Position Details

Administrative Services- CSOF5

|  |  |
| --- | --- |
| The following information is for applicants | |
| Advertised Job Title | Site Environmental Advisor – SKA-Low Telescope (SKA-Low) |
| Job Reference | 83634 |
| Tenure | Specified term of 5 years (with the potential opportunity to extend)  Full-time, job-share or part-time – minimum 60 hours per fortnight |
| Salary Range | AU$102k – AU$111k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Geraldton, Western Australia |
| 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 | This role will initially be line managed by the SKA-Low HSE Manager |
| Number of Direct Reports | 0 |
| Enquire about this job | Rob Grazziadelli, SKA-Low HSE Manager at [Robert.Grazziadelli@skao.int](mailto:Robert.Grazziadelli@skao.int) |
| 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).

## **The CSIRO Experience**

As an employee of CSIRO, you will be eligible for the many benefits of working at Australia’s National Science Agency. You can read more here:

1. [Life at CSIRO](https://www.csiro.au/en/careers/life-at-csiro)
2. [Personal Development & Learning](https://www.csiro.au/en/careers/life-at-csiro/Career-development)
3. [Generous Leave & Conditions](https://www.csiro.au/en/careers/life-at-csiro/Generous-leave-conditions)
4. [Work / Life Balance](https://www.csiro.au/en/careers/life-at-csiro/Balance)

## **Background**

The SKA Observatory is a next-generation global radio astronomy facility that will revolutionise our understanding of the Universe and the laws of fundamental physics. It is one observatory with two telescopes: SKA-Low in Western Australia and SKA-Mid in South Africa. Australia is a co-host member of the SKA Observatory, an intergovernmental organisation headquartered at Jodrell Bank, near Manchester in the United Kingdom, responsible for SKA Observatory construction and operation globally.

Among the major science goals for the first phase will be to study the history and role of neutral Hydrogen in the Universe from the dark ages to the present-day, and to employ pulsars as probes of fundamental physics.

The first phase of the SKA will consist of two telescopes:

* Australia will host the low-frequency telescope. SKA-Low will comprise up to 131,072 antennas in clusters along spiral arms spanning 65km at CSIRO’s Murchison Radio-astronomy Observatory (MRO) in Western Australia. SKA-Low will receive signals from 50MHz to 350MHz
* South Africa will host the mid-frequency telescope. SKA-Mid will comprise up to 197 dishes spread along spiral arms spanning 150km. SKA-Mid will receive signals from 70MHz to 10GHz.

CSIRO is involved in several facets of the SKA-Low in Australia:

* Operating partner: The SKA Observatory will partner with CSIRO to operate the SKA-Low Telescope and support construction.
* Construction: CSIRO has been allocated work in digital processing, infrastructure, and antenna station management and deployment, integration and verification, and software.

CSIRO also operates the Murchison Radio-astronomy Observatory which hosts multiple national and international radio astronomy telescopes and is where the SKA-Low Telescope will be located. CSIRO is responsible for land management, subleases, maintaining radio quiet protections, provision of services to the telescopes, and managing the Indigenous Land Use Agreement.

Further Reading: [SKA Phase 1 Executive Summary](https://www.skatelescope.org/wp-content/uploads/2021/03/22380_SKA_Project-Summary_v4_single-pages.pdf).

### Role Overview

Under the collaboration agreement between the SKA Observatory and CSIRO, the Environmental Advisor is a key role in the construction of the SKA Observatory Low Radio Telescope in Australia.

The Environmental Advisor provides expertise to the Health, Safety and Environmental team and the Projects team. The position helps coordinate the implementation of project specific environmental programs to ensure adherence with relevant environmental legislation, regulations and contractual obligations. The role also leads and assists in the development of environmental initiatives that enable positive strategic outcomes and improvements in line with the agreements of the HSE strategy, with the principles and requirements of the international standard ISO 14001. This independent role will lead the provision of specialist environmental technical direction, providing advice, support and assistance on environmental matters across the project.

CSIRO and the SKA Observatory value and respect differences and we are committed to building an inclusive culture by creating an environment where you can balance a successful career with your commitments and interests outside of work. We believe that you will do your best at work if you have a work / life balance. This role is offered on a full‐time, part‐time (minimum 60 hours per fortnight) or job share basis Please raise your preference during the recruitment process, as we are open to discussing flexible working opportunities.

This role will require regular domestic travel to the Murchison Radio-astronomy Observatory and occasionally to Perth.

### Duties and Key Result Areas

* Lead the delivery of environmentally responsible solutions and outcomes in accordance with SKAO and CSIRO HSE Policy, the HSE management system with applicable laws and obligations under Commonwealth and State legislations.
* Provide practical environmental support to HSE and operational staff to address issues and concerns in terms of environmental management.
* Work independently to deliver results through the use and allocation of available resources within constraints laid down by managers.
* Influence the decisions of managers by recognising the need for change and initiating innovative solutions/proposals.
* Represent SKA-Low at external and internal forums related to work function.
* Coach and educate staff through knowledge sharing across relevant organisational teams, utilising best practice and communities of practice to minimise the environmental impact.
* Collaborate, communicate openly, effectively, and respectfully as part of a regionally and internationally dispersed team.
* Work collaboratively as part of a dispersed team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of both the SKA Observatory and CSIRO values in line with the Code of Conduct, Health, Safety and Environment policy and procedures, Diversity and inclusion initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who can demonstrate how they can meet the essential criteria may be appointed.*

1. Relevant tertiary qualifications (Environmental Sciences or Environmental Engineering) with a minimum bachelor’s degree level, and at least 5 years’ demonstrated experience in environmental management.
2. Comprehensive knowledge and understanding of HSE legislation, codes of practice and standards as they apply to environmental management.
3. Demonstrated experience initiating and implementing sound environmental management practices in collaboration with key stakeholders.
4. Demonstrated ability to work collaboratively and build strong relationships with a broad range of stakeholders.
5. Sound judgement and initiative, with a proven ability to proactively identify and resolve complex problems and issues.

#### Desirable

1. Experience in the construction of scientific research facilities.
2. Experience working in remote locations.
3. Experience interacting with a broad community of users especially indigenous groups.

## **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.
* Must be able and willing to undertake regular domestic travel to the Murchison Radio-astronomy Observatory and occasionally to Perth.
* Must hold an Australian Class ‘C’ driver’s licence (or equivalent).

**About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Space and Astronomy](https://www.csiro.au/en/Research/Astronomy) 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

**About the SKA Observatory**

The SKA Observatory is coordinating a global effort to deliver the largest science facility on the planet. The SKA Observatory will build next-generation radio telescopes that will help to answer key questions in astrophysics, drive technological innovation and support human capital development. Visit [SKA Observatory](https://www.skatelescope.org/) online for more information.

The SKA Observatory’s values are:

* Diversity and Inclusion
* Excellence
* Collaboration
* Creativity and Innovation
* Sustainability