# Position Details

## Research Projects- CSOF5 & CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Aquaculture Operations Officer |
| Job Reference | 88502 |
| Tenure | Indefinite / Full-time |
| Salary Range | CSOF5: AU$105,806 – AU$114,500 per annum plus up to 15.4% superannuation  CSOF6: AU$121,455 – AU$142,321 per annum plus up to 15.4% superannuation  Applications are invited across two capability levels and the successful candidate will be appointed at the level commensurate with their skills and experience. |
| Location(s) | Darwin, NT (preferred). |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens, * Australian Permanent Residents, * Australian Temporary Residents, * Overseas applicants who may require visa sponsorship from CSIRO |
| Position reports to the | Team leader of the Aquaculture Biology team |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Greg Coman via email at greg.coman@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. |

### Role Overview

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work. At senior levels, Research Projects staff may be involved in providing consulting services, science and technology management and/or industry liaison.

The position will be required to provide expertise and guidance on the establishment and operation of outdoor and indoor aquaculture systems, with a particular focus on prawn aquaculture systems. The role would involve liaising and advising colleagues and external contractors on the designs and needs of the systems and overseeing the development and subsequent operation of these systems.

The position requires practical knowledge of aquaculture engineering and experience with marine water treatment systems (i.e., including mechanical, chemical and biological treatment methods). This would involve overseeing and contributing to the establishment of these aquaculture systems, by hands-on involvement in design and construction activities, but also by advising other team staff and liaising with CSIRO staff and external contractors on the design, development, and construction of these systems. Practical experience in managing animals within these systems, particularly in outdoor prawn ponds and raceways, would be highly desirable. Applicants with a high level of experience with non-aquaculture aquatic biological systems are also encouraged to apply.

The role will support research experimentation within aquaculture systems based within CSIRO sites and at industry-partner or collaborator sites and assist collaborators to design and develop facilities within their own sites. Prior experience in running research experiments would be beneficial but is not essential. An understanding of biosecurity as it applies to aquaculture would be desirable.

The position will need to have good interpersonal and communication skills to engage with colleagues and stakeholders of different backgrounds. An ability to communicate effectively remotely (i.e., via teleconference meetings) is essential, as is an ability to work both independently and in a range of small teams. The candidate will need to work effectively with researchers operating experiments in the different aquaculture systems, oversee less experienced technical staff, and to work respectfully with a range of different external colleagues and collaborators. An ability to communicate effectively with aquaculture industry representatives is important. The position will require some travel, and at times, require working beyond regular hours and in different locations.

### Duties and Key Result Areas

***At CSOF5 capability level***

* Liaise with CSIRO colleagues, external contractors, and external collaborators on the design and development of aquaculture-rearing systems.
* Engage and work collaboratively with CSIRO colleagues of varying levels and expertise, and with external collaborators and research and industry stakeholders, to operate aquaculture facilities and undertake research and development projects.
* Oversee operations of land-based aquaculture systems, particularly pond, raceway and tank systems, and oversee and support less experienced CSIRO staff and external collaborators when operating these systems.
* Be responsible for key water treatment systems operating within the CSIRO facilities and some responsibility for animal management within the different systems operating at CSIRO and collaborator sites.
* Provide guidance and assistance to students, visitors, and trainee staff.
* Undertake travel and off-site activities at external collaborator sites as required for project development and operational activities and work out of regular hours when needed.
* Play an active role in maintaining facilities to improve staff safety and operational efficiency.
* Contribute to developing animal management practices to increase the rigour of experiments, enhance biosecurity, and improve animal welfare outcomes.
* Collect and manage project and research data and information appropriately, as per CSIRO requirements.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

***Additional duties at CSOF6 capability level***

* Play a key advisory role in decisions concerning the design and development of aquaculture facilities.
* Maintain an awareness of trends in relevant aquaculture and water treatment technologies and innovations to target opportunities for the uptake of technology.
* May lead or coordinate CSIRO’s contribution to collaborative projects involving other organisations.
* Ensure that client or end-user needs are met and typically have a leading role in the effective transfer of new technology to the industry/community.
* Act as a trusted advisor and demonstrate creativity to determine and anticipate client or project needs.

## **Selection Criteria across both capability levels**

#### Essential

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

1. Tertiary qualifications or equivalent industry/practical experience relevant to the position in terms of aquaculture biology, water treatment processes, aquatic system operation and practical aquaculture engineering knowledge.
2. Proven experience with, or knowledge of, operating aquatic biological systems. Experience in operating aquaculture systems for research or commercial purposes and/or water treatment systems, particularly marine treatment systems for aquaculture.
3. Excellent communication skills, both written and oral, including the ability to anticipate the interests and knowledge level of an audience and present information and feedback accordingly.
4. Proven ability to investigate underlying issues of complex and ill-defined problems and develop appropriate responses by adapting/creating and testing alternative solutions.
5. Previous experience working under limited supervision to identify potential issues and promptly implement appropriate solutions which are supported by information and data and the ability to effectively manage several competing priorities simultaneously and carry out non-routine tasks independently
6. Experience using computer software for the collection and summary of data.
7. A driver’s licence and ability to work outside regular hours, and off-site, as required.

## **Desirable**

1. Experience in the design and development of aquatic rearing systems, particularly systems relating to land-based ponds and raceway aquaculture production.
2. Experience in managing project and operational activities and working teams.
3. Fundamental plumbing/carpentry skills and knowledge to enable the development and modification of different aquaculture systems.
4. Knowledge or experience of prawn or other aquaculture industries.
5. Other licenses: e.g., forklift, boat licenses.

## **Required Competencies at CSOF6**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
* **Resource Management/Leadership:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interpret and integrate complex bodies of information and draws logical conclusions, synthesises proposals and defend options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of the value-added future impact on the bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **Required Competencies at CSOF5**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others’ reactions.
* **Resource Management/Leadership** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate responses by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on the desired outcome and sets realistic goals to reach this target.
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interest of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

Special Requirements

Appointment to this role may be subject to conditions including the provision of a national police check as well as other security/medical/character clearance requirements.

Include if relevant:

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

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* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

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