# Position Details

## Research Projects – CSOF2

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| The following information is for applicants | |
| Advertised Job Title | Research Assistant in Agriculture – Trainee |
| Job Reference | 98557 |
| Tenure | Specified Term of 13 months  Full-time |
| Salary | AU$59k-$71k pa + up to 15.4% superannuation |
| Location(s) | Myall Vale (Narrabri), NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens and Permanent Residents Only |
| Position reports to the | Team Leader, Breeding Analytics |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Rod Jackson via email at [rod.jackson@csiro.au](mailto:rod.jackson@csiro.au) or phone 02 6799 1507 |
| 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

Research Projects staff in CSIRO collaborate in scientific activities with other research staff usually by assisting with experimental and observational work as well as supporting the detailed planning of these operations; carrying out the more practical aspects of the work.

This position would 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. This role will assist the 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.

The ‘Trainee Research Assistant in Agriculture’ is an exciting role for candidates who are entering the job market, as it does not require existing qualifications or significant experience.

This 13-month role will support the candidate to undertake a Certificate III in Agriculture through Tocal College’s Traineeship program, ensuring the candidate has 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.

### Duties and Key Result Areas:

* Successfully complete a Certificate III in Agriculture, including attend six 1-week intensive schools at Tocal College, Paterson NSW.
* Assist with establishment and maintenance of field experiments.
* Assist with 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.
* Assist with other operations within the CSIRO cotton breeding program, such as crossing, leaf tissue sampling.
* Be an active member of a large team, assisting in running an extensive cotton breeding program aimed at developing improved cultivars.
* Operate machinery such as tractors to assist with planting, cultivation, fertiliser, spraying and harvesting.
* Work as part of a multi-disciplinary, often regionally dispersed research team, to carry out tasks under limited direction in support of scientific research.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO, to reach objectives.
* Provide instruction and assist other staff to complete allocated tasks and activities, as required.
* Provide instruction on activities pertaining to the immediate work area and responsibilities, as required.
* Respond courteously and efficiently to requests for your services, keep clients informed about progress and redirect requests to appropriate staff when required.
* 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.
* Communicate 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 Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Required 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. A current Australian driver’s licence.
2. 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.
3. The ability to encourage safe work practices within a team environment.
4. The desire and enthusiasm to undertake a Certificate III in Agriculture whilst working in an agricultural research setting.
5. The ability and willingness to work in harsh and adverse conditions whilst maintaining health and safety requirements.
6. Capability in working effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under the direction of Scientific Researchers.
7. Willingness and ability to travel to remote sites at short notice during cotton planting and harvest.
8. Competence in computer operation and an understanding of data collection.

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* 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.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO Agriculture & Food](https://www.csiro.au/en/work-with-us/industries/agriculture/Ag-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