# Position Details

## Research Projects- CSOF3 & CSOF4

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| The following information is for applicants |
| Advertised Job Title | Research Technician – Agronomy and Farming Systems |
| Job Reference | 99056 |
| Tenure | Specified Term of 3 yearsFull-time  |
| Salary Range | * CSOF3: AU$73,567 to AU$93,630 pa per annum (pro-rata for part-time), plus up to 15.4% superannuation
* CSOF4: AU$96,811 – AU$109,527 per annum (pro-rata for part-time), plus up to 15.4% superannuation

\*NB: This position is offered across two levels, the appointment level will be determined by the qualifications, skills and relevant experience of the successful candidate. |
| Location(s) | Canberra, ACT and Boorowa, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens, and
* Australian Permanent Residents only
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| Position reports to the | Team Leader |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact John Kirkegaard via email at john.kirkegaard@csiro.au or phone +61 458 354 630 |
| 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 or call 1300 984 220. |

**Acknowledgement of Country**

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area 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).

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. [View our Child Safe Policy.](https://www.csiro.au/en/about/policies/child-safe-policy)

### Role Overview

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff within CSIRO and with collaborating organisations 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.

### CSIRO Agriculture and Food’s Systems research program is a world leading research group examining options to improve the productivity and sustainability of agriculture in Australia and across the globe. The Systems Program comprises research groups located in Perth, Adelaide, Canberra and Toowoomba. The Innovative Agronomy team based in Canberra seeks a self-motivated individual to support its field-based research activities.

### The role will be based at CSIRO Black Mountain in Canberra and will utilise facilities both there and at CSIRO’s Boorowa Agricultural Research Station west of Canberra. The position will support the ongoing management and implementation of various field-based farming systems experiments primarily located in southern NSW. The position will initially be offered as a 3-year contract, but with prospects of longer tenure. This opportunity will provide the successful applicant strong experience in implementing complex agricultural experiments, management of data, integrating novel digital approaches into the research approach and an understanding of sustainable and resilient farming systems.

### Duties and Key Result Areas across CSOF3 and CSOF4:

* Take a leading role in implementing complex farming systems and agronomic experimentation in the field under direction of supervising scientists.
* Assist with agricultural management of crops (e.g. spraying, sowing, slashing, harvesting, monitoring) and experimental site management and follow agreed protocols to collect soil & plant samples and prepare these for analysis.
* Assist with the management of livestock grazing experimental plots of dual-purpose crops and pastures.
* Maintain, compile and store experimental data according to the required protocols for presentation and discussion with supervising scientists for the delivery of project reports.
* Undertake and complete tasks often with competing time-frames, working with discretion to decide on the timing of operations within the work team's plan and plan ahead to meet experiment and/or project demands.
* Maintain experimental equipment, specialist machinery and consumables and instruct staff in the use of shared equipment.
* Oversee the activities of less experienced staff and provide guidance on experimental/ technological techniques and protocols as required.
* 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.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.

## **Required Competencies at CSOF3:**

* **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.

## **Required Competencies at CSOF4:**

* **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:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).

## **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 interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## **Selection Criteria**

#### Essential

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

1. A relevant trade certificate/diploma/bachelor’s degree or equivalent relevant work experience in agricultural science or similar.
2. Experience with agronomy and management (e.g. spraying, sowing, slashing and harvesting) of a variety of crops, particularly those grown in southern temperature mixed farming systems (cereals, oilseeds, pulses).
3. Demonstrated experience with implementation and management of agronomic experiments and protocols including accurately managing data and records of varying types, basic data manipulation, presentation and analysis and basic report writing.
4. Demonstrated ability in aspects of project management such as scheduling, monitoring and completing tasks on time coupled with the ability to prioritise tasks/projects to achieve project goals.
5. Good oral and written communication skills coupled with excellent attention to detail.
6. The ability to work effectively as part of a multi-disciplinary team and the motivation to carry out autonomous activities and be able to problem solve often at remote locations.
7. A current class C driver’s licence.

## **Desirable**

1. Experience with implementing agricultural experiments including soil and plant sampling procedures.
2. Experience in managing livestock.
3. Experience with operation and maintenance of machinery for fieldwork (pumps, PTO equipment, RTV, tractors), towing large machinery and/or heavy vehicle drivers licence (MR).
4. Interest or experience with application of information & new technologies in agriculture (e.g. sensors, computer applications, drones).

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 Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate may be required to undertake a pre-employment medical examination prior to commencement.
* The successful candidate must be willing and able to undertake field work in on-farm locations involving travel to rural regions, work flexible hours during times of seasonal demand and undertake overnight travel.
* Hold a valid class C Australian driving licence.

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

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

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)