# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Research Technician - Rodent Ecology |
| Job Reference | 71952 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$63,594 to AU$80,937 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra (Black Mountain) ACT |
| 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 Rodent Management Team |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Peter Brown via email at Peter.Brown@csiro.au or phone +61 2 6246 4086 or  Steve Henry via email at [Steve.Henry@csiro.au](mailto:Steve.Henry@csiro.au) or phone +61 2 6246 4088 |
| 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.

Mouse outbreaks cause substantial economic, social and environmental impacts to the Australian grains industry. During the 1993 mouse plague, an estimated ~$100M of damage was done to grain producers, and during the 2010/11 plague, mice damaged more than 3M hectares in NSW alone, as well as causing significant damage to grain growing regions in SA, VIC and WA. Recent changes to cropping systems provide benefits to farmers that make farming systems more sustainable. However, these changes inadvertently produce favourable conditions for mice resulting in ongoing significant damage to crops.

The Research Technician – Rodent Ecology will join the Rodent Management Team – a dynamic, interdisciplinary team working on applied and fundamental science in a highly collaborative environment. As part of this project, the role will be responsible for providing assistance to scientists and research officers to monitor mouse populations in several locations, and assist with a series of field experiments aimed at understanding the impact of mice in Australian cropping systems. The results of this work will be used to develop strategies for mouse control to help reduce the impact that mice have on crops.

The Research Technician will be involved in data collection and management, and preliminary analysis from monitoring and field experiments.

### Duties and Key Result Areas

* Work as part of team to undertake field activities to collect data relating to mice in cropping systems.
* Manage and maintain data sets and undertake preliminary analysis of the data.
* Organise field trips including communicating openly, effectively and respectfully with farmers about field activities on an ongoing basis.
* Work collaboratively as part of a small multi-disciplinary team to undertake field, laboratory and pen trials.
* Clean and maintain field equipment in good working order.
* Undertake and complete tasks under technical direction, working with discretion to decide on the timing of operations within the work team’s plan and planning ahead to meet experiment and/or project demands.
* Under technical direction undertake experiments, laboratory analyses or technology development activities (some non-routine) using a range of techniques, often working on a number of parallel and competing tasks.
* Maintain confidentiality when dealing with commercially sensitive information.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* 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. Relevant bachelor’s degree or equivalent relevant work experience in ecology or biological sciences.
2. Demonstrated ability to accurately collect and record data from field studies with minimal supervision.
3. Demonstrated experience to capture and handle small mammals as part of field studies.
4. Good oral and written communication skills.
5. The ability to work collaboratively as a member of a small team in challenging field environments to implement experimental protocols on field trips.
6. Able and willing to participate in long field trips (up to approx. 2 weeks).
7. A current driver’s licence.

## **Desirable**

1. Demonstrated understanding of and experience in the use of MS ACCESS databases.
2. Demonstrated ability to undertake preliminary analysis of data using R statistical environment.
3. Knowledge of Australian farming systems.
4. A current first aid certificate.
5. Experience with 4 wheel driving in rural/remote locations.

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.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/
* The successful candidate must be willing and able to participate in long field trips (up to approx. 2 weeks).

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  2. Further Together
  3. Making it Real
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