# Position Details

## Technical Services- CSOF5

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| The following information is for applicants |
| Advertised Job Title | Station Manager – Boolardy (Murchison Radio-astronomy Observatory – MRO) |
| Job Reference | 71503 |
| Tenure | Specified Term of 5 years Full-time (part-time job share arrangement may be considered) |
| Salary Range | AU$98k - AU$106k per annum plus up to 15.4% superannuation (plus Allowances) |
| Location(s) | Boolardy Station, Murchison Region, Western Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | • Australian Citizens and Permanent Residents• New Zealand Citizens who usually reside in Australia• Australian temporary residents who are currently residing in Australia and have existing work rights covering the period of the expected term (at least to end of Feb 2026). |
| Position reports to the | MRO Site Entity Leader |
| Client Focus – Internal | 40% |
| Client Focus – External | 60% |
| Number of Direct Reports | 2 |
| Enquire about this job | Contact Geoffrey.King@csiro.au via email or telephone 08 6436 8913 |
| How to apply | Apply online at <https://jobs.csiro.au/> Internal applicants please apply on **Jobs Central** via ‘People Hub’.If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220. |

### Role Overview

CSIRO Astronomy and Space Science (CASS) builds and operates radio telescopes around Australia, including the iconic Parkes “Dish” and the Australia Telescope Compact Array in Narrabri. CSIRO is playing a lead role in the development of the world’s largest radio telescope, the Square Kilometre Array (SKA); the Australian component of which will be built at the Murchison Radio-astronomy Observatory (MRO), ~300km inland from Geraldton, WA. The MRO is a world-class radio-astronomy observatory that already hosts telescopes including the Australian Square Kilometre Array Pathfinder (ASKAP) and the Murchison Widefield Array (MWA). The MRO is located on the remote Boolardy Station where a radio-quiet environment is maintained to enable sensitive radio-astronomy observations. The MRO will transition to cover the whole of Boolardy Pastoral station.

The Station Manager – Boolardy lives on-site at the Boolardy Station Homestead and works closely with the Murchison Radio-astronomy Observatory (MRO) Site Entity Leader and other managers in CSIRO. A portion of the role involves contact with key stakeholder communities ranging from traditional landowners and specific local WA stakeholders, to the global astronomy community. The Station Manager – Boolardy is responsible for the delivery of land management activities at the MRO, ensuring the onsite needs of CSIRO and the Australian Government are met. This involves care, rehabilitation and management of the MRO (Boolardy Station) in a timely and coordinated fashion, including “hands-on” maintenance and pastoral station related activities, as well as supporting partner relationships and enhancing CSIRO's reputation.

### Duties and Key Result Areas:

* Be the key CSIRO contact for land maintenance related matters, including the appropriate management, coordination or escalation of matters.
* Implement the land management plan for Boolardy Station, including working collaboratively with the CSIRO Business and Infrastructure Services (CBIS) site representatives.
* Oversee land management activities undertaken by the service providers, as below:
	+ Routine inspection and condition reporting of roads within Boolardy Station
	+ Routine inspection and condition reporting of tracks, fences and buildings
	+ Water point monitoring and maintenance
	+ Feral animal and vermin control
	+ Ensure compliance with WA state government Land Administration Act
	+ Aerodrome maintenance
* Undertake land rehabilitation and site remediation tasks as required.
* Carry-out pastoral activities including mustering; coordinating with stakeholders and neighbouring pastoralists accordingly.
* Manage potentially hazardous machinery or materials.
* Maintain pastoral infrastructure including water points, tracks, fencing and fire breaks, water banks etc.
* Manage onsite contractors engaged by CSIRO as required, overseeing completion of quality work.
* Engage with various internal and external stakeholders, including (but not limited to) traditional landowners, MRO Site Entity, MRO telescope operations, neighbouring pastoralists, and local councils, when directing land management activities (this may involve some interaction with family members).
* Act as the representative for CSIRO at meetings with various stakeholder groups.
* Work with unique or unusual features and complexity which will require original thought and judgement, along with proactive and practical problem-solving skills.
* Work with the Site Entity Leader, CSIRO Business and Infrastructure Services and the CASS Executive Team to set priorities in scheduling of maintenance activities balanced against budget allocation. This may include financial and asset management responsibilities, and some financial delegations.
* Assist with implementation of the Indigenous Land Use Agreement (ILUA) for the MRO.
* Assist the MRO Site Entity leader in coordinating interactions between all Boolardy Station and MRO users.
* 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. This includes management of confidential and potentially sensitive information.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO’s 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.

## **Selection Criteria**

#### Essential

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

1. Valid Australian Class C and LR driver’s licenses.
2. Willingness and ability to live onsite at Boolardy Station, ~300km inland from Geraldton, WA.
3. Significant practical experience with pastoralism and/or farming activities and land management in a remote region subject to similar environmental conditions and influences.
4. Demonstrated experience in effective contract and contractor management, preferably in remote areas.
5. Experience engaging, interacting, and co-operatively working with traditional landowners.
6. Excellent interpersonal, written and oral communication skills, and a proven ability to establish and maintain co-operative relationships with a wide range of stakeholders.
7. Sound judgement, a proven ability to maintain confidentiality, and the capacity for self-motivation and self-management.
8. A history of developing and delivering effective solutions to complex issues, building a coalition of support and maintaining strong, long-term relationships.

## **Desirable:**

1. Familiarity with construction management or facilities management.
2. Ability to present to, and communicate with a wide variety of stakeholder groups, through to state government level.

## **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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.
* **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:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **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.

Special Requirements

The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. 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 undertake a pre-employment medical examination prior to commencement.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Astronomy and Space Science](https://www.csiro.au/en/Research/Astronomy) for more information.

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