# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Field Technician |
| Job Reference | 94050 |
| Tenure | Indefinite Full-time |
| Salary Range | AU$89,680 - AU$101,459 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Townsville or Brisbane preferred (other locations negotiable) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian/New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team Leader |
| Client Focus – Internal | 10% |
| Client Focus – External | 90% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Helen Murphy via email Helen.Murphy@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 Field Technician will join the Living Landscapes Program as a member of the Ecological Management Team. The role will primarily undertake research focused on developing ecologically-based approaches to wildlife management issues. Existing projects are large, transdisciplinary, multi-institutional and multi-governmental efforts which have a major impact on government and industry policy and action. Collaboration and co-development of research with First Nations people is a strong feature of the Team’s work. Current projects include the design and implementation of long-term, national scale threatened species monitoring programs, understanding movement and resource use of mobile vertebrates to better address current and future management needs, and the development of new land management tools for feral animals in Northern Australia.

The Field Technician will lead and participate in field surveys and engage and collaborate with a range of stakeholders including Government staff, Traditional Owners and landholders. The position will also be responsible for the implementation of robust field data management protocols and desktop interpretation and analysis of field data for reports and presentations under the direction of the Project Leader.

### Duties and Key Result Areas

* Undertake fieldwork, sometimes in remote locations, to monitor wildlife presence, abundance, distribution, movement and/or resource use and habitat condition, using a variety of methods.
* Engage and collaborate with a range of stakeholders to identify appropriate field sites, organise site access, and train in field monitoring methods.
* Lead field trips and be responsible for health and safety documentation, planning and implementation.
* Analyse and interpret collected field data by applying techniques such as GIS, remote sensing or appropriate statistical analysis.
* Under general direction, contribute to research and/or technology through the development of original and adapted experimental and field based survey methods.
* Undertake a wide variety of tasks or tasks with a high degree of specialisation.
* Show initiative to seek new approaches to meet experimental or technological needs when encountering new problems where methods are not defined.
* Participate in the identification and definition of research and/or technological problems with colleagues.
* Address problems promptly and in a constructive manner.
* Participate in planning projects and accept responsibility for scheduling and completion of major parts of the project, including evaluation of options, experimental design, and data collection.
* Make significant contributions to the interpretation and communication of research or technological results and may collaborate on drafting presentations to, and/or detailed written reports for, clients and the scientific and/or technology community.
* 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. A bachelor’s degree in an ecological field and relevant work experience in field based ecology.
2. A strong ecological background, including field and experimental design skills, analysis and interpretation of field and experimental data, and an on-going interest in field-based research.
3. Willingness to participate in field work, sometimes in remote locations, involving periods of up to two weeks away from base.
4. Experience with a range of wildlife monitoring methods and technology.
5. Knowledge and experience in using spatial visualisation and analysis products (e.g. GIS) to support the design, collection and analysis of field data.
6. Good oral and written communication skills with the demonstrated ability to communicate results and generate written reports.
7. Willingness and interest to work across a range of projects and in a variety of capacities.
8. Current Class C Driver’s Licence

**Desirable**

1. Experience in the identification of a variety of native fauna and/or flora.
2. 4WD experience or certification (or willingness to obtain)
3. Remote First Aid experience or certification (or willingness to obtain)
4. Use of drones (CASA license) in collection of remote sensed data (or willingness to obtain).
5. Experience in the capture, restraint (manual and/or chemical), and biological sample collection (e.g. blood and tissue samples) of native or invasive vertebrates.

## **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 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.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.

## **About CSIRO**

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