

PERSONAL QUALITIES CRITERIA

The applicant's attitude, behaviour and potential behaviour will be assessed in terms of each indicator under the personal qualities criteria listed below.

Successful applicants will:

- **DEMONSTRATE A STRONG WORK ETHIC;**

Evidenced by a proven history of efficient, effective, responsive and productive work performance.

Applicants for supervisory positions will be expected to demonstrate supervisory capabilities, including a good knowledge of workplace diversity, workplace relations, occupational health and safety and environmental management practices and principles.

- **DEMONSTRATE THAT THEY CAN MAKE A POSITIVE CONTRIBUTION TO COMMUNITY AND TEAM;**

Evidenced by:

- demonstrating the capacity to cope with physical and emotional isolation and the resilience to overcome hardship;
- demonstrating the capacity to work productively, contribute to the success of small isolated work groups and the overall community including recognising the affect their behaviour has on others;
- demonstrating a capacity to address and resolve issues of conflict;
- demonstrating the capacity to exercise sound judgement
- demonstrating flexibility, tolerance and acceptance of changing circumstances;
- demonstrating qualities of robustness, motivation and confidence whilst displaying sensitivity, situational awareness and support and respect to fellow workers;
- demonstrating good social skills and taking pride in their appearance and maintaining socially accepted standards of hygiene;
- responsible use of alcohol; and
- not exhibiting behaviour that could endanger others safety or be seen as being abusive, threatening or offensive to others.

- **DEMONSTRATE THAT THEY RESPOND TO AUTHORITY AND ARE COMPLIANT WITH THE LAW, LEGISLATIVE REQUIREMENTS AND AAP POLICIES AND PROCEDURES;**

Evidenced by:

- a history of complying with authority and supporting lawful instructions;
- demonstrating a commitment to and compliance with appropriate environmental management policies and practices;
- demonstrating a knowledge and history of compliance with occupational health and safety practices and principles; and
- recognition of harassment and discrimination issues and demonstrated compliance with associated legislative requirements.

- **DEMONSTRATE A COMMITMENT TO AAP SPECIFIC REQUIREMENTS;**

Evidenced by:

- demonstrating commitment to supporting the Australian Antarctic Science Program;
- demonstrating willingness to participate in "common duties" and activities in support of the community generally; and
- demonstrating commitment to fully participate in all required training and associated activities.