# Position Details

## Technical Services- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Instrumentation Engineer/Technician - Seagoing |
| Job Reference | 96280 |
| Tenure | Specified Term of 3 years, Full-time |
| Salary Range | AU$93,267 – AU$105,517 plus up to 15.4% superannuation, plus Duty at Sea Allowance |
| Location(s) | Hobart, TAS |
| 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, Seagoing Instrumentation Team |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Hanuman Crawford via email at [hanuman.crawford@csiro.au](mailto:hanuman.crawford@csiro.au)  or phone 03 6232 5001 |
| 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 Seagoing Instrumentation Team (SIT) seek an enthusiastic problem-solving multidisciplinary engineer or technician to join the team. A passion for working at sea with a diverse team conducting marine and atmospheric science are characteristics of the successful candidate.

SIT are responsible for designing, building, maintaining and operating a wide variety of marine and atmospheric science systems for the Marine National Facility’s blue-water research vessel RV *Investigator*. This includes vessel based and deployed oceanographic, deep-sea imagery, subsea communication, meteorological and atmospheric research instrumentation. In this role, the successful candidate will apply their electronic, software, mechanical, and operational decision-making skills to enable scientific research on voyages in environments from the Antarctic to the tropics. **A requirement of the role is to provide up to 85 days per year of seagoing support on voyages that are typically 3 to 8 weeks in duration**.

Between voyages the engineer/technician will service, repair, calibrate and maintain scientific research equipment in preparation for deployment on voyages; develop new instrumentation, control systems and operational technology to build the capabilities of the Marine National Facility; and provide technical advice to stakeholders involved in the planning and execution of scientific voyages.

The position will be based in the CSIRO Marine Laboratories in Hobart. On-the-job training and mentoring will be provided in CSIRO-specific systems and for the seagoing aspect of the role. Training in high-risk work such at Working Safely at Heights and Confined Spaces will be provided as required.

CSIRO’s flexible working arrangements are available to enable a sustainable work-life balance, and may be applicable to the successful candidate. For more information see <https://www.csiro.au/en/careers/life-at-csiro/balance>. Through CSIRO’s Diversity Inclusion & Belonging Strategy we aim to build fair, equitable and inclusive workplace, where everyone has a full sense of belonging and can contribute their best. <https://www.csiro.au/en/careers/life-at-csiro/diversity-inclusion>

### Duties and Key Result Areas

* Participate in research voyages on the RV Investigator and contribute to the achievement of research objectives by operating scientific equipment, performing maintenance and repair of instrumentation, and reporting on equipment performance and status.
* Contribution to the smooth and orderly running of electronics and instrumentation support on the vessel in areas such as documentation, parts inventory, service of equipment and tools, and preparation and dispatch of equipment to and from the vessel and remote ports.
* Proactively identify and take ownership of opportunities for improvements in systems and procedures; analyse underlying issues of complex and ill-defined problems; develop solutions and manage them through to delivery.
* Liaise with clients to determine their needs and take personal responsibility for their satisfaction, by correcting problems promptly and in a constructive manner.
* Communicate openly, effectively, and respectfully with all staff, clients, ship’s crew and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Work collaboratively as part of a technical team and with other industry colleagues, to carry out tasks in support of CSIRO’s scientific objectives.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, 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. A tertiary qualification in Information Technology, Engineering and/or equivalent relevant experience.
2. Experience in preparation, deployment, operation, fault-finding, maintenance, and provision of technical support for complex data acquisition equipment, in order to collect data of best possible quality.
3. Ability to fault-find and problem-solve routine or unusual faults in scientific instrumentation and electronic systems.
4. Demonstrated mechanical aptitude with the ability to undertake assembly, repairs and maintenance using hand tools and/or machinery.
5. Demonstrated efficiency in approaching organisation and prioritisation of concurrent tasks to meet deadlines, the ability to maintain a calm temperament under pressure, and a willingness to take on non-routine tasks which will contribute to research voyage objectives.
6. Excellent interpersonal, oral and written communications skills, including demonstrated ability to clearly document software and to produce manuals and/or reports.
7. Demonstrated ability to proactively identify and take ownership of opportunities for improvements in systems and procedures; analyse underlying issues of complex and ill-defined problems; collaborate with stakeholders outside of the team; develop solutions and manage them through to delivery of a positive outcome under limited direction.
8. Willingness to comply with organisational expectations including procedures around travel, reporting, OH&S, marine pollution, and so on.

## **Desirable**

1. Experience working in remote and/or harsh environments.
2. Expertise in software development, data analysis, IT, and networking
3. Relevant workplace training and seagoing experience – WSAH, forklift, ESS/BOSIET/STCW.

## **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:** Recognises 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 be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* Appointment to this role will be conditional on the candidate passing a stringent Remote Area Seagoing Medical, and the ability to obtain a Maritime Security Identification Card.
* The appointee will be prepared to be based at sea on a research vessel for 12h shifts, 7 days per week, for up to 85 days per year, with minimal supervision after adequate training.

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. Visit [CSIRO Online](http://www.csiro.au/) and [National Research Collections Australia](https://www.csiro.au/en/about/facilities-collections/Collections) 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