# Position Details

## Technical Services- CSOF6

| THE FOLLOWING INFORMATION IS FOR APPLICANTS | |
|---|---|
| **Advertised job title** | Storage and Data Protection Technical Leader |
| **Job reference** | 102313 |
| **Tenure and work schedule** | Indefinite<br>We will explore options for part-time, job-share and flexible work arrangements based on needs of the role and individual circumstances. |
| **Salary range** | AU$135,571 - AU$158,863 per annum (pro-rata for part-time)<br>plus up to 15.4% superannuation |
| **Location(s) and office arrangements** | Melbourne (Clayton), Perth (Kensington), Sydney (Marsfield) Brisbane, Adelaide, Hobart, Canberra (Black Mountain)<br>Hybrid working available |
| **Relocation assistance** | Will be provided to the successful candidate if required |
| **Applications are open to** | Australian Citizens Only |
| **Position reports to the** | Team Leader Storage & Data Protection, Information & Infrastructure Services Platforms |
| **Client focus – Internal** | 95% |
| **Client focus – External** | 5% |
| **Number of direct reports** | 0 |
| **Enquire about this job** | Contact Paul Cotton, via email at Paul.Cotton@csiro.au |
| **Support and workplace adjustments** | We offer a range of reasonable supports and workplace adjustments. Please let us know via email Sarah.lyons@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/<br>Internal applicants please apply via **Jobs Central**<br>If you experience difficulties when applying, please email careers.online@csiro.au |

## 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.

## 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, Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit CSIRO.au for more information.

## Role overview

The Storage & Data Protection Technical Leader plays a pivotal role within the Information & Infrastructure Services Platforms area, operating as a subject matter expert in enterprise and scientific data storage and protection. This role sits within the Information Management & Technology (IMT) function and is recognised for its high-level technical expertise and leadership in delivering core services.

As a technical leader, you will bring deep domain knowledge and systems design capability to support CSIRO's scientific and enterprise computing needs. You will lead the implementation and lifecycle management of critical storage and data protection platforms, ensuring stability, performance, and security. In addition to your technical responsibilities, you will guide and mentor team members, set technical direction, and act as the primary escalation point for complex incidents and problem triage.

This senior role collaborates closely with other leaders in Information & Infrastructure Services Platforms to support strategic planning, budgeting, service roadmap development and the identification of operational improvements. Your contribution will be essential to advancing both day-to-day operations and long-term service innovation.

The role also involves active engagement with stakeholders across CSIRO. Through strategic input and daily service delivery, you will ensure IMT services are aligned with the organisation's research goals and operational needs. Building and nurturing strong relationships across the organisation will be key to ensuring services effectively support CSIRO's scientific and enterprise missions.

As the Storage & Data Protection Technical Leader, you will apply industry best practices in systems planning, configuration, testing, and interoperability. You will ensure that platforms and services are robustly managed, highly available, and fit-for-purpose within CSIRO's dynamic and challenging research environment.

## Duties and key result areas

- Support the Storage and Data Protection Team Leader in delivering core services and assume leadership responsibilities when required.
- Develop technical roadmaps, driving service maturity, managing technical resource allocation, and fostering team capability development in alignment with CSIRO's strategic and technological direction.

- Collaborate effectively within a multi-disciplinary, geographically dispersed team to deliver IMT services and meet operational objectives independently.
- Communicate respectfully and professionally with colleagues, clients, and suppliers to support collaboration, service delivery, and uphold CSIRO's reputation.
- Maintain and support storage infrastructure hardware and software, including lifecycle refresh planning, and ensure license compliance and renewals are managed effectively.
- Evaluate storage and data protection platforms to ensure alignment with service delivery goals and evolving requirements.
- Partner with the Research Services Research Technology Solutions team to support end-user scientific objectives and technical solution delivery.
- Champion self-service capabilities where feasible to empower users and improve access to storage and data retrieval.
- Oversee management of storage systems and related services to ensure long-term operational efficiency and sustainability.
- Monitor hardware systems for performance, availability, and reliability, addressing issues proactively.
- Contribute to infrastructure remediation initiatives and support the investigation and adoption of emerging technologies.
- Comply with CSIRO's Values and actively support its Health, Safety and Environment (HSE) plans, diversity initiatives, and Zero Harm goals.
- Perform additional duties as required in support of team and organisational goals.

## Selection criteria

### Essential

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

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1. **Education/Qualifications:** A tertiary qualification in Science, Engineering, Computer Science, Information Technology, or a related experience. A current NetApp certification (e.g., NCDA) is highly desirable, reflecting demonstrated expertise in enterprise storage systems.
2. **Technical Expertise:** Demonstrated experience in managing large-scale, geographically distributed storage systems at the petabyte scale, including comprehensive responsibility for data availability, protection, and retention.
3. **Storage and Data Protection Expertise:** Extensive hands-on experience with enterprise storage platforms including NetApp, Pure Storage, and Dell Technologies, with proven capability in the design, implementation, and support of high-availability storage environments. Strong working knowledge of Fibre Channel SAN technologies, including zoning, provisioning, and performance tuning. Demonstrated expertise in data protection strategies, backup and recovery operations, and the sustainment of storage services that support both scientific computing and enterprise workloads.
4. **Monitoring and Incident Response:** Proven experience in designing and implementing service monitoring, metrics collection, and incident response frameworks to support service reliability and operational awareness.

5. **Collaborative and Autonomous Work Style:** Ability to generate novel ideas and solutions, and to work both independently and collaboratively as part of a multi-disciplinary, regionally dispersed team in support of scientific research and enterprise IT operations.

6. **Strategic Infrastructure Planning:** Experience in developing and documenting infrastructure designs, system architectures, and multi-year service roadmaps (3–5 years), aligned with organisational strategy and technological evolution.

7. Proven Technical Leadership and mentoring of teams into essential.

## Desirable

1. **Object Storage and Namespace Technologies**: Familiarity with geographically distributed object storage platforms for archival and active archive use cases, and a good understanding of single namespace technologies and their application in a distributed organisational context.

2. **Linux Systems Expertise in Storage Environments:** Demonstrate experience administering Linux-based systems, in the context of storage infrastructure. Proven ability to configure, secure, and optimise Linux platforms that underpin enterprise and scientific storage services. Familiarity with storage-related automation and scripting in Linux environments is highly regarded.

3. **Cloud Knowledge and Certification:** A cloud certification from a leading provider such as AWS, Microsoft Azure, or Google Cloud Platform would be beneficial. Experience working with cloud-based or hybrid storage and data protection solutions is also desirable.

4. **Scientific System Administration Experience:** Previous experience managing IT systems in a scientific research environment, with a focus on supporting computational science workflows and research data management.

## Not sure if you need 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.

## 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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.

- **Resource management/leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.

- **Judgement and problem solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, syntheses proposals and defends options with reasoned arguments.

- **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
- **Adaptability:** Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## 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 Sarah.lyons@csiro.au 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, 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 and career development opportunities. To learn more, visit Careers at CSIRO.

We celebrate the uniqueness of our workforce and are committed to creating diverse and inclusive teams 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<br>• Caring<br>• 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 | • Accountable<br>• Authentic<br>• Courageous |

| | persistence to generate unique solutions to complex problems. | |
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| **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<br>• Cooperative<br>• 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<br>• Adaptive<br>• 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.

## 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 obtain and maintain a security clearance at the Negative Vetting 1 Security Clearance level.