



Australia's National  
Science Agency

# Research Assistant in Agriculture (Identified Role – Indigenous)

Join CSIRO as part of our Indigenous Early Career Pathways  
Program and start your career today!



# Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area 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.](#)

# 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.](#)

# About CSIRO



Who we are

# Australia's national science agency



One of the world's largest multidisciplinary science and technology organisations



6,300+ dedicated people working across 51 sites in Australia and globally



State-of-the-art national research infrastructure



We delivered \$10.2 billion of benefit to the nation

CSIRO (Commonwealth Scientific and Industrial Research Organisation) is Australia's national science agency and innovation catalyst and one of the world's largest and most successful publicly funded research and development organisations.

CSIRO is one of the largest and most multidisciplinary mission-driven research agencies in the world. With 53 locations and over 6,300 people across Australia and internationally, CSIRO solves the greatest challenges through innovative science and technology to deliver world-class economic, environmental, and social benefits for Australia in a global context.

Many of CSIRO's innovations were once considered impossible. Fast WiFi, Aerogard insect repellent and the plastic Australian banknote, to name a few.

Until someone, just like you, joined us and took on the challenge.

We're recruiting the next generation of enterprise services professionals. See what is possible for your career.

We are committed to developing and supporting a diverse workforce in its broadest sense and know diverse teams are more effective and deliver more innovative outcomes for science.

## Indigenous Science and Engagement

Aboriginal and Torres Strait Islander people are Australia's first scientists and we know that to create a better future for Australia, we need Aboriginal and Torres Strait Islander people across every aspect of our organisation.

CSIRO invested in a new Indigenous Science program in 2021 to deliver a whole of organisation strategic approach to partnering with Aboriginal and Torres Strait Islander communities. The vision of the program is:

***A science landscape in respectful partnership with Indigenous Australia delivering innovative, sustainable, holistic solutions to meet our greatest national challenges.***

## Aboriginal and Torres Strait Islander Employment

Our Aboriginal and Torres Strait Islander Employment Strategy and Reconciliation Action Plan (RAP) uses a strength-based approach and models a self-determining framework which enables us to lead our Nation's science through an Indigenous knowledges and science lens.

We aim to increase Aboriginal and Torres Strait Islander employment representation to 5% across our workforce and throughout the scientific, research, technical, fieldwork and support services fields. However, we recognise that our commitment to Aboriginal and Torres Strait Islander employment needs to go beyond numbers. It involves nurturing lasting connections with Aboriginal and Torres Strait Islander peoples and communities at every level of our organisation and within our workforce.

Aboriginal and Torres Strait Islander staff have access to our Aboriginal and Torres Strait Islander staff network which meets once a month, flexible working arrangements to support continual Community and Country connections and obligations, personal leave entitlements that recognise traditional kinship relationships and NAIDOC and Ceremonial leave so that staff can thrive in the workplace while balancing their community, personal and work lives.

Aboriginal and Torres Strait Islander people represent 2.5% of the CSIRO workforce as of June 2024.

For more information visit [Aboriginal and Torres Strait Islander careers at CSIRO](#) and [Indigenous science at CSIRO](#).

# Indigenous Entry Career Pathways Program

## Start your career with CSIRO

Our program offers the flexibility to build a variety of entry and technical skills to set you up for a future career in the Science and Technology Sector.

This 15-month program gives you the opportunity to undertake formal on-the-job training supported by relevant accredited qualifications relevant to the role and career opportunities at CSIRO.

You will have the opportunity to learn from some of the world's foremost researchers and leaders, connect with other Aboriginal and Torres Strait Islander people across Australia and work on projects and build skills that are of interest to you.

You and your supervisor will be supported by a dedicated Program Coordinator and will have an individualised development plan designed for your success in the program.

You will have access to paid time away from your day-to-day activities to engage and network with other Aboriginal and Torres Strait Islander staff and participate in program events and activities as well as cultural events such as NAIDOC week.

## Program Placement

This position will be part of the CSIRO Cotton Breeding Group located at Myall Vale, Narrabri. The research group aims to develop new cotton varieties for the Australian cotton industry. The candidate will be supported to undertake a Certificate III in Agriculture through Tocal College's Traineeship program, ensuring they receive both work experience and a qualification at the end of the term appointment. CSIRO will provide the direct costs (enrolment, travel, wage, and other expenses) required to attend six 1-week intensive school periods as part of the Certificate III in Agriculture program.

### Successful candidates will receive:

- An accredited qualification relevant to the role.
- An individual learning, development and training plan tailored to your career aspirations.
- Career training and coaching suited to your learning style.
- Opportunities to develop skills and experience in a collaborative and supportive environment where our team members flourish and thrive.
- Opportunities to build your network and connect with Indigenous staff and our broader communities at CSIRO.
- Pastoral care and career support from a dedicated program coordinator.
- A competitive salary with generous leave entitlements and flexible working conditions.
- Experience working with Australia's national science agency.

# Position Details

## THE FOLLOWING INFORMATION IS FOR APPLICANTS

<b>Job Reference</b>	96415
<b>Tenure</b>	Full-time, Specified term of 15 months.
<b>Salary Range</b>	AU\$59,071 pa (pro-rata for part-time) + up to 15.4% superannuation
<b>Location(s)</b>	Myall Vale and Narrabri, NSW (Gomeroi and Narrabri Country)
<b>Relocation Assistance</b>	Will be provided to the successful candidate if required
<b>Applications are open to</b>	The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship.

CSIRO considers the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under *section 8(1) of the Racial Discrimination Act 1975 (Cth)*.

Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.

### 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.
- The successful candidate will need to be willing and available for overnight travel to field sites at short notice.
- The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
- The successful candidate may be required to provide contact details of at least one Aboriginal and/or Torres Strait Islander person to be a cultural referee to confirm their ability to work and communicate respectfully with Aboriginal and/or Torres Strait Islander peoples.

## Role Overview

The successful candidate will be considered a Research Projects staff member in CSIRO and will be trained and developed to provide broad support to a range of scientific research activities which will include a diverse range of laboratory and field situations across a range of different research projects.

Successful candidates will complete an agreed accredited qualification, participate in program activities and events, complete and maintain their learning and development plan and undertake role specific duties as part of their placements under the direction of their supervisor with support from an Indigenous Program Coordinator.

This is an exciting role for candidates who are entering the job market, as it does not require existing qualifications or significant experience. The Research Assistant will assist the Cotton Breeding Group in general field and greenhouse operations and maintenance, sampling experiments, processing samples, and sowing & harvesting cotton experiments at Myall Vale, as well as a number of other regionally located sites in NSW and QLD.

## Fundamental Role Requirements

- Ability to work outdoors in remote, extreme environments and willingness and ability to travel to remote sites at short notice during cotton planting and harvest.
- Physical capability to repetitively lift and carry objects up to 10kgs.
- Certificate of high school education (Year 10) and/or relevant or transferable work experience and skills for the role.
- Willingness and ability to undertake structured learning and development for the role, which includes undertaking a Certificate III in Agriculture whilst working in an agricultural research setting.

## Duties and Key Result Areas

While in the program, participants will:

- Undertake and participate in prescribed activities detailed in the development plan, including attending Tocal College in Paterson NSW for six 1-week training blocks to complete a Certificate III in Agriculture.
- Under general supervision follow all reasonable instructions including, the method/approach and the techniques that are to be used, in order to perform routine experimental or operational tasks.
- Assist with the establishment and maintenance of field experiments, including the hand and machine harvest of experiments at the Australian Cotton Research Institute and other district sites.
- Gin and process machine and hand harvested cotton samples, and undertake cotton fibre quality testing.
- Prepare seed for planting, including delinting, packaging and arranging according to plans.
- Operate machinery such as tractors to assist with planting, cultivation, fertiliser, spraying and harvesting.

- Be an active member of a large team, assisting in running an extensive cotton breeding program aimed at developing improved cultivars.
- Respond courteously and efficiently to requests for your services, keep clients informed about progress and redirect requests to appropriate staff when required.
- 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, and business unit to carry out tasks in support of CSIRO 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.

## Competencies

### **Teamwork and Collaboration:**

Demonstrates initiative, actively contributing as a team member. Supports team decisions and keeps other team members up to date about individual actions. Shares all relevant and useful information. Pitches in and helps other team members when necessary.

### **Influence and Communication:**

Communicates basic facts in a courteous manner including posing appropriate questions to gain factual information.

### **Resource Management/Leadership:**

Provides instruction and assists other staff to complete allocated tasks and activities.

**Judgement and Problem Solving:** Selects appropriate solutions to clearly defined problems using readily available information. Alternatives are limited and prescribed or apparent.

**Independence:** Accepts personal responsibility for doing the job well. Looks for opportunities to improve the way things are done and makes recommendations accordingly.

**Adaptability:** Accepts the need for change to work routines or technology.

## Selection Criteria

### Essential

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

1. 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.
2. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under the direction of Scientific Researchers.
3. Ability to communicate openly, effectively and respectfully with a diverse range of people, including Aboriginal and Torres Strait Islander people and Communities.
4. Basic knowledge of Microsoft Office applications including Word, Outlook and Excel or an ability to rapidly acquire these skills; and an understanding of data collection.
5. A current Australian driver's licence.

### Desirable Criteria

1. Experience operating a tractor and other relevant agricultural machinery.
2. A current forklift licence.

## Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. Work life balance.

## Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. We are committed to the safety and wellbeing of all children and young people.



# How to apply

To apply for this role, please submit your application on-line. For internal candidates please apply via Jobs Central.

To appropriately assess your application, we ask that candidates provide the following:

- Cover Letter – outlining the motivation for applying and aligning capabilities and experience relevant to the selection criteria. This document should not be longer than two pages.
- Curriculum Vitae or Resume – outlining relevant experience, and education to the program.

Contact details for Referees will be requested following the interview process for candidates who progress to the next stage of the recruitment process.

Please note that any Referees will only be contacted after prior consultation with the candidate and it is the candidate's responsibility to ensure that their referees are willing to provide reports when contacted by CSIRO.

## Further Information

For more information about this position contact Rod Jackson via email at [rod.jackson@csiro.au](mailto:rod.jackson@csiro.au) or phone 02 6799 1507. If you would like a confidential conversation about this opportunity, please contact the Indigenous Talent Team at [IndigenousCareers@csiro.au](mailto:IndigenousCareers@csiro.au)

## Applications close

8 December 2024, 11:00pm AEDT

**As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.**

CSIRO. Unlocking a better future for everyone.

**Contact us**

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[csiro.au/contact](https://www.csiro.au/contact)

[csiro.au](https://www.csiro.au)

