# Position Details

## Technical Services - CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Station Manager – Armidale (Chiswick) |
| Job Reference | 84805 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$102,724 – AU$111,165 per annum + up to 15.4% superannuation |
| Location(s) | Armidale NSW (Chiswick Research Station) |
| 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 | Agriculture and Food Research Operations Manager |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 6 |
| Enquire about this job | Contact Candice Sheldon via email at [Candice.Sheldon@csiro.au](mailto:Candice.Sheldon@csiro.au) or phone +61 0467773984 |
| 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 areas 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 Services staff 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 practices and the development of new practices. The work is usually carried out as a member of a centralised service.

The Manager of the Chiswick Agricultural Research Station at Armidale NSW supports the research and development activities of livestock researchers primarily based at Chiswick, Brisbane and Townsville, and also other sites including Canberra and Perth. This role is an important coordinating role and will provide oversight of the research station operation, and develop and implement improvement programs to align the research station capability with the needs of the researchers. An important component of the role, together with research staff, is to develop and implement a digital strategy for the research station.

The role will also provide oversight and leadership to two additional research stations: Northern beef at Woodstock, Qld and Aquaculture at Bribie Island, Qld in the capacity of line management of the local research station managers.

It is expected that the Research Station Manager will spend approximately:

* 70% of their time involved in activities directly attributable to supporting the research activities of Chiswick Research Station, including managing the operations at the research station.
* 20% of their time managing their team, supervising the activities of others and, as an immediate manager of staff, will oversee the performance and development of those staff to establish a positive and productive workplace culture with a strong focus on HSE and wellbeing.
* 10% of their time to manage all appropriate external relationships including other CSIRO groups and external stakeholders such as local council authorities and the Australian Government Department of Agriculture.

### Duties and Key Result Areas

**Team Management**

* Direct line management of up to four Chiswick research station staff including their day-to-day performance, time and resource management, team cohesion, relationships with research teams/staff and compliance with HSE standards and procedures.
* Line management of the Research Station Managers at Lansdown Research Station, Woodstock QLD, and Bribie Island Research Station, Woorim, QLD.
* Use appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement and accountability.
* Development of a team culture that delivers a positive, collaborative and productive workplace with a strong focus on HSE and wellbeing, supervising other CSIRO staff, junior staff and casual staff as required.
* Set-up and maintain effective and efficient work teams, allocate and manage staff and physical resources and undertake staff performance management and career development of the team.

**Chiswick Research Station Management**

* Liaise with Site Leader and other senior leaders and committees to co-develop solutions for the site, including resource utilisation. Operate in a highly consultative manner.
* Provide leadership for the research station by coordinating research and operational activities on limited and shared resources including labour and infrastructure.
* Take responsibility for regulatory compliance requirements on site, including developing, implementing and overseeing site compliance procedures and plans.
* Manage the strategic planning and day to day activities of the Chiswick Research Station including overseeing land management activities and strategies to maximise utility for ongoing scientific experimentation.
* Oversee pasture management and improvement including fertility and weed management to optimise the site’s feed base using appropriate equipment and safety procedures.
* Oversee repairs and maintenance on equipment and facilities, including first responder trouble-shooting to the digital capabilities of the research station.
* Oversee the management and general welfare of stock/flock animals and integration with general farm management practices. Act as the first point of contact for animal welfare matters.
* Develop, monitor and take responsibility for the annual operating budget for Chiswick Research Station.

**Research Support**

* Work with a diverse range of scientific equipment with emphasis on the digital capabilities of the research station, data acquisition, data validation and management, data storage and researcher access.
* Instigate and facilitate regular meetings of representative research groups/users of Chiswick research station.
* Communicate activities of the research station and progress in achieving plans with the Research Operations Manager and research clients as appropriate.
* Collaborate with other A&F Research Station Managers sharing knowledge, experience and best practice whenever possible.
* Adapt and/or develop original techniques/procedures/equipment/ concepts/ideas in support of existing and further research.

**Regulatory & Compliance Duties**

* Adhere to all compliance requirements with regard to managing a CSIRO research station i.e., NSW Department of Agriculture, Office of the Gene Technology Regulator and Biosecurity (Department of Agriculture and Water Resources) and local government authorities.

**General Duties**

* 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. Influence and manage a positive change in a collaborative site culture through respectful and open communication.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team, and business unit to carry out tasks autonomously in support of CSIRO scientific objectives. Model inclusive leadership behaviours and foster an inclusive and diverse work environment.
* 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. Relevant tertiary degree in Agricultural Science, and/or significant relevant experience in Agricultural Science, Livestock Agricultural systems, Digital and/or Precision Agriculture.
2. Qualifications and/or demonstrated experience in relevant digital technology.
3. Experience in working with a research organisation and establishing and maintaining relationships with researchers.
4. Strong communication and organisational skills, and ability to negotiate positive outcomes.
5. Demonstrated ability to manage, and work effectively as part of a multi-disciplinary, regionally dispersed team, and carry out tasks autonomously.
6. Demonstrated ability and willingness to contribute novel ideas and approaches.
7. A current Australian driver’s licence.

## **Desirable**

1. Knowledge of compliance requirements for livestock farming.
2. Qualifications and/or demonstrable experience in natural resource management.
3. Knowledge of sustainable livestock production and digital monitoring and decision making.
4. Experience in the use of farm management decision support systems and/or experience in handling and analysis of production data.
5. Skills in GIS (geographic information system) mapping and land use assessment.

## **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 must be willing and able to: undertake moderate physical activity commensurate with livestock farming activities; and undertake occasional travel within Australia for short periods (up to 5 days).

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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)