# Position Details

## Research Projects – CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Aquaculture Technician |
| Job Reference | 91468 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$68,148 – AU$86,733 per annum plus up to 15.4% superannuation |
| Location(s) | Bribie Island |
| 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 residing in Australia with full work rights till the end of September 2026 with no visa sponsorship support from CSIRO |
| Position reports to the | Team leader of the Aquaculture Biology team |
| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| 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. |

**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 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 advice of prawn broodstock maturation husbandry and hatchery rearing, and their working knowledge of aquaculture biosecurity, within CSIRO research and development projects. The position will also contribute to a range of aquaculture research and development activities being undertaken at CSIRO sites; and provide their knowledge of aquaculture hatchery and production systems to projects and initiatives undertaken at collaborator sites as a member of small project teams.

The role will undertake broodstock husbandry and hatchery activities being undertaken as part of CSIRO research and development projects, and in this role, have both hands-on responsibility for the husbandry and hatchery operations, but also provide guidance and support to other CSIRO colleagues involved in related activities of the projects. The position would be required to contribute to a range of research and development projects spanning aquaculture breeding, nutrition, and production domains. The position would need to work collaboratively and effectively with CSIRO research leads and technicians involved in a range of project activities, oversee less experienced technical staff, and work respectfully with CSIRO colleagues and project collaborators. Prior experience in running research experiments would be beneficial but is not essential.

The position requires some practical knowledge of water treatment and filtration systems, as relevant to hatchery operations, and to contribute their knowledge of aquaculture biosecurity and translocation in the development and deployment of research and development activities and projects. Some experience in design and constructing aquaculture hatchery systems and other rearing systems would be an advantage. Preparedness to work in both indoor and outdoor settings, and to be flexible in tasks undertaken, is essential.

The position will need to have good interpersonal and communication skills to engage with a range of CSIRO colleagues of varying expertise, and to communicate effectively with aquaculture industry representatives when required. The position may require some travel and working for some periods away from the Bribie base and will be required to work out of normal hours as needed to support certain project and operational needs.

### Duties and Key Result Areas

The key areas and duties will be with the Aquaculture Biology team as part of CSIRO’s Livestock and Aquaculture (L&A) Program.

Under limited supervision, specific duties will include to:

* Undertake prawn hatchery and broodstock maturation activities operating as part of CSIRO research and development projects, and to contribute to a range of other research and development activities on other aquaculture species operating at CSIRO and potentially research and commercial partner sites.
* Engage and work collaboratively with CSIRO colleagues of varying levels and expertise to operate aquaculture research and development projects.
* Contribute knowledge to the management of water treatment and filtration systems at Bribie and other CSIRO sites, and their knowledge of biosecurity and translocation to enable and deploy projects.
* Undertake travel and off-site activities on occasion as required for specific project needs, which may include prawn hatchery advisory or deployment activities, and to work out of regular hours when needed.
* Provide guidance and assistance to students, visitors, and trainee staff as required, particularly in relation to prawn hatchery operations and biosecurity.
* Play an active role in maintaining facilities to improve staff safety and operational efficiency.
* Play an active role in developing animal management practices to increase the rigour of experiments, to enhance biosecurity, and to 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.

## **Selection Criteria**

#### Essential

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

1. **Education/Qualifications:** Tertiary qualifications **or equivalent industry/practical experience** relevant to the position in terms of aquaculture biology and hatchery knowledge.
2. **Prawn hatchery experience:** Experience with prawn maturation and/or hatchery rearing.
3. **Biosecurity:** Working knowledge and/or experience of biosecurity in relation to aquaculture operations.
4. **Communication:**  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.
5. **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.
6. **Adaptability:** The ability to effectively manage a number of competing priorities simultaneously and carry out non-routine tasks under limited direction.
7. **Flexible working:** Ability to work outside regular hours, and off-site, as required.
8. **Drivers Licence**

## **Desirable**

1. **Wider Aquaculture production:** Experience in the husbandry of aquatic animals for research or production or other experience in operating aquatic biological systems.
2. **Water treatment/filtration**: Experience in operating water filtration and/or treatment systems, particularly as relating to prawn broodstock and hatchery systems.
3. **Translocation:** Working knowledge and/or experience in requirements for aquatic animals’ translocation in relation to aquaculture operations.
4. **Data collection:** Experience using computer software for the collection and summary of data.
5. **Supervisory experience:** Experience in supervising small operational/working teams.

## **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

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance 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.
* The successful candidate must be willing and able to work non-routine hours (i.e., working weekends)

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