

## **International Candidates**

### **General information for advertised positions**

#### **CCAMLR**

The Convention on the Conservation of Antarctic Marine Living Resources (CCAMLR) is an international treaty that was adopted at the Conference on the Conservation of Antarctic Marine Living Resources which met at Canberra, Australia, 7 to 20 May 1980.

It is a multilateral response to concerns that unregulated increases in krill catches in the Southern Ocean could be detrimental for Antarctic marine ecosystems, particularly for seabirds, seals, whales and fish that depend on krill for food.

#### **Conservation of Marine Resources**

The CCAMLR Convention applies to all Antarctic populations of finfish, molluscs, crustaceans and seabirds found south of the Antarctic Convergence (the [Convention Area](#)). The marine resources managed by CCAMLR specifically exclude whales and seals, which are the subject of other conventions – namely, the [International Convention for the Regulation of Whaling](#) and the Convention for the Conservation of Antarctic Seals.

#### **The Commission**

The [Commission](#) meets annually to, among other matters, adopt [conservation measures](#) and other decisions which apply to harvesting activities within the Convention Area. It is supported by two standing committees, one on Implementation and Compliance and one on Administration and Finance.

#### **The Scientific Committee**

The Scientific Committee also meets annually and provides scientific advice to the Commission. It is supported by a number of expert working groups undertaking detailed scientific work on CCAMLR fisheries and the impact of fishing on the Antarctic ecosystem.

#### **The Secretariat**

##### **Location**

CCAMLR's Secretariat is located in Hobart, Tasmania, Australia. Situated at [181 Macquarie Street](#), the Secretariat occupies a historical building, which dates from 1842 and is known locally as the original Hutchins School.

##### **Operations**

The [Headquarters Agreement between the Commission and the Government of Australia](#) describes the relationship between the Commission and the Government of Australia in respect of CCAMLR's operations in Australia.

In collaboration with the Tasmanian State Government, the Australian Government provides office accommodation for the Secretariat.

The Commission approves an annual budget based on advice from the Standing Committee on Administration and Finance while [Financial Regulations](#) govern budget management.

##### **Functions**

The Secretariat supports the regular meetings and daily functions of the Commission and Scientific Committee as detailed in the Convention Text. These include:

- facilitating communications with and between [Members](#)
- producing and distributing [Publications](#)
- receiving and managing scientific [CCAMLR Data](#)
- managing the [Catch Documentation Scheme \(CDS\)](#), and
- monitoring compliance with [conservation measures](#) and other decisions of the Commission

### **Strategic Plan**

The [CCAMLR Secretariat Strategic Plan \(2019–2022\)](#) details the vision, mission and goals for the Secretariat, together with the roles and responsibilities for the Secretariat.

In addition, the Strategic Plan outlines the Secretariat services provided for Members and stakeholders and provides a means for Members, and others, to monitor the performance of the Secretariat.

The Secretariat [Structure](#) underpins the implementation of the Strategic Plan and the delivery of Secretariat services.

### **Position Information**

Information relating to the current position being advertised, including position description and selection criteria, can be found [here](#).

### **CCAMLR Data Centre**

The CCAMLR Data Centre is composed of officers engaged in data management drawn from four different sections of the CCAMLR Secretariat. The Centre coordinates and manages CCAMLR data and data processes across all business areas of the Secretariat. The currently advertised positions are members of the Data Centre. Further information regarding the Data Centre can be found [here](#).

### **Salary**

The international officer roles within the Secretariat are paid according to the International Civil Service Commission (ICSC) salary [scales](#). The Science Data Officer and Fisheries Management and Compliance Data Officer are both placed at the Professional grade 2 on this salary scale. The salary scales are calculated in US\$ and are therefore subject to an exchange rate adjustment as provided by the ICSC from time to time and a post adjustment.

Further information on the post adjustment can be found in the [ICSC Salaries and Allowances Booklet](#). Examples of how the post adjustment is applied is given at Annex II of the booklet.

The scales are updated in January each year. The positions will also increment annually on the anniversary of the commencement in the role.

### **Treatment of Tax for international professional officers**

Under the [ICSC](#) guidelines (page 1), professional officers' salaries are subject to a staff assessment levy (SAL) which is a form of internal tax administered by CCAMLR. As a professional officer employed by CCAMLR, this is the only 'tax' liability that you are required to meet from your CCAMLR salary. If the appointee is an Australian resident/citizen, the difference between the SAL and Australian taxation liabilities is met by CCAMLR (on CCAMLR income only).

Staff who are appointed to CCAMLR with a diplomatic visa are exempt from Australian tax on the CCAMLR-related portion of their total income. Further information relating to the assessment and taxation in Australia will be provided to the successful applicants on commencement.

### **Allowances**

The following allowances are available, if applicable, to professional officers employed by CCAMLR:

- Rental subsidy
- Travel expenses
- Settling-in grant
- Removal and shipment cost
- Home leave
- Family visit travel
- Repatriation grant
- Death grant.

The above allowances are provided in accordance with the guidelines outlined in the [ICSC booklet](#) and as updated from time to time.

The following allowances are defined in the [ICSC Booklet](#) and [CCAMLR's Staff Regulations](#):

- Dependency benefits
- Education grant
- Separation allowance.

### **Superannuation**

As an international organisation domiciled in Australia, CCAMLR recognises and contributes to a staff member's superannuation fund. For professional officers, this superannuation contribution is made according to ICSC guidelines which currently provide for a 23.7 per cent contribution of [pensionable remuneration](#), with two-thirds paid by CCAMLR and one-third by the staff member.

### **Benefits**

CCAMLR provides 30 days annual leave as well as several other entitlements to leave. The specific entitlement in these categories is covered in the [Staff Regulations](#).

### **Visas**

International professional officers will be a national of a country which is a [Member](#) of CCAMLR. If required, CCAMLR will sponsor the successful applicants to obtain a relevant diplomatic visa. A visa will also be issued for each [dependant](#) who has travelled with the staff member. The process to apply for this visa will be discussed with the successful applicants.

### **Living in Hobart**

Hobart is the capital city of Tasmania, the only island state of Australia. It is the second oldest established capital city in Australia (behind only Sydney). It is located approximately 500 km from Melbourne and there are direct flights to Melbourne, Sydney, Brisbane, Adelaide and Perth. There is also [a ferry service](#) available from Devonport in northern Tasmania to Melbourne.

Hobart is located in a stunning landscape. It is a contrasting blend of heritage, scenery and culture. It is nestled amongst the foothills of kunanyi/Mt Wellington and combines heritage charm with a modern lifestyle in a setting of exceptional beauty. It is located at the entrance to the Derwent River, is surrounded by bushland and many beaches line the shores of the river and estuary beyond.

For further information regarding living in Hobart and Tasmania, visit these sites:

- [www.discovertasmania.com.au/](http://www.discovertasmania.com.au/)
- [www.movetotasmania.com.au/start-here/](http://www.movetotasmania.com.au/start-here/)
- [www.australia.com/en/places/hobart-and-surrounds/guide-to-hobart.html](http://www.australia.com/en/places/hobart-and-surrounds/guide-to-hobart.html)
- <https://en.wikipedia.org/wiki/Hobart>
- [www.hobartcity.com.au/Home](http://www.hobartcity.com.au/Home).

## Weather

Hobart enjoys a mild temperate [oceanic climate](#).

Some weather statistics:

<b>Hobart</b> Weather at a glance	Summer	Autumn	Winter	Spring
	Dec–Feb	Mar–May	Jun–Aug	Sep–Nov
On a really hot day (°C)	34°	28°	21°	28°
Average daytime (°C)	21°	17°	12°	17°
Average night-time (°C)	12°	9°	5°	8°
Rainy days	34	37	44	45
Rainfall (mm)	150	150	150	175
Humidity	55%	59%	64%	56%
Ave daily sunshine (hrs)	7	6	4+	6

The highest temperature on record in Hobart was 41.8 (°C) and the coldest -2.8 (°C). For further climate information, visit the [Bureau of Meteorology](#).

## Accommodation

For a summary of the current housing market, both from a purchasing and a rental perspective, visit the following:

- [www.realestate.com.au/neighbourhoods/hobart-7000-tas](http://www.realestate.com.au/neighbourhoods/hobart-7000-tas)
- [www.domain.com.au](http://www.domain.com.au)
- [www.themercury.com.au/real-estate](http://www.themercury.com.au/real-estate).

When considering the purchase of a home, the [Australian Government](#) has conditions which must be met, including an application to the Foreign Investment Review Board. In addition, the diplomatic visa class currently available to CCAMLR international professional officers may limit opportunities to borrow from Australian banks. If you are considering purchasing a home, you should make enquiries prior to coming to Australia. CCAMLR can assist with contacts within some Australian banks.

## Health

CCAMLR is currently investigating several health insurance schemes for international staff members and their dependants who are not eligible for publicly funded services. CCAMLR will subsidise the premiums of this scheme. Further details will be provided to the successful applicants.

## Banking

CCAMLR's main banking institution, the Commonwealth Bank, provides some guides for new arrivals:

- [www.commbank.com.au](http://www.commbank.com.au).

The other main banks in Australia, [Westpac](#), [National Australia Bank](#) and [ANZ](#), also provide similar information. International banks such as HSBC also operate in Australia but may not have branches in Tasmania.

## Schooling

Tasmania offers excellent education facilities from pre-school, through primary and secondary education. On a diplomatic visa, dependant students pay the same fees as a domestic student in primary and secondary education. As the state-provided education system offers a high standard of education, CCAMLR does not provide an education allowance for these schooling years. Please check our [Staff Regulations](#) for further information.

CCAMLR does provide some assistance with university education for dependants; the [Staff Regulations](#) contain these details.

Some sites of interest:

- [https://en.wikipedia.org/wiki/Education\\_in\\_Tasmania](https://en.wikipedia.org/wiki/Education_in_Tasmania)
- [www.movetotasmania.com.au/schooling-and-childcare-in-tasmania/](http://www.movetotasmania.com.au/schooling-and-childcare-in-tasmania/)
- <https://study.tas.gov.au/study/government-schools/>
- [https://en.wikipedia.org/wiki/List\\_of\\_schools\\_in\\_Tasmania](https://en.wikipedia.org/wiki/List_of_schools_in_Tasmania)

## Employment for dependants

Dependants of international professional officers at CCAMLR are permitted to work.

CCAMLR is required, on behalf of the dependant, to notify the [Department of Foreign Affairs and Trade \(DFAT\)](#) of their intention to commence employment. The dependant must agree to:

- Pay Australian tax on the income earned
- Remain part of the professional officer's household
- Have his/her immunity waived, should the need arise in relation to an issue relating to her/her employment.

Where a dependant seeks additional employment or change of employment, CCAMLR is required to submit a new notification.

Should the work be of a voluntary nature, CCAMLR is not required to seek prior approval from DFAT. However, a waiver of diplomatic immunity could be requested.

**Purchasing a Vehicle**

An international professional officer, who is not a citizen or permanent resident of Australia, may obtain an exemption from duties and taxes with regard to the purchase of a motor vehicle.

The [guidelines](#) outline the process for purchasing a motor vehicle under privilege. The successful applicants should contact CCAMLR to discuss this further. The purchase can be made after entry to Australia.