# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Aquaculture Technician (Identified Role – Indigenous) |
| Job Reference | 96473 |
| Tenure | Specified Term of 2 years  Full-time |
| Salary Range | AU$70,874 - AU$90,202 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Darwin, NT (Larrakia) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | 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 provided evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person. |
| Position reports to the | Team Leader |
| Client Focus – Internal | 70% |
| Client Focus – External | 30% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Simon Irvin via email at Simon.Irvin@csiro.au or phone +61 467 715 926 |
| 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 Aquaculture Technician is part of CSIRO’s Research Projects staff who play a vital role in collaborating and supporting other research staff in delivering scientific and technological activities 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 Aquaculture Technician will be required to undertake operational activities associated with the management of large marine ponds and experimental tank systems, including system monitoring and control, animal rearing, risk identification, problem solving and management of complex data sets.

The role will be responsible for the management and maintenance of aquatic animal husbandry, infrastructure sanitation, experiment design and construction, recording experiment data, water quality measurements and animal sampling. The role will primarily contribute to prawn rearing but will also be required to contribute to a range aquatic species research projects.

The Aquaculture Technician will participate in a variety of field trips to collect stock from the wild, commercial operations and collaborators sites. Duties within the role will be required to be completed both indoors and outdoors, which will require an adaptive and responsive management of task delivery.

The Aquaculture Technician will have good interpersonal and communication skills to engage with a range of CSIRO colleagues of varying expertise, and to communicate effectively with aquaculture industry representatives when required.

The role may require some travel and working for some periods away and will be required to work out of normal hours as needed to support certain project and operational needs.

### Duties and Key Result Areas

The key areas and duties will be with the Aquaculture Biology team as part of CSIRO’s Livestock and Aquaculture (L&A) Program.

Under limited supervision, specific duties will include to:

* Undertake prawn husbandry activities operating as part of CSIRO research projects and a range of other aquaculture research project activities.
* Engage and work collaboratively with CSIRO colleagues of varying level and expertise to operate aquaculture research and development projects.
* Contribute knowledge to the management of water quality in large prawn ponds at the Berry Springs demonstration farm and other CSIRO sites.
* Undertake travel and off-site activities on occasion as required for specific project needs, which may include collection of prawns and other species, and to work out of regular hours when needed.
* Contribute to the establishment of northern polychaete research activities, including system construction, and husbandry.
* Provide guidance and assistance to students, visitors, and trainee staff as required, particularly in relation to prawn husbandry operations and biosecurity.
* Play an active role in maintaining facilities to improve staff safety and operational efficiency.
* Play an active role in developing animal management practices to increase the rigour of experiments, to enhance biosecurity, and to improve animal welfare outcomes.
* Collect and manage project and research data and information appropriately, as per CSIRO requirements.
* Work collaboratively as part of a multi-disciplinary research team to carry out tasks in support of CSIRO’s scientific objectives.
* 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.
* 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. Tertiary qualifications or equivalent relevant industry/practical experience in aquaculture biology or aquatic animal husbandry.
2. Experience in husbandry of aquatic animals in a commercial or research setting.
3. Experience in the monitoring and management of pond water quality conditions or significant other experience in aquatic biological systems.
4. Working knowledge and/or experience of biosecurity in relation to aquaculture operations.
5. Ability to work outside regular hours, and off-site, as required.
6. Current Open C-class Drivers Licence

## **Desirable**

1. Experience in the installation and maintenance of infrastructure which supports pond aquaculture and aquaculture systems.
2. Experience in the system operation and husbandry of polychaete worms, barramundi, and mud crabs.
3. Working knowledge and/or experience in requirements for aquatic animals’ translocation in relation to aquaculture operations.
4. Experience using computer software for the collection and summary of data.

## **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

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.   
  
The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.

## **About CSIRO**

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