

## Position Details

### Technical Services – CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised Job Title	Field Team Supervisor - SKA-Low Telescope
Job Reference	97499
Tenure	Indefinite Full-Time, Part-Time or Job-Share
Salary Range	CSOF5 – AU\$114,219 to \$123,605 per annum plus 15.4% superannuation *Note* This role will work on a regular site roster and be paid in accordance with the CSIRO Enterprise Agreement for any additional hours and/or allowances for working in a remote location.
Location(s)	Geraldton, Western Australia
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	Australian/New Zealand Citizens and Australian Permanent Residents
Client Focus – Internal	0%
Client Focus – External	100%
Position reports to the	This role will report to the SKA-Low Deployment and Maintenance Manager
Number of Direct Reports	8
Enquire about this job	To enquire about this role, please reach out to the SKA-Low Head of Engineering Operations, Angela Teale, on <a href="mailto:angela.teale@skao.int">angela.teale@skao.int</a> for more information.
How to apply	Apply online at <a href="https://jobs.csiro.au/">https://jobs.csiro.au/</a> Internal applicants please apply via <b>Jobs Central</b> If you experience difficulties when applying, please email <a href="mailto:careers.online@csiro.au">careers.online@csiro.au</a> 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](#).

#### The CSIRO Experience

As an employee of CSIRO, you will be eligible for the many benefits of working at Australia's National Science Agency. You can read more here:

1. [Life at CSIRO](#)
2. [Personal Development & Learning](#)
3. [Generous Leave & Conditions](#)
4. [Work / Life Balance](#)

## Background

The SKA Observatory (SKAO) is a next-generation radio astronomy facility that will revolutionise our understanding of the Universe and the laws of fundamental physics. Enabled by cutting-edge technology, it promises to have a major impact on society, in science and beyond. As an intergovernmental organisation, the SKAO brings together nations from sixteen countries around the world.

The Observatory has an international footprint and consists of the SKAO Global Headquarters in the UK, the SKAO's two telescopes at radio-quiet sites in South Africa and Australia, and associated facilities to support the operations of the telescopes.

Constructing and operating these telescopes will position the SKAO as the leading research infrastructure for radio astronomy globally, providing science capabilities to the international astronomical community for decades to come.

Australia will host the SKAO's low frequency telescope (SKA-Low) in remote Western Australia on Wajarri Yamaji Country.

The Traditional Owners and native title holders, the Wajarri Yamaji, have gifted CSIRO with the traditional name Inyarrimanha Ilgari Bundara for the CSIRO Murchison Radio-astronomy Observatory, home to the SKA-Low telescope. The traditional name means 'sharing sky and stars' in the Wajarri language.

In Australia, SKAO is collaborating with CSIRO to operate and support the construction of the SKA-Low Telescope. SKA-Low teams will operate out of:

- Inyarrimanha Ilgari Bundara, the CSIRO Murchison Radio-astronomy Observatory on Wajarri Yamaji Country.
- Our Engineering Operations Centre on Nhanhangardi, Naaguja, Wilyny and Amangu Country in Geraldton.
- Our Science Operations Centre on Whadjuk Noongar Country in Perth.

Further Reading: [Explore CSIRO and the SKA-Low Telescope project](#)

## Role Overview

The Field Team Supervisor will lead and mentor a team of up to eight technicians, deploying and maintaining the world's largest low frequency telescope, SKA-Low. This role demands strong leadership, operational expertise, and the ability to ensure efficient field works. The Field Team Supervisor will manage field technicians, ensure safety compliance, optimise processes, and maintain high standards of quality and productivity.

This role will play a key part in building the team of technicians, and in overseeing their work during construction and maintenance.

This role will require regular domestic travel (by 9-seat charter flight) to the telescope site and occasionally to our Science Operations Centre in Perth.

The Field Team Supervisor will work on 4 days on and 3 days off roster, Monday to Thursday.

CSIRO and the SKA Observatory value and respect differences, and we are committed to building an inclusive culture by creating an environment where you can balance a successful career with your commitments and interests outside of work. We believe that you will do your best at work if you have a work / life balance.

## **Duties and Key Result Areas**

Key responsibilities include:

- Lead, develop, mentor, and manage a diverse team of technicians and field engineers.
- Conduct performance reviews, set goals, and provide regular feedback.
- Create and implement work plans, prioritizing tasks to meet project milestones.
- Manage resource allocation, including staffing needs and leave requests.
- Oversee daily field operations and assign tasks based on project requirements and individual strengths.
- Ensure adherence to safety protocols, develop risk assessments, safe work instructions, and response plans.
- Provide technical guidance on SKA-Low telescope components and supervise maintenance and repairs.
- Conduct quality audits and implement systems for capturing lessons learned.
- Manage stakeholder relationships, including communication with traditional owners and contractors.
- Promote innovation, continuous improvement, and a respectful work environment.
- Maintain accurate documentation of activities and ensure compliance with relevant regulations.
- Coordinate activities between internal teams and external contractors.
- Assist with the assembly and deployment of SKA-Low telescope components.
- Support team objectives and individual career growth.
- Communicate resourcing needs and propose solutions for identified gaps.
- Adhere to the spirit and practice of both the SKA Observatory and CSIRO's values, Code of Conduct, health, safety and environment procedures and policies, diversity initiatives and zero harm goals.

## **Fundamental requirements:**

- Ability to work outdoors in remote outback environments.
- Willingness to walk on uneven ground for extended distances.
- Adaptability to a FIFO (Fly-in, Fly-out) roster from Geraldton (4 days on/3 days off).
- Physical capability to repetitively lift and carry objects up to 10kgs.

## Selection Criteria

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 equitable employment outcomes for under-represented groups, preference will be given to Aboriginal and Torres Strait Islander people who meet the role criteria.

### Essential

*Under CSIRO policy only those who are able to demonstrate how they can meet the essential criteria may be appointed.*

- Trade Certificate in a technical discipline or a degree in an engineering or a technical discipline, or demonstrable equivalent experience.
- Demonstrated experience in leading and managing technical teams in the field, with a proven track record of effective leadership, performance management, and resource allocation.
- Strong interpersonal and communication skills, with the ability to motivate and develop team members.
- Experience in implementing safety protocols and risk assessment strategies in technical environments.
- Prove ability to plan, prioritize, and oversee field operations in remote and challenging environments.
- Confident in the use of and capable of demonstrating the Microsoft Office suite and a range of commercial software systems.

### Desirable

- Experience working with Aboriginal and Torres Strait Islander peoples and understanding of Indigenous cultures.
- Previous experience in construction, electrical systems, electronics, or a related technical field to the SKA-Low Telescope.
- Certificate IV in Training and Assessment or equivalent experience in developing team capability.

### 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 team 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:** Sets up and maintains effective and efficient work teams and manages performance and resources, to achieve objectives. Chooses appropriate management strategies and communication styles to maintain high levels of

motivation and productivity. Gives feedback for development purposes and provides support and direction for improvement.

- **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:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
- **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

- The successful candidate will be required to gain a National Police Clearance or equivalent. This will be conducted by CSIRO, Talent Services, through our provider HireRight. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
- Inyarrimanha Ilgari Bundarra, The CSIRO Murchison Radio-astronomy Observatory is a remote location in the Australian outback. While this role is based at the Engineering Operations Centre in Geraldton, regular travel to site will be required to perform aspects of the role. Willingness to safely perform duties in outdoor remote environments is crucial to this role.
- The successful candidate will be required to possess an Australian State/Territory issued light vehicle licence and be willing and ready to operate a 4WD.

### 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](#).

### CSIRO and SKAO Values

Visit [CSIRO Online](#) and [Space and Astronomy](#) and [SKAO online](#) and [SKAO Location](#) for more information. In your application and at interview you will need to demonstrate behaviours aligned to our values of:

CSIRO	SKA Observatory
<ul style="list-style-type: none"> <li>● People First</li> <li>● Further Together</li> <li>● Making it Real</li> <li>● Trusted</li> </ul>	<ul style="list-style-type: none"> <li>● Diversity and Inclusion</li> <li>● Excellence</li> <li>● Collaboration</li> <li>● Creativity and Innovation</li> <li>● Sustainability and Safety</li> </ul>