

Position Details

Administrative Services – CSOF5

THE FOLLOWING INFORMATION IS FOR APPLICANTS

Advertised Job Title	Senior HSE Advisor - SKA-Low Telescope
Job Reference	98649
Tenure	Indefinite - Full-time, Part-time or Job-share
Salary Range	CSOF5 - AU\$114,219 to AU\$123,605 per annum, plus 15.4% superannuation
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 position will report to the SKA-Low HSE Executive Manager
Number of Direct Reports	2
Enquire about this job	To enquire about this job please reach out to the SKA-Low HSE Systems and Assurance Manager, Jessica Olynyk, on Jessica.olynyk@csiro.au for more information.
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 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 sixteen countries around the world.

The SKAO 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, Wilynyu 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 Senior HSE Advisor is a crucial enabling role that will work with the SKA-Low team to continuously refine our best-in-class safety culture.

At present, the SKA project is in the construction phase and the site is under the management and control of the Principal Contractor. Over time, the Principal Contractor will hand back the site which will then be operated by the SKA-Low team for the 50-year planned operation of the telescope.

This role will work with SKAO's construction contracts, members of the SKA-Low Site Management Team, SKA internal construction teams, and CSIRO's HSE teams, to assure a safe construction project on site, and it will support the transition of the site from the project delivery phase into operation of the telescope.

This role requires hands-on engagement with SKA-Low staff, contractors, and stakeholders to ensure that safety and environment related hazards and risks are effectively managed in accordance with Australian Standards.

This role will spend 50% of time on site. Travel to and from site will be via 9-seater aircraft, flying from Geraldton to site.

This role will require a willingness and ability to travel interstate and internationally as required, noting we work hard to accommodate personal arrangements.

CSIRO and the SKA Observatory value and respect difference, 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. We are open to discussing flexible working opportunities with this role being offered on a full-time, part-time or job share basis. Please raise your preference in your application.

Duties and Key Result Areas

Operational HSE Management:

- Coordinate with construction teams to ensure that all activities align with the SKA-Low HSE Management Plan.
- Actively support the development of innovative best practice solutions to significantly improve HSE performance both culturally and from a regulatory perspective.

Team Leadership and Development:

- Manage and develop the HSE team to support the construction and operational phases of the SKA-Low Telescope.
- Maintain clear roles, responsibilities, and objectives for HSE staff, ensuring alignment with project needs.
- Ensure HSE team provides HSE support for SKA staff in developing their own HSE responsibilities (PPE, documents etc.).
- Investigate need for HSE related trainings in specific areas and work with relevant SKA staff to find or develop such trainings.

Reporting and Assurance:

- Assist with the development and delivery of monthly HSE reports, including key performance indicators (KPIs), compliance metrics, and incident investigations.
- Conduct HSE audits and inspections, ensuring opportunities to improve are identified and corrective actions implemented efficiently.

Risk Management and Incident Response:

- Oversee the identification and management of critical risks, including construction hazards, environmental impacts, and psychosocial risks and lead significant incident investigations.
- Develop and oversee emergency response planning on site, coordinating with contractors and stakeholders to ensure readiness.
- Monitoring HSE Systems and reports, strong liaison and communication with project stakeholders to ensure timely investigations, action closeout, and followup with risk owners.

Stakeholder Engagement:

- Develop and maintain strong relationships with contractors and relevant stakeholders.
- Represent the HSE function at internal and external meetings, ensuring key issues are understood by all parties.

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. 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).

Essential

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

- Relevant nationally recognised qualifications in a relevant discipline such as Health, Safety & Environment, or risk management coupled with demonstrated experience in an HSE role.
- Knowledge and understanding of HSE Legislation, codes of practice, management systems, and standards.
- Experience managing HSE compliance, reporting, and assurance activities in construction or operational settings, with a strong ability to engage and influence stakeholders across diverse teams, including contractors, regulatory bodies, and project leadership.
- Experience influencing and effecting impactful HSE changes in team culture.
- Experience in a leadership position, or evidence of potential to fulfil a leadership position, promoting diversity and developing an inclusive, high-performing culture.

Desirable

- Expertise in applying Australian HSE standards to construction activities, including environmental management and emergency response.
- Extensive experience in conducting incident investigations and applying Root Cause Analysis (RCA) methodologies.
- Membership of a recognised professional institution (e.g. AIHS).

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:** 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.
- The successful candidate will be required to hold a “C Class” drivers licence at a minimum.

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