# Position Details

## Research Projects- CSOF3

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| The following information is for applicants |
| Advertised Job Title | Research Technician - Aquaculture |
| Job Reference | 73530 |
| Tenure | Specified Term of 3 years  |
| Salary Range | AU$64,866 to AU$82,556 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Bribie Island, Queensland |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents
* Australian temporary residents who are currently residing in Australia and have the right to work for the expected duration of the term with no requirement for sponsorship
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| Position reports to the | Aquaculture Biology Team Leader |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Simon Irvin via email at Simon.irvin@csiro.au or phone +61 3410 3101 |
| 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. |

### Role Overview

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

This position will undertake a wide range of operational aspects of both seawater and freshwater experimental systems including system monitoring and control, animal rearing, risk identification, problem solving and management of complex data sets. The position will be required to routinely receive and share information with project leaders and the technical team.

Working weekends is a key component of this position. The position will work a rotating roster, which involves working up to four weekend days and sixteen weekdays over a four-week cycle. A key activity of this position is to ensure animal stocks and aquaria-based trials are managed to the same high standard on weekdays and weekends.

Site visits and field work in remote regions of Northern Australia will be a key component of the role. As the term progresses, the role may involve extend durations of field work. In addition, there may be the potential for funded relocation to Northern Australia following consultation with the incumbent.

### Duties and Key Result Areas

* Set up and maintenance of large outdoor prawn tank or pond systems.
* Undertake site visits and field work in remote areas of Northern Australia.
* Play a lead role in animal rearing and designing and performing live animal experiments.
* Manage automated monitoring and feeding systems.
* Responsible for the collection, storage and preliminary analysis of data.
* Provide guidance and assistance to students, visitors and trainee staff.
* Play an active role in improving current practices that result in increased safety, efficiency and effectiveness of animal rearing and experiments.
* Responsible for proactively maintaining the Bribie Island seawater research facility in a safe and tidy condition.
* Contribute ideas for project direction /planning based on results and knowledge.
* Under guidance, design and perform straightforward experiments and routine laboratory analyses, design new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* Maintain confidentiality when dealing with commercially sensitive information.
* 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.
* Other duties as directed.

## **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.

## **Selection Criteria**

#### Essential

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

1. Tertiary qualifications or equivalent relevant work experience in aquaculture or a related field.
2. Proven experience in the maintenance of large outdoor commercial aquaculture tank or pond systems.
3. Ability to apply plumbing/carpentry skills to set up and complete repairs and modifications to outdoor and indoor seawater systems.
4. Proven experience in the husbandry of aquatic animals for research or production, coupled with a demonstrated ability to use automated systems to monitor and maintain aquatic animals.
5. Previous experience of working independently with good judgement to identify potential issues and promptly implement appropriate solutions which are supported by factual information and data.
6. Excellent oral and written communication skills.
7. Experience using Microsoft Office suite and specialist software for the collection, analysis and interpretation of data.
8. Proven ability and willingness to contribute novel ideas and approaches in support of scientific investigations.
9. A current driver’s licence.

## **Desirable**

1. Proven experience in the design and set up of large outdoor tank or pond systems.
2. Commercial prawn aquaculture experience.
3. Willingness to be relocated to a remote area of Northern Australia.
4. Demonstrated success in designing and performing live animal experiments and completing laboratory analysis with limited supervision

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 must be willing and able to work a rotating roster, which involves working four weekend days and sixteen weekdays over a four-week cycle.
* The successful candidate must be willing and able to participate in site visits and field work of up to two weeks to remote areas of Northern Australia.

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