# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Technician - Aquatic ecology |
| Job Reference | 95639 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$68k – AU86k per annum (pro-rata for part-time)  plus up to 15.4% superannuation |
| Location(s) | Albury, NSW |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian / New Zealand Citizens and Australian Permanent Residents |
| Position reports to the | Team Leader, Aquatic ecology |
| Client Focus – Internal | 0% |
| Client Focus – External | 100% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Paul McInerney via email at paul.mcinerney@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 science-based fieldwork, experimental, laboratory, observational or technology development work, and in carrying out the more practical aspects of the work.

As part of the Aquatic Ecology team within the Managing Water Ecosystems group, this role will contribute to developing and delivering science, undertaking research and bolstering freshwater ecology capability across the Environment Business Unit to service existing and future research initiatives. The successful candidate will have a graduate degree in freshwater ecology or an aligned field. Effective verbal and written communication and interpersonal skills and experience using basic word processing and spreadsheet editor software are essential. Experience and skills in conducting and organising aquatic based field work, scientific sampling and laboratory processing are highly desired. Experience conducting fieldwork in remote locations, first aid and 4WD experience/accreditation, and boat licence are also desirable. The candidate will also be proficient in scientific data curation, management and quality control techniques. The candidate will ideally have experience working in a variety of Australian aquatic systems, including the Murray-Darling Basin.

### Duties and Key Result Areas

* Coordinate field team scheduling and logistics and carry out fieldwork.
* Contribute to the development and implementation of research studies including analysis and scientific writing.
* Under limited supervision, perform straightforward experiments and routine laboratory analyses of biological and chemical materials.
* Contribute to the design of new processes or apparatus by adapting existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* Conduct efficient and quality assured data entry and management of scientific data, design data recording and entry systems and assist in data preparation for analysis.
* Conduct literature reviews, investigations and inspections in the field or laboratory including associated analysis possibly involving statistical or graphics software.
* 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.
* Responsibility for maintaining laboratory or fieldwork consumables and scheduling and instructing staff in the use of shared equipment.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* 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.
* Undertake administrative functions associated with work area and role.
* Work collaboratively as part of a multi-disciplinary research team to carry out tasks in support of CSIRO’s scientific objectives.
* 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 freshwater ecology.
2. Demonstrated effective verbal and written communication skills and interpersonal skills.
3. Demonstrated experience using basic word processing and spreadsheet editor software (e.g. Word and Excel).
4. Capacity to undertake field work in remote locations for extended periods.
5. A current driver’s licence.

## **Desirable**

1. Demonstrated experience in coordinating field teams and working as a valuable team member.
2. Demonstrated experience in collection, entry and management of scientific datasets.
3. Proficiency with standard scientific software packages.
4. Experience in processing chemical and biological samples in the laboratory.
5. 4WD accreditation
6. Boat licence.

## **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/) and [Environment Business Unit](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