# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Agricultural Research Farm Hand |
| Job Reference | 90907 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$68k to AU$86k pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Myall Vale/Narrabri, NSW |
| 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 | Team Leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Warren Conaty via email at Warren.Conaty@csiro.au or phone +61 2 67991515 |
| 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. |

### 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 Cotton Breeding Group develops new cotton varieties for the Australian cotton industry. We undertake significant field and glasshouse-based plant breeding activities at the Australian Cotton Research Institute (ACRI) in Narrabri, as well as testing advanced breeding material at multiple off-station sites across the entire industry. Taking a hands-on approach, the Agricultural Research Farm Hand will provide high levels of assistance in day-to-day operations and breeding research. Key focus areas include sowing and harvesting cotton experiments at Myall Vale as well as a number of other regionally located sites across NSW and Qld, and supporting research activities through the practical application of field, crop, water and pesticide management.

This role will also participate in the experimental design, data capture and sample processing from field and glasshouse experiments. The Research Farm Hand will be required to work as an important team member as well as independently in the Breeding Support team to develop enhanced new varieties suitable for all cotton growing regions of Australia.

### Duties and Key Result Areas:

* Ability to operate machinery such as planting, cultivation, fertiliser, spraying and harvesting to manage cotton and other crops in rotation at Myall Vale and other remote locations. Willingness and ability to travel to these sites at short notice.
* Irrigate crops as directed and when required.
* Assist with other operations within the CSIRO cotton breeding program, such as crossing, glasshouse operations, post-harvest sample processing and trial preparation.
* Be an active member of a large team, assisting in running an extensive cotton breeding program aimed at developing improved cultivars.
* Provide instruction and assist other staff to complete allocated tasks and activities, as required.
* 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 as part of a multi-disciplinary, regionally dispersed research team, to carry out tasks under limited direction in support of scientific research.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO, to reach objectives.
* Provide instruction on activities pertaining to the immediate work area and responsibilities, as required.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Assist with maintenance of cotton pickers, module press and other farm equipment as required.
* Other duties as directed.

## **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.

## **Selection Criteria**

#### Essential

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

1. **Current driver’s licence (C)**
2. Demonstrated understanding and experience in the competent operation of row crop farming equipment together with the management of irrigation systems.
3. The ability to lift, bend, walk and undertake repetitive motions and the ability to undertake manual handling and operate equipment safely in accordance with Health and Safety Procedures.
4. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under general direction from Scientific Researchers.
5. The ability and willingness to work in harsh and adverse conditions whilst maintaining health and safety requirements.

## **Desirable:**

1. Previous involvement with cotton production or experimentation. Cotton planting and harvesting experience desirable.
2. HC driver’s licence (or ability to obtain), forklift (LF) license and chemical application certification (AQF3); Competent Operation of Machinery (or equivalent).

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.

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