# Position Details

## Technical Services - CSOF3

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| The following information is for applicants |
| Advertised Job Title | Technical Services Officer/Farm Hand |
| Job Reference | 96206 |
| Tenure | Indefinite, full time  |
| Salary Range | AU$70k - AU$90k per annum (pro-rata for part-time)plus up to 15.4% superannuation |
| Location(s) | Chiswick Research Station, Armidale |
| 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 | Farm Manager |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Callum Moody via email at callum.moody@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 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

This role is for a Technical Services Officer (Farm Hand) working as part of the Farm Operations Team at Chiswick Research Station, Armidale, NSW. The position will be focused on providing a wide range of services and support to livestock research projects at the site, most critically the maintenance of up to 8000 merino sheep and 400 Angus cattle.

Reporting to the Farm Manager, the primary function of this role is to provide the farm team with ag-tech expertise in a field-based role, that can supplement both the administrative and technical requirements of the Operations team as needed.

The Technical Services Officer (Farm Hand) will require strong computer skills, demonstrated hands-on sheep and cattle husbandry experience, farm maintenance skills, and a strong commitment to teamwork and safe work practices. This role will also be expected to learn and implement CSIRO’s existing livestock data management practices, and develop new practices as required.

### Duties and Key Result Areas

* Demonstrate best practice sheep and cattle husbandry, particularly for the New England region of NSW.
* Manage digital livestock data systems and oversee trait data collection for cattle and sheep.
* Competently operate and maintain a range of farm machinery including tractors, utv’s, sheep handlers, cattle crushes, cropping implements and more.
* Assist with compliance to a number of quality assurance programs, animal ethics and quarantine protocols.
* Monitor, identify and treat common animal health issues in sheep and cattle such as flystrike, worm burdens, pinkeye, lameness, and other issues.
* Assist with the maintenance of farm facilities and infrastructure such as pens, yards, fences and livestock watering points.
* Maintain a high level of technical (Farm Hand) support to research staff.
* Assist with pest animal and noxious weed control, including chemical handling.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Look for opportunities to develop original experimental methods/equipment/software/concepts/ ideas in support of existing and further research.
* Work collaboratively as part of a multi-disciplinary, regionally based operations team in support of CSIRO scientific objectives.
* Oversee the activities of less experienced staff and provide on-the-job training as required.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. Trade certificate/diploma/bachelor’s degree in an agricultural related field of study or equivalent relevant work experience.
2. Excellent computer skills and experience with electronic identification systems used in livestock, with strong attention to detail and the ability to maintain accurate records.
3. Experience in livestock handling, mixed farming activities and property maintenance tasks.
4. Demonstrated experience in the safe operation of agricultural plant and machinery items.
5. Knowledge of and a commitment to actively work towards improved Occupational Health, Safety and Environmental outcomes and safe working practices.
6. A current driver’s license.

## **Desirable**

1. Working dogs experienced with sheep.
2. Licenses/Qualifications to operate various machinery and plant items – tractor, UTV etc.
3. Chemical Handling Certificate, and experience selecting and applying agricultural chemicals in animal health and cropping applications.

## **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 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.
* To be eligible for this position you must be physically able to undertake specific non-negotiable tasks required to complete mixed farming, livestock handling and property maintenance tasks at times under challenging environmental conditions.

## **About CSIRO**

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