# Position Details

## Research Projects- CSOF4

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| The following information is for applicants |
| Advertised Job Title | Research Technician – Zootechnics  |
| Job Reference | 91559 |
| Tenure | Specified Term of 3 years Full-time |
| Salary Range | AU$89,680 per annum - AU$101,459 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Bribie Island Research Centre, Bribie Island, Queensland, Australia |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents
* Australian Temporary Residents with a valid work visa
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| Position reports to the | Aquatic Zootechnics Team Leader, Russell McCulloch |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Russell McCulloch via email at russell.mcculloch@csiro.au or phone +61 7 3214 2324 |
| 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 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 a CSIRO research project officer (RPO) 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 protocols and the development of new practices.

This role will entail the practical daily monitoring of sea water quality for the site and the management of equipment and consumables used to perform these tasks. You will have a sound knowledge of aquatic animal husbandry and the ability to intervene when poor animal health is apparent. An awareness of aquatic animal biosecurity and Animal Ethics principles relating to the use of animals for research purposes is expected. This role will involve the extensive culture, maintenance and use of microalgae, rotifers, artemia and copepods used in larval rearing systems. Extensive applied knowledge of microbiology and bacteriology techniques will be required and a willingness and experience to train others will be essential. Technical expertise in finfish brood-stock management and reproduction, high hygiene standards and a background in recirculating aquaculture systems (RAS) will be required.

As a member of the Zootechnics team, the RPO will be partly responsible for the management of several aquatic species (fish, prawn) experiments within the Livestock & Aquaculture Research Program working on nutrition, physiology, metabolism, breeding, health and animal production technologies. You may be a project lead investigator and may interact directly with external clients and industry. You will have a BSc or equivalent experience in a science area majoring in aquaculture and microbiology.

To be successful in this role the RPO will need to be able to follow instructions, display initiative and independence in recording data accurately and assessing data quality. The RPO will also have to be comfortable performing procedures on live aquatic animals including injections, euthanasia, and tissue dissections.

Moreover, the RPO will need to be independent with an ability to work under general guidance and take responsibility in organising resources and managing workloads ensuring project deadlines are met.

Experience with data analysis programs, including Microsoft Excel and Word, and good communication abilities to provide detailed written and oral reports will be essential for this position. You will also be a team player and demonstrate a personal commitment to a safe and inclusive workplace.

There also may be a need to perform work duties and possibly relocate to a Northern Australian Aquaculture facility in the near future.

### Duties and Key Result Areas

* Perform a range of laboratory tasks including bacterial and microbiology culture, the operation and maintenance of various pieces of equipment, the co-ordination and purchase of general lab supplies, provision of technical advice, maintenance of accurate and complete records of tests and experiments.
* Provide daily animal husbandry to animal stocks and animals under experimentation.
* Provide expertise in managing fish brood-stock health, reproduction and welfare
* Maintain extensive microalgae cultures and live feed sources used in larval rearing systems.
* Data management including the collection, analysis and storage of data and provision of information for incorporation into technical reports for various clients and scientific publications.
* Assist with project planning and preparation of animal experimental infrastructure and ensuring active support and compliance with the code of conduct, WHS, and budget monitoring.
* 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, often 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.
* Allocate activities, direct tasks, and manage resources to meet objectives.
* Foster open communication, provide coaching and on-the-job training to support staff and colleagues, as required, and provide recognition and acknowledgement for staff achievements.
* Adapt and/or develop original techniques/procedures/equipment/ concepts/ideas in support of existing and further 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**

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

**Pre-Requisites:**

1. **Education/Qualifications:** BSc in a science area with a strong component in aquatic animal health, nutrition, reproduction, husbandry, and microbiology.
2. **Communication:** Excellent communication skills, both written and oral, including the ability to anticipate the interests and knowledge level of an audience and present information and feedback accordingly.
3. **Behaviours:** A history of professional and respectful behaviours and attitudes in a collaborative environment.
4. **Adaptability:** The ability to effectively manage several competing priorities simultaneously and carry out non-routine tasks under general direction from Senior Technical/Research staff.
5. **Problem Solving:** Proven ability to investigate underlying issues of complex and ill-defined problems and develop appropriate responses by adapting/creating and testing alternative solutions.

#### Essential:

1. Extensive aquatic animal husbandry techniques, water quality testing, RAS, and filtration techniques.
2. Demonstrated ability in microbiology culturing techniques and maintaining cultures of live feed and algae used in larval rearing systems.
3. A high degree of precision, accuracy, and attention to detail in laboratory work and the ability to work independently under limited supervision.
4. Demonstrated ability to prioritise tasks to meet deadlines, keep accurate records of experimental results, and experience in using Excel and Word for data analysis and presentation in reports for external clients.
5. Demonstrated ability to manage laboratory consumables, chemical manifests, project planning, delivery, and budget monitoring.
6. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under general direction in support of scientific research.
7. Demonstrated ability & willingness to contribute novel ideas and approaches in support of scientific investigations.

**Desirable**

1. Knowledge and skills in the design, plumbing and operation of experimental aquaculture systems such as tank arrays, decontamination techniques, aquaponics, and multi-trophic systems.
2. Experience in finfish brood-stock management.
3. Demonstrated experience in working with aquatic animals in a research environment.
4. Demonstrated experience in animal tissue dissection and using sample collection protocols.
5. Demonstrated experience in using basic laboratory equipment, pipettes, centrifuges, PH meter and incubators.

## **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 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.
* 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/

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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

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