# Position Details

## Technical Services - CSOF3

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| The following information is for applicants | |
| Advertised Job Title | CBIS Technician Machinist – Engineering Services |
| Job Reference | 91405 & 91406 |
| Tenure | Specified Term of 2 years  Full-time |
| Salary Range | AU $68,148 - $86,733 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Waterford, WA & Pullenvale, QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens Only * Australian/New Zealand Citizens and Australian Permanent Residents * Or you must either hold, or be able to obtain, a valid working visa for the duration of the specified term |
| Position reports to the | The Workshop Manager |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Brad Marr - Phone: +61 7 3327 4429 brad.marr@csiro.au |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

### Role Overview

The role of Technical Staff in CSIRO is to provide support for scientific research in a diverse range of laboratory and field situations across a range of different research projects. This support consists of the application of accepted technical practices and the development of new practices. The work is usually carried out as a member of a centralised service.

CBIS Engineering Services is a centralised engineering group whose purpose is to streamline CSIRO’s research process by providing services and knowledge that reduce project setup time, meet required standards, and continue the technical area of projects through maintenance and repair. The group focuses on the following areas: engineering, design, mechanical manufacture, electrical, electronics, documentation, robotics, automation, software, controls, machine and electrical safety, maintenance, repair, and project management.

The CBIS Technician Machinist – Engineering Services is responsible for the manufacture of components and systems within the CBIS workshop. The role requires interaction with stakeholders, including internal CSIRO business units, external customers, suppliers, management, and ES group members at the other locations. It is expected that these interactions will be in the best interest of the group and CSIRO activities. The projects are generally low quantity and specialised deliverables with development and problem solving required by the technician.

The occupant of the position will have strong customer focus and excellent communication and interpersonal skills. The role will be supported by CBIS Engineering Services strategy and processes. The occupant of the position will be involved in the successful delivery of projects, components, and systems as required by the customer. The delivery will meet the timing and budget expectations of the customer.

### Duties and Key Result Areas

* Maintain relationships across CBIS Engineering Groups and the wider CBIS team, plus CSIRO management and teams.
* Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* Contribute to group initiatives and business opportunities.
* Contribute to initiatives to strive for continued improvements related to cost, quality, compliance, capability, and customer service.
* Work with customers to develop the best design and outcome for their research and deliver on time.
* Contribute to current projects, including input on design and fabrication.
* Fabricate, machine, or fit parts as necessary.
* Perform preventative repairs and maintenance on equipment/assets and maintain as required.
* Assist in the use of a quality management system.
* Work with team members and stakeholders from all areas to progress projects.
* Record effort as required.
* Collect and maintain data for KPIs and reporting.
* Ensure all necessary codes, standards, and practices are followed.
* Work in a safe manner according to CSIRO, CBIS, and Engineering Services policies.
* Work with other CSIRO workshops through capability sharing, collaboration, and problem solving.
* Participate in procurement of parts and materials when necessary. Ensure Commonwealth procurement guidelines are followed and abided by.
* Preferred: Create CAD models and drawings as necessary.
* Communicate openly, effectively, and respectfully with all staff, clients, and suppliers in the interests of good business practice collaboration and enhancement of CSIRO's reputation.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. Relevant trade certificate/diploma; must be fully qualified with trades certificate and craftsman certificate for Engineering Machinist or equivalent.
2. Demonstrated experience in machining with a sound knowledge of cutting speeds and feed rates for a range of materials and applications.
3. Demonstrated experience in performing machining, milling, lathe turning, grinding and related tasks and to fabricate parts per engineering designs using various materials under minimal supervision.
4. Ability to provide technical input and engage in technical interchange with researchers on the mechanical design, prototyping, development, manufacture and installation of mechanisms and equipment relating to research systems.
5. Demonstrated experience in providing hands-on fabrication, assembly, disassembly, adjustment, measurement, troubleshooting and repair of complex mechanisms and machinery.
6. A history of professional and respectful behaviours and attitudes in a collaborative environment, demonstrating strong communication skills and a positive attitude with a range of stakeholders including customers are team members.
7. Proven ability to deal with ambiguous situations, deal with competing priorities, and find solutions whilst ensuring to consider potential risks and hazards.

**Desirable**

1. Ability to use CAD and/or CAM applications.
2. Demonstrated experience in setting up complex or intricate machining that involves programming, inspection, diagnoses and modification of works in a computerised machining centre within a workshop.
3. Demonstrated experience and certification as a welder on various materials.
4. Licence to perform high risk work – LF Forklift truck.
5. Experience in running a workshop.

## **Required Competencies**

* **Teamwork and Collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) for more information.

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted