# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Research Projects Officer - Aquaculture |
| Job Reference | 73531 |
| Tenure | Specified Term of 3 years |
| Salary Range | AU$85,361 to AU$96,573 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 |
| Position reports to the | Team Leader |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Brian Murphy via email [brian.murphy@csiro.au](mailto:brian.murphy@csiro.au) or phone: +61 7 3410 3105 or 0436 933 647 |
| 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. |

### 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.

The position will involve assisting in facility design (including all aspects of biosecurity), system design and operations, animal breeding, rearing and maintenance, and commercial scale live feed production.

The 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.

### Duties and Key Result Areas

* Management of commercial scale live feed production, including algae, artemia, rotifers and copepods.
* Play a key role in facility design and construction.
* Management of seawater systems and animal stocks.
* Play a lead role in animal rearing and designing and performing live animal experiments
* Manage automated monitoring and feeding systems.
* Undertake site visits and field work in remote areas of Northern Australia.
* Responsible for the collection, storage and preliminary analysis of data.
* Make significant contributions to the interpretation and communication of research and collaborate on drafting detailed written reports for clients and the scientific community.
* Under general direction participate in planning projects and accept responsibility for the scheduling and completion of major parts of projects, including allocating and directing tasks where appropriate.
* Provide coaching, on-the-job training and instruction to colleagues, on activities pertaining to the immediate work area and responsibilities, allocate activities, direct tasks and manage resources to meet objectives, as required.
* Adapt and develop original experimental methods and ideas in support of existing and further research.
* 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:** 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:** Recognise 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.

## **Selection Criteria**

#### Essential

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

1. Relevant bachelor's degree or equivalent relevant work experience in Aquatic Animal Biology with a focus on Aquaculture.
2. Extensive commercial aquaculture experience, preferably in hatchery operations
3. Proven experience in the management of commercial scale live feed production (algae, artemia, rotifers, copepods).
4. Proven experience in facility design and construction and a sound understanding of biosecurity principals.
5. Sound knowledge of reproductive biology of major Aquaculture species.
6. Previous experience in microscopy and microbiology.
7. 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.
8. 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.
9. Excellent oral and written communication skills and experience using Microsoft Office suite and specialist software for the collection, analysis and interpretation of data.
10. Proven ability and willingness to contribute novel ideas and approaches in support of scientific investigations.
11. A current driver's licence.

## **Desirable**

1. Previous experience conducting field work in marine environments.
2. Demonstrated ability to manage laboratory resources, develop SOPs, and provide training to junior staff and students.
3. Proven experience in the design and set up of research and commercial aquaculture systems
4. Commercial multispecies aquaculture experience.
5. Willingness to be relocated to a remote area of Northern Australia.
6. Demonstrated success in designing and performing live animal experiments and completing laboratory analysis independently or 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 participate in site visits and field work of up to two weeks to remote areas of Northern Australia.
* The successful candidate must be willing and able to travel domestically and internationally as required.
* The successful candidate must be willing and able to undertake occasional weekend work as required.

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  2. Further Together
  3. Making it Real
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