# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Research Technician – Microbiology and Plant-microbe interactions |
| Job Reference | 98295 |
| Tenure | Specified Term up to March 2027  Full-time |
| Salary Range | AU$73,567 to AU$93,630 (pro-rata for part-time  plus 15.4% superannuation |
| Location(s) | Black Mountain, Canberra |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents * Australian Temporary Residents, with an existing valid visa and unrestricted work rights for the duration of the specified term |
| Position reports to the | Team Leader |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Louise Thatcher via email at [Louise.Thatcher@csiro.au](mailto:Louise.Thatcher@csiro.au) or phone +61 2 6218 3883 |
| 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.

This Research Projects Officer position is within the CSIRO Agriculture and Food Biotic Interactions Group. The group harnesses biology at landscape scales to improve on-farm prevention, detection and control of crop pest and diseases, while minimising impacts on surrounding environments.

The group has internationally recognised expertise in soil microbiology, integrated management of pests and diseases, agricultural economics and the development of biocontrol products.

The Research Projects Officer will be a part of a larger, high performing, multidisciplinary Microbial Technologies Team based in Canberra exploiting the strengths of beneficial microbes to develop novel crop protection solutions. The position will work with agribusiness and CSIRO initiatives to research and evaluate new microbial-derived crop protection solutions in vitro and in vivo for the control of pests, weeds and diseases. Activities will be laboratory, glasshouse and office based.

### Duties and Key Result Areas

* Perform *in vitro* and *in vivo* evaluation studies of microbial biocontrol agents and their bioactive compounds for crop protection studies.
* Growth and maintenance of microbial strains.
* Performing standard molecular biology techniques.
* Learning and following protocols to achieve experimental objectives, be responsible for accurately recording data and assist with analysis and evaluation.
* Assist with some non-routine analyses or method development activities involving microscopy, imaging of detached leaves or whole plants, and downstream data analysis.
* Perform roles for laboratory operational such as media preparation, ensuring laboratory equipment is clean, and HSE and PC2 compliant.
* Participate in project meetings and work collaboratively as part of a multi-disciplinary research team to carry out tasks in support of CSIRO’s scientific objectives.
* 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.
* Independently test possible solutions to resolve identified problems.
* 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. Relevant bachelor’s degree or equivalent relevant work experience in microbiology, molecular biology, or plant pathology.
2. Demonstrated knowledge and experience in microbiology techniques, including working with non-routine microbes such as fungi, Actinobacteria or other non-model bacteria.
3. Fundamental knowledge or experience in measuring microbial or cell line responses to biotic or abiotic stresses.
4. Attention to detail and demonstrated experience of accurate recording and analysis of data.
5. Demonstrated knowledge and skills for HSE and PC2 compliance.
6. Strong interpersonal and oral and written communication, negotiation and representational skills.
7. Demonstrated ability to work effectively as part of a multi‐disciplinary team.

## **Desirable**

1. Understanding of plant-pest or plant-microbe interactions, and fundamental knowledge or experience in growing plants for laboratory or glasshouse experiments, and in plant measurements.
2. Demonstrated knowledge and experience in microscopy or macro-imaging, and downstream data analysis.
3. Demonstrated experience in general laboratory maintenance including ordering of supplies and the calibration / maintenance of equipment.

## **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.

## **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