# Position Details

## Technical Services - CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Seed Germination Technician – Australian Tree Seed Centre (Part-time) |
| Job Reference | 83363 |
| Tenure | Indefinite – Part-time (32 hours per fortnight) |
| Salary Range | AU$66k - AU$84k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Canberra, ACT – Australian Tree Seed Centre, Black Mountain |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian or New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team Leader, Australian Tree Seed Centre |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Sarah Whitfeld via email [Sarah.Whitfeld@csiro.au](mailto:Sarah.Whitfeld@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](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 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 Australian Tree Seed Centre (ATSC) collects, conserves and explores Australia's native tree and shrub flora. The collection enables seedlots to be accessible to researchers and commercial clients throughout the world. This role supports the management of the Australian Tree Seed Centre's seed collection by overseeing all seed viability testing activities and maintaining and updating seed germination standards for all species and seedlots held in the ATSC store.

### Duties and Key Result Areas

* Carry out and plan viability testing and retesting programs for all ATSC seedlots.
* Actively contribute to a safe laboratory work environment, including equipment maintenance and adherence to routine safety practices.
* Oversee the seed germination program and provide instruction on general activities pertaining to the immediate work area.
* Maintain and review species germination standards and pre-treatment requirements for all species held at the ATSC.
* Develop new viability and pre-treatment requirements for new species, as required.
* Use discretion to decide on the most appropriate methods to perform seed germination activities, as required.
* Undertake technical tasks associated with trials, tests, measurements, reviews and investigations, including associated calculations and analysis.
* Interact with other Seed banks/research agencies and maintain an awareness of current seed biology research relevant to ATSC activities.
* Responsibility for seed germination laboratory equipment and materials.
* Ensure all viability tests are scanned and entered into the ATSC Seeds database.
* Carry out occasional seed testing as a contract service to external clients.
* Communicate 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 research team to carry out tasks under limited direction in support of scientific research.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. A bachelor’s degree in a relevant science discipline such as seed biology, forestry, agriculture or horticulture, or equivalent experience.
2. Familiarity with biological collections management, seed science, forestry or botany.
3. A proven ability to carry out precise laboratory activities and document results.
4. Demonstrated experience in laboratory management in a team environment.
5. Demonstrated ability to work effectively as part of a small research team and carry out tasks autonomously.

**Desirable:**

1. Experience in laboratory compliance and working with quarantine and/or biologically sensitive materials and environments.

## **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.

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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [National Research Collections Australia](https://www.csiro.au/en/about/facilities-collections/Collections) 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:

* People First
* Further Together
* Making it Real
* Trusted