

Information Sheet

Aboriginal Fisheries Career Pathway Program



The Aboriginal Fisheries Officer Career Pathway Program was established in 2016 to provide employment opportunities in the fisheries and aquaculture field for Aboriginal and Torres Strait Islander people from their respective communities.

While providing employees with extensive professional development support and mentorship as a pathway to transition into authorised Fisheries Officer roles, the program assists to bridge the knowledge gap between government and Aboriginal nations on traditional and customary fishing practices and managing Sea Country.



About the program

The Aboriginal Fisheries Compliance Support Officer (CSO) role is a dynamic and interesting role where no two days are the same!

This role suits people who have a keen interest in fishing, enjoys spending time in the marine environment and who are excited about the prospect of using a range of vehicles and vessels including the state of the art 24 metres offshore patrol vessel, FPV Southern Ranger.

Reporting to the Regional Manager, the CSO works as part of the Compliance Operations Group within PIRSA Fisheries and Aquaculture, working under the direction of an assigned Senior Fisheries Officer (SFO). The CSO assists with and contributes to the effective management of the relevant region's fisheries and aquaculture through directed compliance activities including the application of legislation, policies and procedures and undertaking community education and engagement. The CSO plays a key role in connecting to and assisting Sea Nations Aboriginal communities to manage their fisheries and aquaculture activities and resources in a sustainable manner.

Aboriginal Traditional Fishing in South Australia is recognised by the [Fisheries Management Act 2007](#) and provides for the development of Aboriginal Traditional Management Plans in conjunction with existing and/or new Indigenous Land Use Agreements (ILUAs).

Under the Act, Aboriginal Traditional Fishing means fishing engaged in by an Aboriginal person for the purposes of satisfying personal, domestic or non-commercial, communal needs, including ceremonial, spiritual, and educational needs, and using fish and other natural marine and freshwater products according to Aboriginal custom.

Key priorities have been established to support the sustainable growth of the Aboriginal Traditional Fishing sector. These include:

- developing appropriate methods for collecting Aboriginal traditional catch and effort information.
- analysis of the impact of Aboriginal Traditional Fishing on key species.

Professional development and training

The Aboriginal Fisheries Officer Career Pathway Program comprises of a two-year Workplace Assessment Program to demonstrate competency in the role and ability to meet all agreed performance standards.

Each training module is assessed and signed off as competent by either the Regional Coordinator or the Senior Fisheries Officer.

The Workplace Assessment Program consists of the following modules delivered internally by PIRSA and external training providers:

Examples of the training modules are listed below:

Internal training	Training organisation	External training	Training organisation
Boarding Vessels at Sea Training	PIRSA	Certificate III in Fisheries Compliance	Australian Maritime & Fisheries Academy
Launching & Retrieving vessels	PIRSA	Coxswain Grade 1 & 2	Australian Maritime & Fisheries Academy
Tactical communications	PIRSA	4wd Training – Defensive Driving	Adventure 4WD – Adelaide
Restraints and holds	PIRSA	Drone pilot training	Adelaide Drone Pilots
CAN-AM training	PIRSA		
GPS training	PIRSA		
Surveillance training	PIRSA		

Role overview

In this role, you will spend a large amount of your time working along the coastline speaking with fishers and inspecting catches under the guidance of a Senior Fisheries Officer while using a range of vehicles and vessels including the state of the art 24 metres offshore patrol vessel, FPV Southern Ranger. Other duties include some administrative tasks related to the compliance work undertaken.

Locations

Fisheries Officers and Aboriginal Fisheries Compliance Support Officers operate in the Adelaide metropolitan area and regionally with stations in West Beach, Mt Gambier, Kingston SE, Kingscote KI, Moonta, Yorketown, Whyalla, Port Lincoln and Ceduna.

Career opportunities

The Aboriginal Fisheries Career Pathway Program is an entry level opportunity for career advancement to an authorised Fisheries Officer role. The Program has also provided a foundation of professional skills and experience for past graduate employees to advance their careers in other professions.

Aboriginal Fisheries Compliance Officer role

Role requirements

- Must be registered with the Aboriginal Employment Register.
- Must participate in the Workplace Assessment Program.
- Possession of driver's licence and a willingness to drive.
- Must have a current National Police Clearance.
- Undertake a pre-employment medical.
- Hours of duty will total a minimum of 150 hours, worked over a four week period.
- Required to work irregular hours over a 7 day period, including approximately 50% of public holidays and weekends.
- Out of hours work and inter- and intra-state travel, including overnight absences in remote areas with harsh conditions on land and at sea may be required.
- Acknowledgement of your work, health and safety obligations and PIRSA's expectations.
- Undertake emergency management training and must be willing to participate in emergency preparedness, response and recovery activities required by government agencies.



Experience: Experience in maritime or seafood is desirable but not essential.

In accordance with Section 56 (2) of the *Equal Opportunity Act 1984*, applicants for this role must be of Aboriginal or Torres Strait Islander descent.

You must register with the [SA Government Aboriginal Employment Register](#).

Remuneration and benefits

At the Department of Primary Industries and Regions (PIRSA), we offer our employees challenging and rewarding work with opportunities for career progression, learning and development and flexibility.

Bringing your talent to PIRSA will see you rewarded with a wide variety of remuneration and employment benefits such as:

- OPS3 \$66,590 - \$70,968 max per annum, plus superannuation
- A 13.1% allowance of total remuneration is in addition to the base salary.
- Cultural leave entitlements in line with special leave provisions
- Participation in the PIRSA Aboriginal Staff Network
- A two-year on-the-job training program
- A range of salary sacrifice benefits, including vehicle leasing
- Leave entitlements and arrangements in accordance with the Enterprise Agreement
- Access to great personal development opportunities
- Cultural learning opportunities for all staff

Contact

For further information about this opportunity or to express your interest in applying for this role, contact:

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