# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Molecular Lab Technician |
| Job Reference | 92753 |
| Tenure | Specified Term of 2 years  Full-time |
| Salary Range | AU$68,148 – AU$86,733 per annum plus up to 15.4% superannuation |
| Location(s) | IOMRC, Crawley, Perth WA |
| 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, Predator Populations |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Benjamin Mayne via email at [benjamin.mayne@csiro.au](mailto:benjamin.mayne@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).

**Child Safety**

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](https://www.csiro.au/en/about/policies/child-safe-policy).

### Role Overview

The role of Research Projects staff in CSIRO is to collaborate in scientific and technological activities with other research staff usually by assisting with detailed planning, undertaking or assisting with experimental, observational or technology development work, and in carrying out the more practical aspects of the work.

The highly-skilled Lab Technician will undertake laboratory and data analysis work in molecular genetics, with a focus on leading the technical laboratory support for genetic monitoring programs of regionally and globally significant fisheries.

As part of CSIRO’s Environmental Business Unit, this role will contribute to studies involving molecular genetic analysis of both domestic and international marine and aquatic fish species populations of research interest. The role sits within the ‘Predator Populations’ Team of the ‘Sustainable Marine Futures’ (SMF) Program, which consists of scientists, engineers, and technicians who conduct research to estimate abundance, migration, connectivity and population genetic aspects of marine and aquatic species. The Molecular Lab Technician will liaise closely with other teams within SMF.

### Duties and Key Result Areas

* Extract and purify total nucleic acids (RNA and DNA) from animal tissues using manual and robotic methods.
* Analyse genomic DNA and RNA, PCR products, and sequence ready libraries using spectrophotometer instrumentation, gel electrophoresis, and a TapeStation.
* Maintain and manage multi-organisational laboratory equipment and consumables required for research projects.
* Maintain a thorough and complete record of all laboratory work.
* Contribute to scientific publications.
* Under limited supervision, design and perform straightforward experiments and routine laboratory analyses, design new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* Conduct literature reviews, investigations and inspections in the field or laboratory including associated analysis possibly involving statistical or graphics software.
* Perform some non-routine analyses or technology development activities using a range of techniques, often working on a number of parallel and competing tasks.
* Work with discretion to decide on the timing of operations within the work team’s plan, and plan ahead to meet experimental and/or project demands.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* 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.
* Work collaboratively as part of a multi-disciplinary, regionally dispersed research team to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Minimum qualification of a Bachelor’s degree in a relevant field, and/or equivalent work experience in a molecular genetics laboratory.
2. Demonstrated experience in DNA methylation and automation of DNA normalisation, Bisulfite treatment, and enzymatic based methods on Qiagen and Eppendorf based liquid handling robotics.
3. Demonstrated experience in multiplex PCR assay optimisation.
4. Demonstrated experience with DNA Sequencing library preparation.
5. Laboratory management experience through an electronic lab book such as LabArchives.

## **Desirable**

1. The ability & willingness to contribute novel ideas and approaches in support of scientific investigations within a team environment.
2. Demonstrated ability to work effectively across multiple projects with competing needs.
3. Demonstrated ability to provide instruction to other staff on activities relating to immediate/emerging work area and responsibilities.
4. Experience with and enthusiasm for working in fisheries and biodiversity management science.

## **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.

Special Requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

* The successful candidate will **undertake a pre-employment background check**. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* This role has child safety obligations. Accordingly, the successful candidate will be required to obtain and provide evidence that they **hold a valid paid/employee (not volunteer) Working with Children/ Vulnerable People Check** prior to confirmation of appointment.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [Environment Business Unit](https://www.csiro.au/en/about/people/business-units/environment) 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