# Position Details

## Research Projects- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Plankton Biologist |
| Job Reference | 95604 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$89,680 - $ 101,459 per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Brisbane or Hobart |
| Relocation Assistance | Yes |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader |
| Client Focus – Internal | 25% |
| Client Focus – External | 75% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Frank Coman via email at [frank.coman@csiro.au](mailto:frank.coman@csiro.au) |
| 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.

As a Plankton Biologist within the Long-Term Ecosystem Dynamics team, you will work within a team to sort, identify and count plankton samples, and then help to turn that data into useable scientific outputs.

In this role, you will need to be able to identify both phytoplankton and zooplankton specimens to the lowest taxa possible and then collate these results accurately into a central database. You will also provide assistance with running a laboratory and maintaining plankton sampling equipment. You may be required to do field work and go to sea as part of the sampling process.

### Duties and Key Result Areas

* Perform lab analyses using a microscope to identify, sort and count phytoplankton and zooplankton to the lowest taxon possible.
* Enter all information into a database, ensuring accurate data entry and quality control and potentially assist with data management.
* Assist with the logistics for running a plankton survey.
* Assist with the preparation of reports and scientific papers associated with the project.
* Assist with maintaining documentation and training resources through photography and collation of taxonomic information.
* Participate in ongoing taxonomic training.
* Participate in the plankton sampling process - involving some sea time if required.
* Provide ad hoc administrative support as required to contribute to the project team outcomes.
* Analyse data as required.
* Maintaining a safe working environment and adhering to Health, Safety and Environment policies and procedures.
* 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 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 on activities pertaining to the immediate work area and responsibilities, as required.
* Other duties as directed.

## **Selection Criteria**

#### Essential

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

1. An Honours or MSc degree in marine biology or equivalent.
2. The ability to identify marine zooplankton and/or phytoplankton using light microscopy and to accurately enter information into a database.
3. The ability to contribute to reports and scientific papers resulting from the project.
4. The ability to work effectively as part of a multi-disciplinary, regionally dispersed research team, and carry out tasks under general direction from Scientific Researchers.
5. The ability and willingness to contribute novel ideas and approaches in support of scientific investigations.

## **Desirable**

1. The ability to assist with field sampling for plankton from a small boat.
2. Data management skills.

## **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.

## **About CSIRO**

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