# Position Details

## Technical Services- CSOF4

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Senior Technical Officer |
| Job Reference | 99975 |
| Tenure and Work schedule | Indefinite, Full-time |
| Salary Range | AU$96k - AU$109k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Boorowa Agricultural Research Station (BARS) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Internal CSIRO employees * Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Research Station Manager |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact via email at Jerome.Gumley@csiro.au |
| Support and Workplace Adjustments | We offer a range of reasonable supports and workplace adjustments. Please let us know via email to the *Talent Acquisition Partner, Vicki Ferrar at Vicki.Ferrar@csiro.au* if we can help you to equitably participate in our recruitment process or the role itself. |
| 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).

**About CSIRO**

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world’s largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](https://www.csiro.au/research/indigenous-science), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](file:///C:/Users/lui008/OneDrive%20-%20CSIRO/Desktop/LIFE/LEADERSHIP/Inclusive%20Recruitment/PD%20and%20Job%20Ads/CSIRO.au) for more information.

### Role Overview

The role of Technical Services staff in CSIRO is to provide technical 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.

As part of the A&F Operations team, the position of Senior Technical Officer – Farm Operations is a key role supporting CSIRO A&F cropping field research at our Boorowa Agricultural Research Station (BARS). Specifically, the role provides specialised technical support to establish and manage field trials at BARS and at nearby trial sites.

Additionally, the role provides overall farm operational support (hands on management tasks) at BARS, ensuring the farm can accommodate upcoming field trial needs. This is a senior technical role requiring capability to plan and implement farm operational tasks and field trial support with a level of autonomy, whilst at the same time working closely as a member of the small A&F Farm operations team at BARS.

### Duties and Key Result Areas

General Duties

* Plan and conduct field operational tasks (both cropping and grazing) at BARS including operation of farm plant and machinery.
* Work as part of a multi-disciplinary, regionally dispersed research farm operations team, to carry out tasks autonomously in support of field based scientific research.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO, to achieve research and continuity objectives.
* Communicate effectively and respectively 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 and diversity initiatives.

Research Station Farm Operation Duties

* Work as part of the farm operations team at BARS delivering timely and quality field farm management to be ready for upcoming field trials. This includes tasks such as land preparation, fertiliser application, pesticide application, livestock management, harvest and other activities using farm machinery and equipment according to safe work practise and consistent with farm operational plan.
* Conduct repairs and maintenance on farm machinery and equipment and facilities, including the field research digital capabilities of the research station.
* Conduct livestock management activities as required at station with a strong focus on animal welfare.

Research Support Services Duties

* Liaise closely with researchers to understand field trial service needs.
* Work as part of the farm operations team at BARS delivering timely and quality field research trial service operations to meet required trial needs to leading practise standard. This may include land preparation, fertiliser application, pesticide application, grazing, and harvest of field trials.
* Ensure site plant and equipment including farm machinery and field based digital capabilities are maintained and utilised on site.
* Contribute to regular meetings of representative research groups/users of BARS to ensure optimum site capability and supply of farm technical services to meet research needs.
* Capture records of field trial service operations.
* Provide advice to researchers on set up of field trials to maximise efficiency and outcomes.

Our Regulatory and other Compliance Duties

* Adhere to all compliance requirements with regard to managing a CSIRO research station i.e. NSW Department of Agriculture, Office of the Gene Technology Regulator and NSW Department of Water and local government authorities.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Bachelor’s degree in Agricultural Science, or Diploma in Agriculture and /or equivalent relevant work experience in Agricultural Field Research. Direct work experience conducting agricultural field research cropping trials according to leading practise.
2. Experience in operation farm machinery (tractors, sprayers, harvesters).
3. Experience with Digital Ag Technology (e.g. GPS guidance, field sensors, drones).
4. Current Drivers Licence.

## **Desirable**

1. Heavy Vehicle Licence
2. Forklift Licence

## **Not sure if you meet all the criteria?**

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don’t let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

**Setting you up for success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email Piumi.Desilva@csiro.au (Piumi De Silva – Talent Acquisition Partner) if we can help you to equitably participate in our recruitment process or the role itself.

## **Required Competencies**

* **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:** Recognises 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.

## **Setting you up for success**

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email [Vicki.Ferrar@csiro.au](mailto:Vicki.Ferrar@csiro.au) (Vicki Ferrar – Talent Acquisition Partner) if we can help you to equitably participate in our recruitment process or the role itself.

## **Life at CSIRO and flexible working arrangements**

We [work flexibly at CSIRO](https://www.csiro.au/en/careers/life-at-csiro/Flexible-work), offering a range of options for how, when and where you work.  We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](https://www.csiro.au/en/careers/life-at-csiro/Benefits) and [career development](https://www.csiro.au/en/careers/life-at-csiro/Career-development) opportunities. To learn more, visit [Careers at CSIRO](https://www.csiro.au/en/careers).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](https://www.csiro.au/en/careers/life-at-csiro/Diversity-inclusion-belonging) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit, and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

**CSIRO Values**

CSIRO is a values-based organisation committed to values-based leadership.

|  |  |  |
| --- | --- | --- |
| **Value** | **Descriptor** | **Behaviour** |
| **People First** | Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences. | * Respectful * Caring * Inclusive |
| **Further Together** | We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems. | * Accountable * Authentic * Courageous |
| **Making it Real** | We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change. | * Partnering * Cooperative * Humble |
| **Trusted** | We’re driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia’s trust in CSIRO. | * Curious * Adaptive * Entrepreneurial |

**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).

Special Requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

The successful candidate will undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.