# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Analytical Lab Technician |
| Job Reference | 95034 |
| Tenure | Specified Term of 2 years  Full-time |
| Salary Range | AU$68,148 – AU$86,733 per annum plus up to 15.4% superannuation |
| Location(s) | Kensington, WA |
| 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 an existing valid visa and unrestricted work rights for the duration of the term (at least until mid-2026) and **no requirement for visa sponsorship from CSIRO**. |
| Position reports to the | Team Leader – Integrated Characterisation |
| Client Focus – Internal | 60% |
| Client Focus – External | 40% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Helen Powell via email at [helen.powell@csiro.au](mailto:helen.powell@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-Science-and-Engagement-Program/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.

CSIRO Mineral Resources’ Characterisation Program is home to cutting-edge multiscale analytical facilities that are a key part of our research to ensure a sustainable resources industry for Australia. The Drill Core and Micro-characterisation Laboratories in Perth house instruments for examining entire drill cores using X-ray and infrared spectroscopy as well as electron microscopes and X-ray fluorescence imaging for smaller samples. The Analytical Technician role will be to ensure continued operation of our instruments and to work with our researchers to collect high quality research datasets that enable us to deliver impact for our customers. This role will require a high level of attention to detail and a strong focus on safety including all aspects of manual handling, radiation and forklift operation.

### Duties and Key Result Areas

* Under limited supervision, perform routine laboratory analyses and at times adapt existing techniques and components to meet special circumstances or undertake modifications to methods requiring some innovation.
* Perform some non-routine analyses or technology development activities using a range of techniques, often working on a number of parallel and competing tasks.
* Be responsible for maintaining laboratory consumables and upkeep. Once trained, instruct staff in the use of shared equipment.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Manage sample receival, storage and scheduling for large volumes of drill core to ensure customers receive data in a timely manner.
* Undertake practical aspects of drill core analysis including sample handling, measurements, core cleaning and sorting, tracking, storage, pallet wrapping, strapping and labelling, forklifting in tight spaces, data QA/QC.
* Optimise scanning electron microscopes for a range of routine imaging and microanalysis tasks (training provided).
* Assist users with troubleshooting issues to ensure smooth running of the laboratory.
* Schedule, analyse and deliver automated mineralogy datasets ensuring that geological libraries are used appropriately.
* Work with manufacturers and instrument technicians to ensure instruments are regularly serviced and working efficiently.
* Prepare brief summary reports for external customers summarising observations from analytical work.
* 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.
* 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 in physical sciences including but not limited to geosciences, physics, materials science, etc, **or** demonstratedrelevant work experience.
2. Excellent attention to detail and ability to closely follow processes and procedures.
3. Demonstrated strong focus on safety.
4. Good verbal and written communication skills and an ability to work with a variety of internal and external customers.
5. Have a forklift operator’s licence, or be willing to be trained (covered by CSIRO).

## **Desirable**

1. Field technician experience and/or drill core experience with level of fitness to, at times, deal with large volumes of drill core/core trays, manual handling and pallet strapping (lifting of loads approximately 10-20kg is regularly required with some projects and safe lifting / manual handling techniques must be observed).
2. Experience using and maintaining laboratories and instruments (specific instrumentation and procedure training will be provided).
3. Forklift operation expertise.
4. Radiation training / knowledge.
5. Experience in writing reports documenting methods and findings.
6. Ability to write code to program instruments and analyse data, and/or develop data management strategies and use laboratory information management systems.

CSIRO is an Equal Opportunity employer working hard to recruit world-class talent that represents the diversity across our society. As part of our commitment to Aboriginal and/or Torres Strait Islander employment outcomes, preference will be given to Aboriginal and/or Torres Strait Islander candidates who meet the role criteria. CSIRO conscious inclusion practices are intended to constitute a special/equal opportunity/affirmative measure under section 8(1) of the Racial Discrimination Act 1975 (Cth).

## **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.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate may be required to undertake a pre-employment medical examination prior to commencement.

## **About CSIRO**

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