# Position Details

## Research Projects- CSOF2

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| The following information is for applicants | |
| Advertised Job Title | Aquaculture Biologist Traineeship (Identified Role – Indigenous) |
| Job Reference | 76488 |
| Tenure | Specified Term of approximately 18 months depending on course of study |
| Salary Range | Starting Trainee salary - AU$24,288 to AU$26,041 plus up to 15.4% superannuation  *Trainees may be eligible for salary increases as they progress through the traineeship* |
| Location(s) | Bribie Island, QLD |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship.  CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under *section 8(1) of the Racial Discrimination Act 1975 (Cth).*  The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person. |
| Position reports to the | Research Technician, Aquatic Animal Management |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Chris Stratford via email at: [Chris.Stratford@csiro.au](mailto:Chris.Stratford@csiro.au) or by phone on 07 3410 3133 |
| 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 area 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).

### Role Overview

The CSIRO Agriculture and Food Aquaculture Biologist Traineeship program will provide the successful candidate with on-the-job training in a wide variety of analytical techniques while working as part of a supportive and experienced team. As an Aquaculture Biologist Trainee, you will be primarily responsible for routine aquatic animal husbandry work including cleaning tanks, feeding and handling animals, and preparing and maintaining facilities and equipment while working as part of an integrated team. This position is part of the ISAP research group and will operate under the direction of a team leader located on site at the Bribie Island Research Centre (BIRC).

Over the course of the traineeship, the successful candidate will be provided with adequate time within work hours to complete a Nationally Accredited Qualification relative to the position and encouraged to participate in CSIRO’s Aboriginal and Torres Strait Islander Staff Network as well as attend business unit specific activities.

At the conclusion of the CSIRO Agriculture and Food, Aquaculture Biologist Traineeship program a candidate should be able to effectively collaborate in scientific and technological activities with other research staff 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.

Upon successful completion of the traineeship program, the trainee may be considered for further employment with CSIRO subject to the availability of suitable positions.

### Duties and Key Result Areas:

* Respond courteously and efficiently to requests, keep clients informed about progress and redirect requests to appropriate staff when required.
* Under supervision, undertake routine daily maintenance activities and conduct routine checks on the functioning of several seawater systems in accordance with the Bribie Island Research Centre (BIRC) operational procedures.
* Under supervision, undertake maintenance, modification and repair activities of all facets of the BIRC seawater systems.
* Support research based activities by participating in animal rearing, research experiments, basic laboratory work and field trips as required and in accordance with relevant animal husbandry and animal ethics protocols and practices.
* At all times work in accordance with the Health Safety and Environment policies and procedures as well as specific safety operational requirements for BIRC, including wearing Personal Protective Equipment (PPE) as required.
* Participate in a 7 day/week rotating work roster that includes working weekends, some public holidays, periodic after hours work and short field trips.
* Contribute to the Bribie Island seawater facility being maintained and upheld in a safe and tidy condition.
* Participate in the components of the training package and complete all requirements of the prescribed Nationally Accredited Qualification.
* Adhere to the spirit and practice of CSIRO’s 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:** Demonstrates initiative, actively contributing as a team member. Supports team decisions and keeps other team members up to date about individual actions. Shares all relevant and useful information. Pitches in and helps other team members when necessary.
* **Influence and Communication:** Communicates basic facts in a courteous manner including posing appropriate questions to gain factual information.
* **Resource Management/Leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
* **Judgement and Problem Solving:** Selects appropriate solutions to clearly defined problems using readily available information. Alternatives are limited and prescribed or apparent.
* **Independence:** Accepts personal responsibility for doing the job well. Looks for opportunities to improve the way things are done and makes recommendations accordingly.
* **Adaptability:**Accepts the need for change to work routines or technology.

## **Selection Criteria**

#### Essential

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

1. Ability and willingness to learn and undertake a Nationally Accredited Qualification while balancing work priorities.
2. Ability to clearly follow instructions when working independently and in a team.
3. Ability to work as part of a diverse team and undertake a roster that involves weekend work, occasional out of hours work and to participate in an on-call roster as required.
4. Good verbal and written communication skills.
5. Ability to use a computer and associated software packages, especially the Microsoft Office suite including Word, Outlook and Excel and an interest in developing computer skills.
6. Awareness of and ability to adhere to safety procedures.

## **Desirable:**

1. A desire to have a career in a science related field.

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 applicant must not have completed a diploma level qualification or higher, or be completing another Nationally Accredited Qualification during the course of the traineeship program.
* The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
* The successful applicant is required to provide contact details of at least one Aboriginal and/or Torres Strait Islander Cultural Referee.

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We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted

Find out more about CSIRO [Agriculture and Food](https://www.csiro.au/en/Research/AF)