# Position Details

## Technical Services – CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Farm Hand – Chiswick Research Station |
| Job Reference | 80122 |
| Tenure | Indefinite  Full Time |
| Salary Range | AU$66,163 to AU$84,207 plus up to 15.4% superannuation |
| Location(s) | Armidale NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| Position reports to the | Chiswick Research Station Manager |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Andrew Eichorn via [Andrew.Eichorn@csiro.au](mailto:Andrew.Eichorn@csiro.au) or phone +61 02 67761401 |
| 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 role of Technical Staff (Farm Hand) 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/farm practices and the development of new practices. The work is usually carried out as a member of a local farm operations team.

The Armidale Farm Operations Team is focused on providing a wide range of services and support to all research projects at Armidale. The Technical Services Officer (Farm Hand) will require demonstrated hands on sheep and cattle husbandry experience, farm maintenance skills, advanced computer skills, a strong commitment to teamwork and safe work practices.

### Duties and Key Result Areas:

* Maintain a high level of technical (Farm Hand) support to research staff.
* Maintain experimental sheep selection flocks and associated data recording tasks and activities.
* Assist with compliance to a number of quality assurance programs, animal ethics and quarantine protocols.
* Provide a high level of care to ensure livestock are maintained in a healthy state.
* Muster animals to perform both industry standard husbandry procedures and planned research activities.
* Assist with livestock identification procedures including electronic tagging and tracking.
* Monitor flystrike incidence and worm burdens and assist with treatment of animals where appropriate.
* Assist with the maintenance of facilities/infrastructure such as pens, yards, fences, and livestock watering points.
* Assist with pest animal and noxious weed control.
* Use a variety of IT programs and technology such as drones to support research activities and general farming operations.
* Communicate effectively and respectfully with all staff, clients, and suppliers in the interests of good business practice, collaboration, and enhancement of CSIRO’s reputation.
* Provide instruction on activities pertaining to the immediate work area and responsibilities, as required.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Look for opportunities to develop original experimental methods/equipment/software/concepts/ ideas in support of existing and future research.
* Work collaboratively as part of a multi-disciplinary, regionally based operations team in support of CSIRO scientific objectives.
* 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:** 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. High School Certificate with proven numeracy and literacy skills, Trades Certificate, Diploma in Agricultural Science, and/or equivalent experience.
2. Current Australian manual driver’s licence.
3. Demonstrated experience in:
   1. the safe operation of agricultural plant and machinery items,
   2. animal nutrition and supplementary feeding options.
4. Sound pasture assessment and fodder budgeting skills.
5. Experience in livestock management including documenting and planning both routine industry standard and research-based livestock husbandry events, procedures, and practices.

Knowledge of and a commitment to actively work towards improved Occupational Health and Safety outcomes and safe working practices.

Possess advanced computer skills (Microsoft Office suite – commercial based livestock/property software/apps), attention to detail and the ability to maintain accurate records.

## **Desirable:**

Experience selecting and applying agricultural chemicals and willingness to use same.

The operation of drones and knowledge of associated technologies.

Knowledge of pasture renovation technics and cereal/forage cropping options.

Knowledge of and the ability to collect pedigree information and capture performance record details for a registered Angus cattle herd.

Sound animal nutrition skills and knowledge of rumen function in sheep and cattle.

Demonstrated experience and knowledge in mixed farming activities and property maintenance tasks.

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
* To be eligible for this position you must be physically able to undertake specific non-negotiable tasks required to complete mixed farming, livestock handling and property maintenance tasks at times under challenging environmental conditions.
* The successful candidate must have a valid Australian manual driver’s licence.

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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)