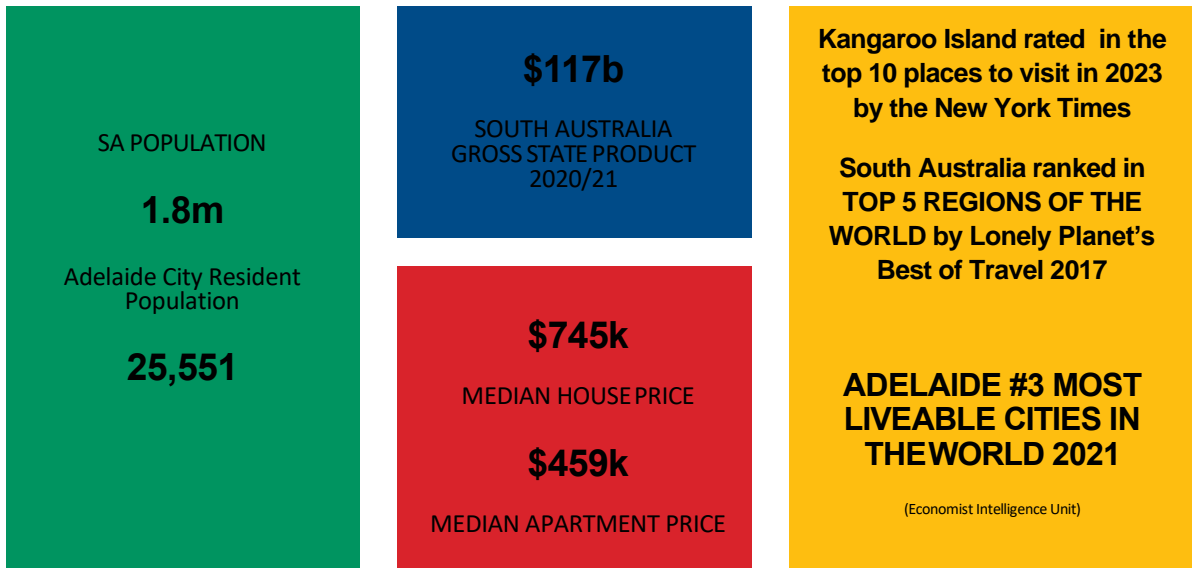
The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.

Adelaide is a city that lives well beyond its conveniently designed square mile epicentre, flowing seamlessly into world-famous wine and food regions such as Barossa, just an hour's drive north, or coastal escapes in the Fleurieu or Yorke Peninsula. You'll be spoilt for choice.

Travel another hour north and you'll reach the Clare Valley, which is famous for its Rieslings. The Adelaide Hills has some stunning whites and there's McLaren Vale and Langhorne Creek on the Fleurieu Peninsula – about an hour's drive south of the city. Drive yourself or join a guided tour of Adelaide and its surrounds – the choice is yours. Take a road trip and discover the reds from the Coonawarra on the Limestone Coast.

Kangaroo Island is an iconic destination, just two hours' drive and a short ferry ride south of Adelaide. It has pristine beaches, unique wildlife, awesome sunsets and fantastic food and wine.

South Australia & Adelaide, Fast Facts



One of the world's most liveable cities

Adelaide offers a relaxed, easy-going lifestyle, and was rated as the world's 3rd most liveable city in the world in 2021 (Economist Intelligence Unit). It is located in a beautiful region of South Australia, which is also ranked in the top 5 of the world's regions.

Australia's most affordable mainland capital

Your money will go much further in Adelaide. Studies show it costs 18% more to live in Melbourne and 30% more to live in Sydney than Adelaide. Adelaide is around 11% cheaper than Brisbane and Perth, meaning you will have more money to discover Australia during your weekends and holidays.



Contact Information

For a confidential discussion regarding the Director, Plant and Invasive Species Biosecurity position, please contact VUCA Senior Associate, Paul Bell on +61 412 552 302 during business hours.

Applications; including your current CV and letter of application are to be forwarded in Word format to pirsa@vuca.com.au

Applications close Sunday 5 March 2023.

Important Information

Please note that VUCA Trusted Advisors believes that while the information contained in this document is true to the best of the Company's knowledge at the time of writing, such information may change without notice. Further, the information herein is the property of the Company and must not be published or attributed unless explicitly agreed.