# Position Details

## Research Projects- CSOF3

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| The following information is for applicants | |
| Advertised Job Title | Analytical Laboratory Technician |
| Job Reference | 95243 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$70,874 – AU$90,202 per annum plus up to 15.4% superannuation |
| Location(s) | Waterford, WA |
| 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, Chemical Analysis |
| Client Focus – Internal | 90% |
| Client Focus – External | 10% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Martijn Woltering via email at [martijn.woltering@csiro.au](mailto:martijn.woltering@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

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 Chemical Analysis Team located at CSIRO Waterford performs geochemical analyses predominantly to support mineral processing research but also to support research into new energy and environmental applications. The team works alongside mineral processing scientists to provide data on bench-scale experiments, through scale-up to pilot plant activities. As such, this role will be responsible for delivering high throughput chemical analyses to a range of scientists including new research investigating methods to produce high-purity alumina for technology applications.

### Duties and Key Result Areas

* With supervision, apply specialised skills in the operation of ICP-OES, ICP-MS, WD-XRF, combustion elemental analysis, SEM imaging and analysis and XRD to produce quality quantitative analytical results.
* Understand and adapt general laboratory QA/QC procedures.
* Undertake routine preparations and analysis of geochemical samples and standard preparations for chemical analysis and SEM or XRD analysis.
* Create quality quantitative analytical reports.
* Carry out project work and technical trouble shooting as directed by the laboratory supervisor.
* Perform standards instrument maintenance to avoid contamination and to protect the equipment.
* Be involved with the preparation of safe work documentation and ordering of laboratory supplies.
* Be self-motivated and able to take initiative whilst maintaining and updating skills within the lab.
* 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. Bachelor of Science Degree in Chemistry or Analytical Chemistry, OR at least 5 years of practical experience of working in an Analytical Chemistry or SEM/ XRD laboratory.
2. Excellent attention to detail and ability to closely follow processes and procedures.
3. Demonstrated strong focus on safety.
4. Good written and verbal communication skills, and an ability to work with a variety of internal and external customers including Aboriginal and/or Torres Strait Islander people and community.

## **Desirable**

1. Experience using and maintaining laboratory instruments (ICP-OES, ICP-MS, WD-XRF, combustion elemental analysis, SEM, XRD).
2. Experience in writing reports documenting methods and findings.

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.

## **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