# Position Details

Research Projects - CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Experimental Scientist (Molecular Biology) |
| Job Reference | 97886 |
| Tenure | Specified Term of 3 years (until 29 October 2027)  Full-time |
| Salary Range | AU$93,267 - AU$105,517 per annum  plus 15.4% superannuation |
| Location(s) | Lindfield, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens * Australian Permanent Residents * Australian Temporary Residents with a valid work visa |
| Position reports to the | Team Leader |
| Client Focus – Internal | 20% |
| Client Focus – External | 80% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Nai Tran-Dinh via email at nai.tran-dinh@csiro.au or phone +61 2 9413 7873 |
| 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.

The role of this Experimental Scientist in CSIRO is to undertake, support and facilitate scientific activities with other research staff, by assisting with maintenance, upkeep, and ongoing experiments (establishing, being conducted) by multiple scientists from multiple groups within CSIRO Energy at the Lindfield and Kensington sites.

In this position the incumbent will provide scientific research support for molecular biology, chemistry and microbiology related research projects within the Biogeochemistry and Microbiology Team. The work will support external industry and strategic research, development and innovation directed at addressing environmental concerns, adding value to Australia’s net-zero emissions plan and renewable energy industries. In Lindfield, these laboratories are uniquely positioned due to its provision of molecular biology, microbiology and chemistry infrastructure and instrumentation, which it delivers to a range of Energy RU projects, along with projects in the other RUs co-located at Lindfield. The incumbent will perform laboratory activities in molecular biology, chemistry and microbiology including, but not limited to, molecular biology procedures (DNA/RNA extractions, purification, PCR), mass spectrometry, reagent and media preparation, microbial culturing and isolation, laboratory and safety maintenance/monitoring and perform related duties as directed.

### Duties and Key Result Areas

* Assist research scientists, engineers and others in the laboratory in their work in molecular biology, chemistry and microbiology.
* Implement, develop and modify existing methods and procedures following protocols for DNA/RNA extraction, purification, PCR, gel electrophoresis and high throughput amplicon sequencing workflow.
* Implement, develop and modify instrument methods and experimental protocols for sample testing.
* Maintain accurate laboratory records and data.
* Compile and analyse molecular, chemical or microbial experimental data and interpret results.
* Maintain chemical inventories for the geomicrobiology and chemistry laboratories at Lindfield.
* Ensure Chem Alert compliance and Donesafe compliance for the geomicrobiology and chemistry laboratories, including chemical labelling.
* Follows and writes Donesafe activity risk assessments and safe work instructions, as required.
* Organise and schedule instrument maintenance and certification, including software updates and licensing.
* Organise and schedule maintenance of safety systems for the geomicrobiology and chemistry laboratories as directed by Laboratory Custodians.
* Communicate 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 with colleagues within the Biogeochemistry and Microbiology Team, Energy Business Unit and across CSIRO, to reach objectives.
* Adhere to the spirit and practice of CSIRO’s Values, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* 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 Molecular Biology.
2. Experience in high throughput laboratories with repetitive tasks.
3. Experience in research support roles or equivalent position.
4. Experience with molecular biology procedures for environmental or plant samples (DNA/RNA extractions, purification, PCR, high throughput amplicon sequencing workflow), reagent and media preparation, laboratory and safety maintenance/monitoring.
5. Experience with mass spectrometry (LC or GCMS or equivalent)
6. Experience with managing repetitive laboratory procedures and risk management of these tasks.
7. Full unrestricted driver’s license.
8. Detail oriented record keeping and laboratory note taking.
9. Demonstrable problem-solving skills in laboratory or field settings.
10. Able to work well in a team and manage their own workload.
11. Strong oral and written communication skills.

## **Desirable**

1. Experience with analytical chemistry and/or microbiology.
2. Microbial culturing and isolation experience, particularly with anaerobic microorganisms.
3. Environmental field work experience.

## **Required Competencies**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others’ reactions.
* **Resource Management/Leadership:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

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.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [CSIRO](https://www.csiro.au/en/research/technology-space/energy) Energy 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