# Position Details

## Research Projects- CSOF4

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| The following information is for applicants |
| Advertised Job Title | Research Technician - Fieldwork Coordinator  |
| Job Reference | 72790 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$83,687 to AU$94,679 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra or Melbourne (Clayton) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand citizens and Australian Permanent Residents
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| Position reports to the | * Team Leader, Carbon Cycling & Vegetation Processes team
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| Client Focus – Internal | 50% |
| Client Focus – External | 50% |
| Number of Direct Reports | 0 |
| Enquire about this job | Jacqui England via email at: Jacqui.England@csiro.au |
| 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 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 role will provide high-level technical and logistical support to a range of projects related to Natural Capital Accounting, with a focus on carbon dynamics in soils and vegetation to inform policy around emissions reduction and accounting of greenhouse gas emissions. The incumbent will take responsibility for the safe and efficient co-ordination of fieldwork, particularly in inventory/sampling of plant biomass, debris and soil organic carbon, sometimes in remote locations and occasionally where camping may be required. The role will require liaison and teamwork with other CSIRO technicians and industry collaborators to organise logistics and provide innovative and practical input to ensure field work protocols are as safe and efficient as possible. Efficient data collection, processing and analysis will also be required.

The Research Technician will join the Carbon Cycling & Vegetation Processes team within CSIRO’s Land and Water business unit. This team is based across Canberra and Melbourne, however this role will interact with other teams within the Natural Capital Group who are geographically dispersed throughout Australia.

### Duties and Key Result Areas

* Under general direction, participate in planning projects and accept responsibility for the scheduling, implementation and completion of major field and office-based activities, including allocating and directing tasks where appropriate.
* Work closely with other CSIRO staff and our partners to identify suitable field study locations, including the coordination of landholder communications and logistics associated with gaining access to sites and data collection.
* Undertake travel including driving to field sites both locally and interstate, at times requiring overnight stays in remote locations that may occasionally require camping.
* Take responsibility for ensuring all fieldwork related health and safety requirements are met and that all work is completed in full accord with CSIRO HSE policies.
* Coordinate and plan the human resource and equipment requirements for undertaking the required field activities including the maintenance of field monitoring equipment, and liaising with groups internal and external to CSIRO to secure field personnel.
* Oversee the collation and custodianship of resulting data sets, with guidance for project leads and may assist in data exploration and analysis.
* Ensure that field protocols are appropriately employed and or modified as required. Adapt and/or develop original experimental methods/concepts/ ideas in support of existing and further research. Significant initiative is required in seeking new approaches to meet experimental and/or technological needs.
* Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports for, clients and the scientific and/or technology community.
* Work closely with partners to plan and deliver field days and other communications exercises to maximise impacts arising from project activities.
* 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.
* Maintain confidentiality when working 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 environmental or agricultural sciences.
2. Strong background and experience in the establishment, monitoring and maintenance of field experiments.
3. Demonstrated experience in data management and curation including:
	* Data cleaning and quality control.
	* Managing and maintaining data in online team environments.
	* Data management skills in environments such as Microsoft Excel, Access, etc.
4. Demonstrated high-level coordination and time-management skills, including a high degree of initiative, self-motivation and teamwork.
5. Good communication and interpersonal skills, including working constructively with colleagues, collaborators and/or clients.
6. A current driver’s licence.

## **Desirable**

1. Knowledge of/experience in Australian native/planted forest systems, including those within farming systems.
2. Experience in the use and maintenance of field-based instrumentation such as data-loggers, weather stations etc.
3. Experience in or capacity to develop strong spatial data analytical skills in environments such as ArcGIS or QGIS.
4. Experience in or capacity to develop strong data analytical and programming skills in environments such as R and or Python.
5. Experience contributing to the production of written or graphical materials for a range of media such as field days, technical reports, and presentations to a broad range of stakeholders.
6. Experience in and a good understanding of working within large and complex research organisations and environments.
7. 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.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
* The successful candidate must be willing and able to travel both locally and interstate including overnight stays.
* The successful candidate must be willing and able to work in remote areas if required.

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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 [Land and Water](https://www.csiro.au/en/Research/LWF)