# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Senior Curator - Australian National Insect Collection (ANIC) |
| Job Reference | 83487 |
| Tenure | Specified term of 3 years |
| Salary Range | AU$87k to AU$98k per annum, plus up to 15.4% superannuation |
| Location(s) | Black Mountain (Canberra) ACT |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian Citizens and Permanent Residents * New Zealand Citizens * Australian temporary residents with the right to work for the expected duration of the term (at least to end of June, 2025), with no requirement for sponsorship. |
| Position reports to the | ANIC Collection Manager |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | David Yeates via email: [David.Yeates@csiro.au](mailto:David.Yeates@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 Research Projects staff in CSIRO is to collaborate in scientific activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental and observational work, and in carrying out the more practical aspects of the work. The Senior Curator is one of several technical positions in the Australian National Insect Collection (ANIC) that are primarily responsible for the curation and management of the collection. As part of the curatorial team and reporting to the Collection Manager, this position audits the 19,000 primary type specimens of Australian invertebrates in ANIC, and makes them available to the Digitisation Team for databasing and imaging. Subject to funding, there may be an option for extending the term of this role in the future.

Key responsibilities of the Senior Curator position are related to the identification and auditing of ANIC primary types. In many cases this work will require the guidance of relevant research scientists and the ANIC Collection Manager. This will include, but will not be restricted to, the identification of primary types in the collection by assessing their type status against the taxonomic literature and delivering the types to the type digitisation pipeline.

ANIC is the largest collection of Australian insects and related invertebrates in the world, with over 12 million specimens. The collection is an important component of CSIRO’s National Research Collections Australia (NRCA), and critical to the future of insect biodiversity research in Australia. The collection has a staff of 30 including Research Scientists, Postdoctoral Fellows, PhD Students and technical officers who manage and improve the collection and conduct research in Australian insect taxonomy, systematics and related fields. Two Department of Agriculture and Water Resources staff are embedded in the collection and provide critical identifications and advice for biosecurity, in collaboration with ANIC research scientists.

### Duties and Key Result Areas

* Identify and curate ANIC primary types (Holotypes, Lectotypes, Neotypes and Syntypes), in the pinned, ethanol and slide collections.
* With reference to the primary taxonomic literature, identify primary types in the collection and make them available, with their correct nomenclatural metadata (including but not limited to original name, author, date of publication), to the Digitisation Team.
* Actively participate in curatorial activities of ANIC, as part of the Curatorial Team.
* Follow and develop protocols to achieve curatorial and digitisation objectives.
* 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 team to carry out tasks under limited direction in support of scientific research.
* Transfer information from insect specimens into electronic databases.
* Foster open communication and (as required) provide coaching and on-the-job training to both research and support colleagues.
* Adapt and/or develop original methods and workflows in support of existing and further type curation.
* 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. Relevant tertiary qualifications in animal systematics and taxonomy, or equivalent experience.
2. Demonstrable experience handling, identifying and curating specimens in a research setting.
3. Demonstrable experience in the taxonomic naming process and interpreting the associated taxonomic literature.
4. Proven ability to focus on complex tasks with a strong attention to detail, and quickly adapt to changing circumstances.
5. Proven ability to work effectively as part of a team and coordinate activities carried out by others.
6. Demonstrated ability to communicate effectively in a courteous manner.
7. Proven ability to demonstrate initiative and look for ways to make improvements to existing processes and protocols.

## **Desirable**

1. An Australian Class ‘C’ driver’s licence (or equivalent).
2. Experience using specimen management systems (CMS) used in biological collections.

## **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.

**Special Conditions**

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 Collections and Marine Infrastructure](https://my.csiro.au/OrgInfo/Structure/Facilites-collections/NCMI) 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