



TITLE	TEER Program Skipper
CLASSIFICATION	Project Officer Level 7 - 9
ORDINARY HOURS PER WEEK	Casual
HOURLY RATE	\$50 – \$52 per hour including 25% casual loading
DATE	October 2026
REPORTS TO	TEER Program Manager

Position Purpose

The Tamar Estuary and Esk Rivers (TEER) Program is a regional partnership hosted by NRM North that brings together organisations responsible for managing the Kanamaluka / Tamar estuary and its catchment. Through science, monitoring, restoration, planning and community engagement, the Program works collaboratively to protect and improve the health of northern Tasmania's waterways from catchment to coast.

The primary purpose of this role is to support the delivery of the TEER Program's long-term environmental monitoring programs, with a particular focus on field monitoring and the safe operation and skippering of the Program's monitoring vessel. Demonstrated experience confidently operating and skippering small vessels is therefore central to the role. Preference will be given to candidates who hold a relevant domestic commercial vessel certificate of competency, with a Coxswain Grade 3 Near Coastal (NC) certificate or above.

The position may also contribute to the broader delivery of the TEER Program through environmental data collection and management, maintenance of monitoring equipment, scientific investigations and other TEER program activities and deliverables as outlined in the Position Accountabilities and Outcomes table.

Our Organisation

At NRM North, we are dedicated to maintaining high standards of performance, and we expect all employees to embody the organisation's values in their behaviour. Demonstrating a strong commitment to these values is essential to your success and plays a key role in fostering a positive and productive workplace culture.



Integrity

We act ethically and uphold our commitments, ensuring transparency and accountability while respecting diverse perspectives.



Knowledge and innovation

We strive for continuous improvement by respecting traditional learnings, new ideas and a scientific approach to meet evolving challenges and embrace opportunities.



Care for the environment

We are committed to protecting, conserving and rehabilitating our environment and promoting sustainable practices.

Organisational Values



Working together

We collaborate to build capacity, exchange knowledge and achieve shared success.



Wellbeing

We support a work-life balance and prioritise the personal and professional growth of our team.

Position Accountabilities and Outcomes

Key area	Responsibility	Outcome
General		
Organisational Values	• Integrity • Knowledge & Innovation • Care for the environment • Working together • Wellbeing	Consistently demonstrate actions that reflect and reinforce an understanding of our organisational behaviours.
Policy & Process	Supporting an environment of excellence and continuous improvement and promoting a culture that encourages positive teamwork.	Staff are supported to share knowledge, learn from experience, and work cohesively, leading to improved team effectiveness, innovation in service delivery, and enhanced organisational performance.
Workplace Health & Safety	Supporting a workplace that fosters a safe work environment, including risk assessment, incident reporting, workplace health and safety and wellbeing.	Performs tasks and represent NRM North in a safe manner in accordance with NRM North's WHS Policy and Procedures. Encourage awareness and individual accountability to ensure ongoing safe work environment.
Technical		
Position Specific	Safely operate and navigate vessel to undertake routine field monitoring of water quality and biological indicators within the Tamar estuary.	Accurate and timely monitoring, evaluation and reporting activities are delivered enabling evidence-based decision-making and continuous improvement.
	Support the maintenance, calibration and deployment of environmental monitoring equipment.	Environmental monitoring equipment maintained, calibrated and deployed to ensure data integrity, compliance and effective environmental monitoring.
	Support the collection of environmental monitoring data.	Accurate, reliable and quality-assured environmental monitoring data, delivered to support compliance, reporting to inform environmental management decisions.

Key area	Responsibility	Outcome
Additional		
Relationships (internal & external)	Support with scientific investigations and environmental research projects.	Scientific investigations and environmental research projects supported through accurate data collection, analysis and reporting, contributing to evidence-based environmental management.
	Undertake other duties as reasonably required to support program delivery.	TEER Program objectives supported through the timely and effective completion of additional duties and operational priorities.
Qualifications and / or requirements		
Key Selection Criteria • A current domestic commercial vessel certificate of competency (e.g. Coxswain NC 3 or higher) • Experience operating a vessel in freshwater, estuarine and/or marine environment • Proven capability to safely hold the vessel steady against wind, river currents, and tides while TEER Program staff deploy monitoring equipment, collect water samples, or log water quality data • Ability to work flexible hours to align with tides, monitoring schedules, and field conditions • Demonstrated capacity to undertake physically demanding fieldwork sometimes in challenging outdoor conditions • Knowledge of freshwater, estuarine or coastal ecosystems; • Current First Aid and CPR certification • Current Driver Licence • Eligibility to hold a Working with Vulnerable Persons Card		
Knowledge and/or experience This role will require the following skills, attributes and experience: • experience skippering, operating, and working on and around small vessels • onboard operation and deployment of monitoring equipment, including in variable weather conditions • ability to work flexible hours to align with tides, monitoring schedules, and field conditions; • demonstrated capacity to undertake physically demanding fieldwork sometimes in challenging outdoor conditions • knowledge of freshwater, estuarine or coastal ecosystems • ability to work collaboratively on a vessel and within a team • effective communication and stakeholder engagement skills • commitment to workplace health and safety		

Note: All licenses/ tickets stated in the Position Description must be current/ valid during the duration of your employment. Should there be a change in status it is the employee's responsibility to notify NRM North as soon as practicable.

Other duties: This Position Description serves to illustrate the scope and responsibilities of the position and is not intended to be an exhaustive list of duties. NRM North may direct an employee to perform other duties or job-related tasks that are within the limits of the employee's skill, competence and training.

Role Acceptance

I have read and understood the content of the Position Description for my role and accept the duties, responsibilities and obligations of my position. I will undertake the responsibilities and behaviour required of me and expect to be held accountable for work performed in accordance with this role.

SIGNED BY YOU:

Employee: _____

Name: _____

Date: _____

SIGNED BY MANAGEMENT:

Manager: _____

Position: _____

Date: _____