



Position Details

Technical Services - CSOF3

THE FOLLOWING INFORMATION IS FOR APPLICANTS

Advertised Job Title	CBIS Technician CNC – Engineering Services
Job Reference	99795
Tenure	Specified Term of 24 months Full-time, Part-time ____ hours/ftn, or Job-share (min hours required)
Salary Range	AU\$73,567- AU\$93,630 per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s)	Waterford, WA
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	All Candidates
Position reports to the	National CNC Coordinator – 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 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](#).

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](#).

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.

CSIRO's Business and Infrastructure Services (CBIS) group provides safe, fit for purpose facilities and services in an economically and environmentally sustainable manner. CBIS enables innovative science through its services, from reception, to stores and logistics; from office and laboratory accommodation, to the provision of sustainable fleet management and engineering services.

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 group focuses on the following areas: engineering, design, mechanical fabrication, electrical, electronics, documentation, robotics, automation, software, controls, machine and electrical safety, maintenance,

Duties and Key Result Areas

- Fabricate, machine, or fit parts to be used by scientific research projects.
- Work with internal customers to develop the best system for their research and deliver on time.
- Contribute to current projects, including input on design and fabrication, material use, manufacturing methods, etc.
- Perform preventative maintenance and repair and maintain as needed.
- Maintain relationships across all CBIS Engineering Groups and CBIS and CSIRO management and teams.
- Contribute to group initiatives and business opportunities.
- Contribute to initiatives to improve cost, quality, compliance, capability, and customer service.
- Accept the use of new technologies.
- Assist in the use of a quality management system.
- Work with team members from all areas to progress projects.
- Record effort as required.
- Collect and maintain data for KPIs and reporting.
- 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.
- Participate in procurement of parts and materials.
- Comply with CSIRO policy and procedures and actively support HSE to help achieve CSIRO goal of "zero harm".
- Comply with the CBIS values of inclusion, transparency, and respect.
- Other duties as directed.

Selection Criteria

Essential

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

1. Relevant trade certificate/diploma/degree or relevant work experience in Engineering Fitter Machinist.

2. Demonstrated experience in the operation and set up of CNC machining.
3. Able to communicate with team members and customers.
4. Behaviours: A history of professional and respectful behaviours and attitudes in a collaborative environment.
5. Adaptability: The ability to effectively manage competing priorities simultaneously and carry out non-routine tasks under general direction.
6. Problem Solving: Proven ability to investigate routine problems by identifying and considering the implications of a range of available alternative solutions.
7. Demonstrated experience in performing machining, milling, lathe turning, grinding and related tasks and to manufacture parts per engineering designs using various materials under minimal supervision.
8. 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.
9. Demonstrated experience in setting up complex or intricate machining that involves programming, inspection, diagnoses and modification of works in a computerised machining centre within a workshop.
10. Ability to lead projects and provide technical support and advice to other team members within the workshop including assistance in the allocation and prioritisation of work.
11. 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.
12. Demonstrated ability and willingness to investigate routine problems, identify issues and risks, and provide alternative solutions.

Desirable

1. Ability to use CAD and/or CAM applications
2. Demonstrated experience and certification as a welder on various materials.
3. Experience working in a research facility.
4. Licence to perform high risk work – LF Forklift truck.

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 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.
- The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
- 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](#) 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