



Position Description Biosecurity and Industry Liaison Officer

1. Position Overview

In late 2016, the Queensland Seafood Industry Association (QSIA) sought assistance from the Australian Government to increase the preparedness of Queensland's wild harvest seafood industry through the appointment of a Biosecurity and Industry Liaison Officer (BILO), development of an industry biosecurity plan and the development of an industry communication tool kit to educate the industry on biosecurity issues.

The position of BILO is being supported through the Stronger Biosecurity and Quarantine Initiative (SBQI). The SBQI aims to enable the Australian Government to strengthen Australia's biosecurity preparedness and response capability for exotic pest and disease incursions.

The identification of white spot disease (WSD) in the Logan River was initially reported on local aquaculture farms and was identified in prawns tested in the wild. This situation led to the closure of a section of the Logan River and has led to the quarantining of farms and no wild take of crustaceans in the closure area. The identification of WSD has exposed the need for better preparedness amongst the wild harvest sector, the need for more knowledge of WSD and a plan to respond. The position while based in Queensland will help build industry response capacity.

2. General Information

Role: The BILO is a contract role starting March/April 2017 lasting 12 months.

Reporting Responsibilities: The BILO reports to the QSIA CEO and will work collaboratively with a biosecurity expert.

Functional Relationships:

Internal

- QSIA President.
- QSIA Board.
- QSIA CEO.

External

- Queensland commercial fishers and their representative bodies:
 - Queensland Seafood Marketers Association (QSMA);
 - Moreton Bay Seafood Industry Association (MBSIA);
 - Gulf of Carpentaria Commercial Fishermans Association (GoCCFA);
 - Northern Prawn Fishery Inc (NPF);

- The Fishermans Portal; and
- East Coast Crabfishers Industry Network.
- State and Territory industry peak bodies including:
 - National Seafood Industry Alliance (Commonwealth Fisheries Association (CFA), National Aquaculture Council (NAC), Northern Territory Seafood Council (NTSC), NSW Seafood Industry Council, Seafood Industry Victoria (SIV), Tasmanian Seafood Industry Council (TSIC), Western Australian Fishing Industry Council (WAFIC) and Wildcatch Fisheries South Australia (Wild Catch SA)).
 - Professional Fishermans Association (PFA); and
 - NSW Wild Caught Fishers Coalition.
- Aquaculture:
 - Australian Prawn Farmers Association (APFA).
- National seafood industry bodies:
 - Australian Council of Prawn Fisheries (ACPF); and
 - Ocean Watch Australia.
- Research Agencies:
 - Fisheries Research and Development Corporation (FRDC).
- Government – State:
 - Department of Agriculture and Fisheries (DAF); including Biosecurity Queensland.
- Government – Commonwealth:
 - Department of Agriculture and Water Resources (DAWR).

3. Tasks

- Oversee industry awareness raising regarding WSD.
- Create, in partnership with industry and government, an industry response plan and Industry Communication ToolKit.
- Develop industry networks across Queensland and Australia to disseminate industry learnings regarding WSD.
- In relation to the *Industry Response Plan*:
 - Develop a commercial seafood industry biosecurity plan;
 - Reviewing and implementing best practice biosecurity measures; and
 - Communicating with and educating stakeholders about the characteristics, prevention and management of aquatic pests and diseases.
- In relation to the *Industry Communication ToolKit*:
 - Develop industry networks to share material and key lessons with other jurisdictions where appropriate.
 - The knowledge developed will position industry as part of front line surveillance against biosecurity threats.
 - Facilitate early intervention through encouraging early notification to officials of any unusual mortalities, sick fish or presence of pests.

4. Skills

- Communication skills.
- Networking skills.
- Ability to translate scientific jargon into easy to understand text.
- Group facilitation.
- Working within multi-disciplinary teams.

5. Experience

- Knowledge of biosecurity issues; and/or
- Knowledge of the commercial seafood industry; and/or
- Experience in stakeholder engagement and relationship building; and/or
- Workshop facilitation experience.

6. Work Conditions

- Work hours – As a contract role the hour of work are negotiable with a clear focus on delivering both the Industry Response Plan and Industry Communication ToolKit.
- Travel requirements – Travel along the Queensland coast is an essential component of delivering the Industry Response Plan and Industry Communication ToolKit. Some interstate travel may be required. All travel costs will be managed by the QSIA.

7. Remuneration

- The BILO role is funded at \$70,000 (GST inclusive) over a 12-month period.

8. Background to QSIA

QSIA is the State peak body representing professional fishers, seafood processors, marketers, retailers and other business associated with the seafood industry. QSIA is committed to:

- Respect for every person and the environment;
- Truthfulness, integrity and timeliness in all dealings;
- Working for the “greater good” of Members collectively and the industry generally; and
- Leadership with courage “if it is to be, it’s up to me”.

The ‘greater good’ means striving for better collective outcomes overall, rather than allowing the influence of individuals to persuade the result, even if better consequences can be demonstrated in those individual instances.

9. Industry Liaison

The BILO will be expected to work with all industry organisations in Queensland.

Workshops will be open to industry particularly those commercially fishing for prawns, crabs, bugs and lobster.

10. Role Development

This position description may be changed to include new responsibilities and tasks or change existing ones required to deliver the best outcome for industry.



Selection Criteria Biosecurity and Industry Liaison Officer

Position Title: Biosecurity and Industry Liaison Officer (BILO)

Employer: Queensland Seafood Industry Association (QSIA)

Reports to: QSIA Chief Executive Officer

1) Position Overview

QSIA has secured funding for the BILO role from the Department of Agriculture and Water Resources for a 12-month period to improve industry response and awareness of the impacts of white spot disease (WSD).

2) Contract Deliverables

Deliverable 1: Awareness Raising

Raise industry biosecurity awareness and improve industry's biosecurity management activities for WSD and other biosecurity risks.

Deliverable 2: Industry Biosecurity Plan

Enhance the ability of Queensland's wild harvest seafood industry to prepare for, identify, mitigate the impact of and respond to future biosecurity incidents by:

- Developing a commercial seafood industry biosecurity plan, to prepare the industry for future responses to a biosecurity incidents;
- Reviewing and implementing best practice biosecurity measures within the wild harvest seafood industry; and
- Communicating with and educating stakeholders about the characteristics, prevention and management of aquatic pests and diseases.

Deliverable 3: Industry Communication Toolkit

The development of an Industry Communication Toolkit to assist in educating the wild harvest seafood industry about WSD and, more broadly, biosecurity issues relating to the commercial seafood industry overall. The Toolkit and associated activities will be primarily aimed at improving the biosecurity preparedness of the Queensland seafood industry.

This deliverable is divided into two main stages, the development of the Toolkit and communicating the results to industry. The stages are outlined below:

- The main aim of developing this Toolkit is to improve industry biosecurity awareness to assist commercial fishers and processors develop the necessary skills to identify major aquatic pests and diseases. The development of the Toolkit includes:

- The production of online and paper based resources;
- Publication of information and resources relating to it in the QSIA trade magazine; and
- Printing the Toolkit and arranging for its distribution to industry;
- The BILO and QSIA will engage in extension activities to communicate the toolkit to the commercial seafood industry. Associated extension activities may include:
 - Distribution of the ToolKit and other paper based resources;
 - Presentations at industry meetings; and
 - Conduct of Industry workshops.

3) Selection Criteria

To determine your suitability for the role, you will be assessed on the following key selection criteria that link to the contract deliverables for this role.

3.1) Essential

- Demonstrated sound knowledge of biosecurity issues or the ability to acquire this knowledge.
- Demonstrated sound knowledge of the commercial seafood industry or the ability to acquire this knowledge.
- Demonstrated experience in stakeholder engagement and relationship building.
- Demonstrated workshop facilitation experience.

3.2) Communication

- Demonstrated capacity to communicate and influence.
- Ability to provide sound advice and appropriately manage confidential information.

3.3) Capacity Building

- Demonstrated industry capacity building in an industry context.

3.4) Results Driven

- Personal drive and integrity in achieving outcomes.
- Ability to work with minimal supervision and within limited timeframes.

3.5) Information Technology

- Mid-high level of competency in the use of Skype and similar conference call applications.
- High level of competency in Microsoft packages including: (a) Word, (b) Excel, (c) Outlook, (d) PowerPoint and (e) Publisher.

4) Response to the Selection Criteria

A position description has also been included for your information regarding the role.

- Address the selection criteria in no more than 3 pages.
- The position requires a great communicator – in your own words, please create a 2-3-minute presentation using YouTube to outline why you are suited to the position.
- Include your current CV.
- 2 professional references with contact mobiles and emails to help expedite reference checks.

Send your application package to eo@qsia.com.au by 17 March 2017.

If you are interested in this critical industry position and have questions regarding the position please contact Eric Perez, CEO QSIA on 0417 631 353.