# Position Details

## Technical Services- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Technician Fabrication and Fitting |
| Job Reference | 95027 |
| Tenure | Specified Term of 2 years, Full-time |
| Salary Range | AU$89,680 - AU$101,459per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Perth, WA |
| Relocation Assistance | N/A |
| Applications are open to | * All Candidates |
| Position reports to the | CBIS Manager Engineering Services |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Keith Lane via email at Keith.lane@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).

**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 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 CBIS Technician Fitting and Fabrication – Engineering Services is responsible for the fabrication and fitting 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

* Fabricate, machine, or fit parts following design of system and at the direction of supervisors or research scientists.
* Maintain relationships across CBIS Engineering Groups and CBIS and CSIRO management and teams.
* Contribute to initiatives to improve cost, quality, compliance, capability, and customer service.
* Work with customers to develop the best system for their research and deliver on time.
* Contribute to current projects, including input on design and fabrication.
* Perform preventative maintenance and repair and maintain as needed.
* Assist in the use of a quality management system.
* Record effort as required.
* 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.
* Comply with CSIRO policy and procedures and actively support HSE to help achieve CSIRO goal of “zero harm”.

## **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 Fitter Machinist or equivalent.
2. Able to communicate with team members and customers using a positive attitude.
3. Behaviours: A history of professional and respectful behaviours and attitudes in a collaborative environment.
4. The ability to effectively manage a number of competing priorities simultaneously and carry out non-routine tasks under general direction.
5. Problem Solving: Proven ability to investigate routine problems by identifying and considering the implications of a range of available alternative solutions.
6. Demonstrated experience in providing hands-on fabrication, assembly, disassembly, adjustment, measurement, troubleshooting and repair of complex mechanisms and machinery.
7. 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.
8. The ability to work effectively as part of a multi-disciplinary support team of staff and contractors and carry out tasks under general direction in support of scientific research.
9. Demonstrated experience in providing hands-on fabrication, assembly, disassembly, adjustment, measurement, troubleshooting and repair of complex mechanisms and machinery.
10. Demonstrated ability and willingness ability & willingness to investigate routine problems, identify issues and risks, and provide alternative solutions.

*Desirable Criteria:*

1. Ability to use CAD/CAM applications.
2. Demonstrated experience and certification in multiple types of welding on various materials.
3. Experience using jet or laser cutters.
4. Licence to perform high risk work – LF Forklift truck.
5. Managing a workshop or operations. Level and remuneration will reflect this responsibility.

## **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.

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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

## **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