# Position Details

## Technical Services- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Hydrochemist – Seagoing |
| Job Reference | 85751 |
| Tenure | Indefinite - Full-time |
| Salary Range | AU$87k - AU$98k per annum, plus up to 15.4% superannuation |
| Location(s) | Perth, Western Australia preferred, or Hobart, Tasmania may be considered |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All candidates |
| Position reports to the | Team Leader, Hydrochemistry |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Cassie Schwanger by email Cassie.Schwanger@csiro.au or phone 03 6232 5042 |
| 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 Hydrochemist will sit within the Engineering and Analytics Group as part of the Engineering and Technology Program in CSIRO’s National Collections and Marine Infrastructure (NCMI). The role will provide support to the Marine National Facility (MNF) research vessel, RV Investigator, and Perth/Hobart shore laboratory through sample collection, chemical analysis, data interpretation and detailed quality-controlled data reports. Additionally, this role will support a variety of strategic projects and improvements to existing processes.

The position will be based in the CSIRO Laboratories in Perth/Hobart. Onshore, role requirements include following existing standard operating procedures, performing laboratory analyses, maintaining laboratory instrumentation and calibrations, preparation for voyages, and discussion of results and data quality with clients. As part of this role, you will participate in coastal fieldwork based on small boats including sample collection and in situ nutrient analysis.

A requirement of the role is to provide up to 85 days per year of seagoing support on voyages that are typically 2 to 6 weeks in duration. Whilst at sea, the Hydrochemist will work closely with the science party to oversee sample collection and perform laboratory analysis of low-level nutrient, high precision salinity, and dissolved oxygen.

On-the-job training and mentoring will be provided.

### Duties and Key Result Areas

* Analytical Chemistry
  + Collect and analyse seawater samples for a variety of nutrient species including nitrate, nitrite, ammonia, phosphate and silicate, and salinity and dissolved oxygen whilst at sea, and with the application of rigorous quality control and quality assurance procedures.
  + Under technical direction maintain sampling equipment and calibrate analytical equipment in the laboratory and on research vessels.
  + Adapt and/or develop original techniques/procedures/equipment/concepts/ideas to support existing research and further our understanding of existing methods.
  + Process analytical results and apply quality measures in alignment with best practices, including statistical data analysis and report writing.
  + Liaise with clients, scientists and stakeholders and other experts concerning data collection, processing, archiving and problem resolution.
  + Troubleshoot and document issues with instrumentation.
* Undertake the role of Hydrochemistry support on MNF research voyages – sample collection and shipboard laboratory analysis of nutrients, salinity and dissolved oxygen.
* Use initiative to seek new approaches to problems where methods are not defined to improve the provision of relevant services.
* Plan, organise and monitor the allocation of laboratory resources.
* Participate in the planning of projects and accept responsibility for carrying out major aspects, including data analysis, and make contributions to the interpretation and communication of results.
* Play a role in negotiations with external bodies as required.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team.
* Carry out tasks under limited direction in support of scientific research to fulfil CSIRO scientific objectives.
* 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.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

**Selection Criteria:**

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

**Pre-requisite:**

A tertiary qualification in Chemistry or equivalent experience in chemistry with an emphasis on analytical chemistry and/or marine chemistry

**Essential:**

1. Considerable chemical laboratory experience including experience operating flow-based or automated chemistry instrumentation.
2. Demonstrated proficiency in reviewing and understanding data including data processing and interpretation of analytical results.
3. Clear and articulate written and oral communications skills, including demonstrated ability to document methods, data reports and detailed manuals.
4. Demonstrated ability to work collaboratively and interact effectively as part of a highly competent and committed team.
5. Strong judgement in troubleshooting and resolving complex technical issues in a laboratory environment.
6. Proven ability to proactively develop timelines and meet deadlines.

**Desirable:**

1. Experience measuring nutrients and/or assessing nutrient datasets in a research setting.
2. Familiarity with Microsoft Excel and LIMS/database.
3. Programming skills: Python, Matlab, or R.
4. Experience at sea – professionally or recreationally – or other fieldwork.
5. Experience in statistics.
6. Experience providing customer facing support.

## **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:** Recognises 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 Requirements**

**The successful candidate:**

* Will be required 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.
* Must be willing and able to work at sea and to travel extensively in order to provide operational support in domestic or foreign ports (up to 85 days per year of seagoing support on voyages that are typically 3 to 8 weeks in duration).
* Must be willing and able to obtain a remote medical clearance and a Marine Security Identification Card.

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/>)

**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